

Overview of UTA's Total Rewards Package

Discussion – January 11, 2023





Total Rewards Package

Health & Wellness

- Medical, dental and vision
- Discounted medical premiums (PACE participation)
- Free on-site health clinics
- Free generic drugs
- Free wellness program
- Free on-site fitness facilities
- Free employee assistance program
- Life and disability insurances
- Flexible Spending account / Dependent Care account
- VOYA supplemental insurances: Accident, Critical Illness, Hospital Indemnity

Paid Time Off

- Vacation (increases with YOS)
- Personal/Sick Days (9 days)
- 10 Holidays / 2 Floating Holidays

Retirement

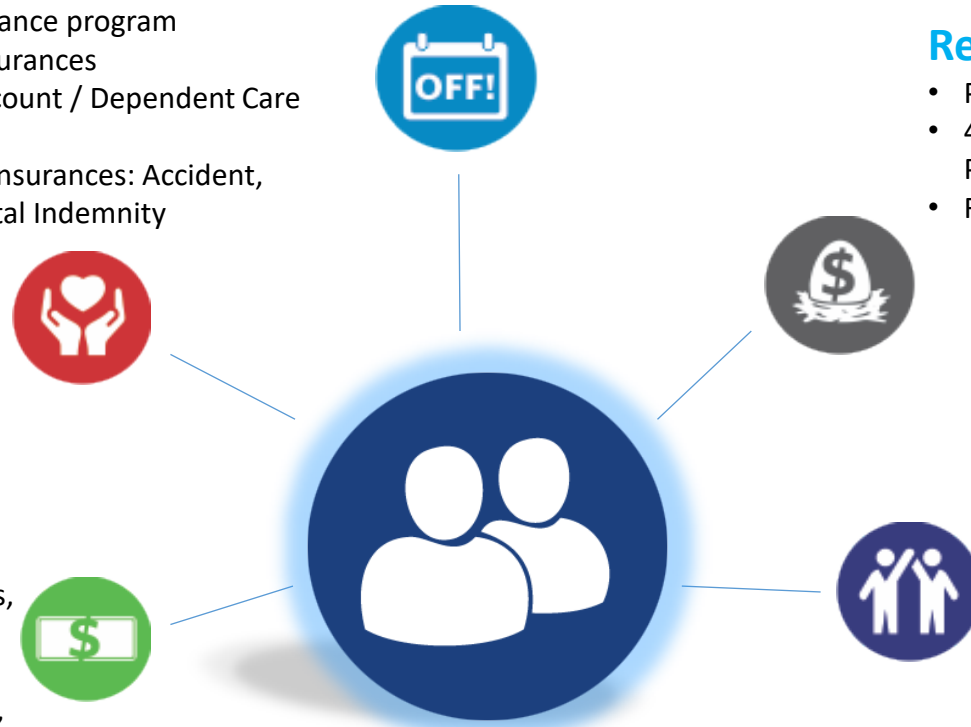
- Pension (5-year vesting)
- 457 Deferred Compensation Plan with ER match
- Retiree Medical Account

Other

- Education assistance
- Free transit passes
- Training & development opportunities
- Career advancement opportunities
- VASA membership discount
- Onsite care opportunities

Compensation

- Pay levels are set consistent with the local/appropriate labor markets.
- For Bargaining Unit employees, pay levels follow a Collective Bargaining Agreement (CBA).
- For Administrative employees, pay levels are reviewed and updated annually.





Compensation

- Pay levels are set consistent with the local/appropriate labor markets.
- For Bargaining Unit employees, pay levels follow a Collective Bargaining Agreement (CBA).
- For Administrative employees, pay levels are reviewed and updated annually.





Health & Wellness

- Medical, dental and vision
- Discounted medical premiums (PACE participation)
- Free on-site health clinics
- Free generic drugs
- Free wellness program
- Free on-site fitness facilities
- Free employee assistance program
- Life and disability insurances
- Flexible Spending account / Dependent Care account
- VOYA supplemental insurances: Accident, Critical Illness, Hospital Indemnity





Paid Time Off

- Vacation (increases with YOS)
- Personal/Sick Days (9 days)
- 10 Holidays / 2 Floating Holidays





Retirement

- Pension (5-year vesting)
- 457 Deferred Compensation Plan with ER match
- Retiree Medical Account





Other

- Education assistance
- Free transit passes
- Training & development opportunities
- Career advancement opportunities
- VASA membership discount
- Onsite care opportunities



Total Rewards Items 2023 Year

- Compensation Policy
- New Salary Structure
- Benefit Contracts
- 2023-2024 Plan Year (May 1, 2023 – April 30, 2024)
 - Renewals
 - High Deductible Health Plan/Health Savings Account

