Title and Total Compensation Project

Benefits Valuation Analysis
Overview

The Benefits Valuation Analysis quantifies the relationship of the value of the University of Wisconsin’ benefits to the value provided by market peers. Peers include universities from across the country as well as Wisconsin public and private employers. Mercer consulting gathered the relevant data from peer groups and provided comparative analysis between UW benefits and the market data. The results of the analysis serve as a ranking of how the University of Wisconsin benefits offerings compares to its peers.

How did UW benefits offerings stand up to our peers?

University of Wisconsin provides competitive benefit offerings across both University and Wisconsin Peer Groups

UW leads in these areas

- **Retirement** among Wisconsin competitors
- **Group Health** among Wisconsin competitors
- **Post-Retirement Medical** among Wisconsin competitors
- **Paid Leave** among Wisconsin competitors

- **Dental** among University peers
- **Group Health** among University peers
- **Life Insurance** among University peers

UW can improve in these areas

- **Dental** among Wisconsin competitors
- **Life Insurance** among Wisconsin competitors
- **Retirement** among University peers
- **Paid Leave** among University peers
University Peer Group
Wisconsin Peer Group

**Wisconsin Peer Groups**

**Wisconsin Peer Group 1**
Large Private Corporations and Public Municipalities

- UW ranked 1 out of 11

  - UW exceeds peer group median by 29%
  - University of Wisconsin's position results from favorable comparisons in the health/group and paid leave areas combined with a competitive comparison in the retirement/savings area

**Wisconsin Peer Group 2**
Other Private Sector Organizations

- Retirement/Savings: Competitive, 1% above median
- Health/Group: Favorable, 62% above median
- Paid Leave: Favorable, 18% above median
University Peer Groups

University Peer Group 1
Large Public Universities

#7 UW ranked 7 out of 12
- UW trails peer group median by 4%
- University of Wisconsin’s position results from competitive comparisons in the retirement/savings, health/group and paid leave areas

University Peer Group 2
Public and Private Universities

#7 UW ranked 7 out of 14
- UW exceeds peer group median by 2%
- University of Wisconsin’s position results from a favorable comparison in the health/group area offset by an unfavorable comparison in the retirement/savings area combined with a competitive comparison in the paid leave area
  - Retirement/Savings: Unfavorable, 16% below median
  - Health/Group: Favorable, 20% above median
  - Paid Leave: Competitive, 5% below median

University Peer Group 3
Large Private Universities

#4 UW ranked 4 out of 13
- UW exceeds peer group median by 4%
- University of Wisconsin’s position results from a favorable comparison in the health/group area combined with competitive comparisons in the retirement/savings and paid leave areas
  - Retirement/Savings: Competitive, 3% below median
  - Health/Group: Favorable, 15% above median
  - Paid Leave: Competitive, 5% below median
Summary

Competitive information and assessment are shown for each of the following benefit categories:

- **Paid Leave**: includes vacation, holiday, personal leave, PTO banks, sick leave, and short- and long-term disability plans
- **Retirement/Savings**: includes defined benefit and defined contribution
- **Health/Group**: includes medical, dental, life insurance, flexible spending accounts, and post-retirement medical plans

This Benefits Valuation Analysis is a custom, comparative, benchmarking report that analyzes how benefit plans compare to a chosen peer groups and designed to allow UW to assess the competitiveness of its benefit package as a whole and by plan.