



**EMPOWERED YOU**  
**TOTAL STAFF COMPENSATION PACKAGE**

At UK HealthCare, YOU are “The Power of Advanced Medicine.” Without you, we cannot achieve the excellence in research, clinical care and education that we strive for every day.

We want to compensate your dedication with so much more than your salary, because life is more than working for a paycheck. It is your loved ones, your hobbies and passions, and your physical and mental well-being. That is why your total compensation package includes a competitive salary, health and life insurance plans, well-being programs, learning opportunities and much more.

Competitive salaries

A competitive salary is just the foundation of how you are rewarded for being a UK HealthCare team member.

Each individual has a salary based on education, experience and industry market trends for the specified job description. We are committed to fair and equal pay for all of our team members. How do we do this?

- An annual salary survey compares our salaries to those of similar institutions and industries.
- Regular review of position descriptions.
- Assigning the appropriate grade level based on job responsibilities to all new and re-evaluated positions.



Annual salary increases

When conditions allow, the university budgets additional funds for salary increases or for merit increases (distributed based on performance).

View the recent history of annual salary increases at [www.uky.edu/hr/compensation/history-uk-staff-pools](http://www.uky.edu/hr/compensation/history-uk-staff-pools).

UK HealthCare invests in you

Getting paid to work at UK HealthCare is more comprehensive than what you take home in your paycheck.

AVAILABLE BENEFIT	SAMPLE AMOUNT
ANNUAL SALARY	\$50,000
UK RETIREMENT SAVINGS CONTRIBUTION	\$5,000
One of the most generous retirement benefits available in the nation. You contribute 5% of gross income and UK contributes an additional 10% - a 200% match.	
UK HMO HEALTH INSURANCE CONTRIBUTION (FAMILY PLAN)	\$12,552
Coverage of up to 95% of the full cost of health insurance for self, spouse, and/or dependents (depending on level of coverage).	
UK LIFE AND ACCIDENTAL DEATH AND DISMEMBERMENT CONTRIBUTION	\$35
WAIVED TUITION COST	\$2,862
Up to six undergraduate credit hours each semester.*	
TOTAL COMPENSATION	\$70,449

To view your individual total compensation package, log on to [myuk.uky.edu](http://myuk.uky.edu) and click “Benefits and Payment.” Select “Total Compensation Statement” under the “Payment” section.

Above the Standard

The University of Kentucky is a *Chronicle of Higher Education* “Great College to Work For” thanks in part to the wide array of both standard and nontraditional benefits and rewards we offer.

In addition to a selection of health, dental, vision and life insurance plans – allowing you to choose what best fits your needs at every stage of your life and career – UK is proud to offer a multitude of extra perks.

\*The Employee Education Program is only for UK employees taking UK courses. The benefit covers up to six credit hours per semester and 18 per academic year (some exceptions available; contact HR for more information). Audited classes are not eligible.



### Insurance

**Beyond health insurance:** In addition to our generous health insurance plans, we offer plans for short-term disability, long-term care and more.

**Call a pharmacist:** Our prescription benefit includes access to in-house pharmacists who can answer your questions about medications and lower-cost alternatives to your prescriptions.

### Retirement

**Matching retirement savings:** Get a 100% match to your retirement savings contributions.

**Additional retirement savings:** Open additional accounts and choose to save on taxes now or when you make withdrawals.

**Catch-up opportunities:** If you're 50 or older, contribute an additional \$5,500 per year to your retirement savings.

### Physical well-being

**Nutrition consultations** with registered dietitians (free).

**EatWell membership:** nutrition and weight-loss program (free).

**Community supported agriculture vouchers** (up to \$200).

**Exercise consultation with exercise specialists** (free).

**MoveWell fitness membership:** employee gym (\$7/month).

**MoveWell rewards:** ongoing fitness wearable/step challenge (win cash incentives).

**Physical activity challenges** (earn prizes).

**Refresh:** sleep app for better sleep (free).

**Well-being assessments** (win cash incentives).

**Tobacco-cessation coaching** (free nicotine replacement therapy)

### Emotional/Mental well-being

**Five counseling sessions** with a licensed or certified UK therapist (free).

**Health coaching and well-being consultations** with certified health coaches (free).

**Mindfulness-Based Stress Reduction courses** (discounted for employees).

**Bend, Don't Break:** create a personal practice plan from research-based techniques that help you thrive (free).

**KORU Mindfulness training:** mindfulness and meditation skills to reduce stress (free).

**Integrative Medicine & Health:** On-site and virtual resources available to help individuals holistically achieve optimal health and healing. UK HMO acupuncture coverage based on diagnoses, massage, reiki, narrative medicine, journal workshops, art therapy, music therapy, animal-assisted therapy, yoga, meditation, tai chi and more.

### Caregiver support

**Elder care:** educational resources, referrals to community resources, support.

**Big Blue Family Care:** Current UK students offer occasional caregiving (i.e., child care, pet care) to families of UK faculty and staff.

**Little Cats Guide:** support in planning for a new child.



### Caregiver support *(continued)*

**Working Parents Network:** discussions, book clubs and lunches to connect with other working parents at UK.

**Lactation support:** breastfeeding and lactation support in the workplace.

**MetLife veterinary pet insurance.**

### Financial well-being

**Flexible spending accounts** (child care, medical expenses).

**Employee discounts** (apartments, entertainment, electronics, travel, so much more!).

**Financial counseling** with a Certified Financial Planner.™

**Employer-assisted housing program:** up to \$15,000 in forgivable loans toward purchase of a home near campus.

### Work-life integration

**Paid vacation, sick leave and bonus holidays.**

**Telecommuting, flexible scheduling and reduced seasonal hours.**

**Paid parental and elder care leave.**

**Staff Shared Leave Pool:** Generous colleagues donate unused vacation to help UK employees who have exhausted their paid time caring for themselves or a family member.

### Expand your knowledge

**Learning and career development:** in-person and online classes through myUK Learning.

**Professional development:** Foster personal and professional growth in your career.

**Technology training:** Enhance technology use in your current role and learn strategies to improve efficiency.

**Leadership development:** opportunities to help managers and supervisors lead an engaged, successful team.

**Enterprise Learning:** educational activities to improve job knowledge and performance.

### Employee recognition

**STAR Program:** recognizing great work across the health system through e-cards and nominations for awards and prizes.

**Career Achievement:** honoring employee milestone anniversaries through monthly celebrations and yearbooks, featuring personal messages from colleagues and the option to select a gift item.

**Professional and department-specific awards.**

**University of Kentucky Outstanding Staff Awards:** recognizing employees who have received an award within their department on a university level.

*The UK Human Resources team is available to talk to you about the complete package of benefits available to UK HealthCare employees during weekdays from 7:30 a.m. to 5 p.m.*

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A list of specific contacts is available at [uky.edu/hr/hr-home/contact-hr](https://www.uky.edu/hr/hr-home/contact-hr).

For more information about any of the benefits listed here, visit <https://www.uky.edu/hr/benefits>.