



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.

*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.

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 percent of gross income and UK contributes an additional 10 percent - a 200 percent match .	
UK HEALTH INSURANCE CONTRIBUTION	\$11,232 (UK HMO)
Coverage of up to 95 percent 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	\$69,129

To view your individual total compensation package, log on to 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.

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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.

MetLaw legal services offering assistance in will preparation, contract review, matters of family law, and more.

Retirement

Matching retirement savings: Get a 200 percent 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 55 and over, contribute an additional \$5,000 per year to your retirement savings.

Physical well-being

Nutrition consultations with registered dietitians (free).

Weight-loss program (free).

Community supported agriculture vouchers at no cost (\$200 value).

Exercise consultation (free).

MoveWell employee gym (only \$7/month).

Enterprisewide physical activity challenges (earn prizes).

Fitbit discounts.

\$100 rebate for completing a health screening.

Mental well-being

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

Health coaching and well-being consultations (free).

Mindfulness-based stress reduction courses (discounted for employees).

Practice group: research-based techniques to thrive; create a personal practice plan.

Contact the UK Human Resources team to discuss the complete package of benefits available to UK HealthCare employees.

Weekdays 7:30 a.m. to 5 p.m.

110 Scovell Hall
Lexington, KY 40506-0064
Phone: 859-257-9555
Fax: 859-323-8512
E-mail: humanresources@email.uky.edu

A list of specific contacts is available at uky.edu/hr/hr-home/contact-hr.



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.

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 the purchase of a home near campus.

Work-life integration

Paid vacation, sick leave and bonus holidays.

Telecommuting, flexible schedule and reduced seasonal hours.

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.

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

Employee recognition

STAR Program: recognizing great work across the enterprise 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.

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