



# UCI TOTAL REWARDS

COMPENSATION BENEFITS TALENT DEVELOPMENT WELLNESS  
ENGAGEMENT & RECOGNITION PERFORMANCE MANAGEMENT

Every Anteater is the key to UCI's success, and Total Rewards are vital to the attraction, retention, motivation, and engagement of our Anteaters. This page provides a quick overview of the package and services available to our valued workforce.

The compensation employees receive from UCI is more than the value printed on your paycheck. The Total Rewards package includes health plans, training programs, retirement savings, paid time-off, as well as an array of other benefits and perks that increase our financial security, help us develop professionally, and promote a healthy, fulfilling life.

## OVERVIEW



## SUPPORT

For complete information on UCI's Total Rewards program, please visit:  
[hr.uci.edu/partnership/totalrewards/](https://hr.uci.edu/partnership/totalrewards/)

Email: [eec@uci.edu](mailto:eec@uci.edu)

SCAN TO  
VIEW FLYER  
ONLINE





# TOTAL REWARDS OVERVIEW

## COMPENSATION



Competitive and equitable salary programs in regional and national marketplaces, retention and motivation of highly qualified employees, paying in accordance with the external market, rewarding and encouraging peak performance, compliance with all applicable laws, regulations, and best fair pay practices.

[ucnet.universityofcalifornia.edu/compensation-and-benefits/total-compensation-calculator.html](https://ucnet.universityofcalifornia.edu/compensation-and-benefits/total-compensation-calculator.html)

## BENEFITS



- 5 Medical plans for employees and retirees. On average, UCI pays 87% of the premium rates.
- 2 HMO plans: Kaiser and UC Blue & Gold
- 3 PPO plans: UC Care, UC Health Savings Plan, and CORE
- 2 Dental Plans including orthodontics services.
- UCI pays 100% of the premium rates
  - DeltaDental PPO
  - DeltaCare HMO

[hr.uci.edu/partnership/benefits/](https://hr.uci.edu/partnership/benefits/)

## RETIREMENT SAVING PLANS



- Convenient, tax-advantaged ways to save for retirement.
- UC Retirement Plan
- Voluntary UC Retirement Savings Program:
  - Tax-Deferred 403(b) Plan
  - 457(b) Deferred Compensation Plan
  - Defined Contribution Plan

[ucnet.universityofcalifornia.edu/compensation-and-benefits/retirement-benefits/index.html](https://ucnet.universityofcalifornia.edu/compensation-and-benefits/retirement-benefits/index.html)

## TIME OFF



- Vacation Time Off\* (starting 15 days/year - up to 24 days/year)
- Sick Time Off\* (12 days/year)
- 14 Holidays
- Campus Winter Administrative Recess

\*Medical Center Non-Represented Employees:  
Paid Time Off (starting with 21 days/year - up to 30 days/year) and 6 days of sick leave

[bit.ly/UCItimeoff](https://bit.ly/UCItimeoff)

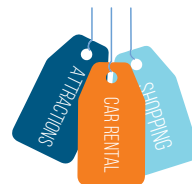
## WELLNESS PROGRAMS



Mental health, physical health, family support, financial wellness, college admission counseling, and virtual tutoring.

[wellness.uci.edu/UCIHRWellness.pdf](https://wellness.uci.edu/UCIHRWellness.pdf)

## EMPLOYEE DISCOUNTS



Child care, travel, theme parks, education, personal cell phones, entertainment and sport events, fitness clubs, housing, and more.

[wellness.uci.edu/discounts.html](https://wellness.uci.edu/discounts.html)