



Total Rewards at UW Health – UW Hospitals & Clinics

At UW Health, we realize that our employees are our most valuable resources. Our *Total Rewards Philosophy* is to provide competitive compensation and benefits that will retain, recruit, motivate and recognize and reward highly talented employees possessing the skills required to fulfill UW Health's vision of *Remarkable Healthcare*.

Direct Compensation

UW Health is committed to providing all employees with a competitive level of compensation at time of hire and throughout their career. Our market-based pay ranges are established to be competitive with the external labor market.

Health and Protection

[Health insurance](#), including [prescription drug coverage](#) and supplemental benefits such as [dental](#) and [vision](#) are part of a larger umbrella of health benefits offered to UWHC employees. Employees who waive health coverage may be eligible for the [Opt-Out Incentive](#) of up to \$2,000 annually.

[Income Continuation Insurance](#) is an income replacement benefit payable for short- and long-term disabilities, providing up to 75% of monthly earnings. [Life insurance](#) is available with coverage up to 5 times an employee's annual salary. [Supplemental term-life](#) plans are also offered for employees and their eligible family members.

Retirement Planning

The [Wisconsin Retirement System](#) (WRS) is a [pension plan](#) that is intended to provide employees with a lifetime retirement payment (annually) once they are vested and of minimum retirement age.

[Supplemental retirement plans](#) are available, including a tax-sheltered annuity 403(b) and Wisconsin Deferred Compensation 457 plan. Employees may also take advantage of free [financial counseling](#) to plan for retirement.

Work/Life Balance

UW Health's total [time off](#) is built to help employees have the time off they need to maintain a work/life balance. Benefit eligibility begins on the

first day of employment, earning up to 3 weeks in the first year. UW Health also recognizes [8 paid holidays](#) and offers [paid parental leave](#) with immediate eligibility.

Employee Wellbeing is a foundation to UW Health's success. Our [Employee Wellbeing](#) program offers and promotes activities, education and resources to all UW Health staff and supports them in changing behaviors and making healthier choices.

Additional Benefits

UW Health's [learning and development](#) resources are continuously expanding to include learning sessions and a resource library covering a variety of topics including team and individual development, computer/technical skills, supervisory or management development, tools for new employees and organizational learning. [Tuition Assistance and Tuition Reimbursement](#) provides financial support to eligible employees who pursue education that supports career development to fulfill workforce needs.

Our [Employee Assistance Program](#) provides no-cost, confidential services to employees and their families.

[Adoption Assistance](#) is available for UW Health employees who wish to grow their family through adoption.

Loyal employees are the heart of UW Health and essential to our success. A variety of programs and events have been designed to [thank, congratulate, recognize and reward](#) staff.

Other benefits include [pet insurance](#), [identity theft protection](#) and access to [corporate discounts](#).