This summary is intended as an overview of the benefits that are available through UW Physicians for Members and Associates working at least 0.50 FTE (at least 50% time). For specific details or questions, please refer to the summary plan descriptions (SPD) available on the UW Physicians Members Intranet Site or contact the UWP Benefits Office at (206) 520-5308. UW Physicians reserves the right to amend or terminate the benefits described below at any time in the future.

RETIREMENT PROGRAMS

For eligible salary paid through UW Physicians, a two-tiered retirement program is available which consists of a mandatory employer-funded plan (Pension Plan) and an optional employee-funded plan (Tax Deferred Annuity Plan).

401(a) Pension Plan

Contributions Funded By: 100% Employer
Contribution Amount: 9% of UWP compensation up to age 50 and 10% thereafter
IRS Limits: Annual compensation limit of $285,000
Vesting Schedule: 5-year graded vesting
Plan Administrator: Fidelity
Distribution Upon: Separation from service, death, permanent disability

403(b) Tax Deferred Annuity Plan

Contributions Funded By: Employee only (pre-tax or Roth)
Contribution Amount: Voluntary plan, varies by individual
IRS Limits: Maximum annual contribution is $19,500 ($26,000 for those age 50 or older)
Vesting Schedule: Immediate 100% Vesting
Plan Administrator: Fidelity
Plan Loans: Not available
Distribution Upon: Termination, permanent disability, death, age 59 ½, financial hardship

LONG TERM DISABILITY INSURANCE

Premiums Funded By: 100% Employer
Disability Benefit: 66.67% of pre-disability Covered Earnings, reduced by deductible income; Maximum monthly benefit $35,000
Benefit Waiting Period: 90 days
Pre-existing Condition Period: 90-day period just before coverage becomes effective
Exclusion Period: (For Pre-existing Condition) 12 months

OTHER BENEFITS

Group Term Life and AD&D Insurance

Premiums Funded By: 100% Employer
Life Insurance Benefit: $15,000
AD&D Benefit: Up to $45,000 depending on loss

Identity Theft Response & Monitoring


Emergency Travel Assistance

Provides 24/7 services when you or an immediate family member are traveling anywhere in the world. Services include (but are not limited to) prescription replacement assistance, emergency medical evacuation, emergency trauma counseling, and much more.

Dues and Fees

UWP may pay for your Washington State Medical License renewal, King County Medical Society, and Washington State Medical Association dues, if applicable. These payments are discretionary and must be approved by your department.

For additional information, please contact the UWP Benefits Office at 206-520-5308 or e-mail uwpben@uw.edu

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