

Title and Total Compensation Project

Benefits Valuation Analysis

University of Wisconsin System

Overview

The Benefits Valuation Analysis quantifies the relationship of the value of the University of Wisconsin' benefits to the value provided by its selected 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 compares to its peers.

Who did we compare our UW benefits offerings to?

Benefits are valued using a sample, composite workforce made up of representative organizations that vary by industry, size, and geography.



UNIVERSITY PEER GROUPS

Peer Group 1: Large Public Universities (ex: Big 10, UCLA, Berkley, Texas, Washington

Peer Group 2: Public and Private Universities: (ex: Marquette, NC, SUNY, Cleveland)

Peer Group 3: Large Private Universities: (ex: Boston, Cornell, Duke, Harvard)



WISCONSIN PEER GROUPS

Peer Group 1: Large Private Corporations and Public Municipalities: (ex: City of Madison, CUNA Mutual, Kohler, Madison Metro School District, TDS Telecom)

Peer Group 2: Milwaukee Based Organizations (ex: Kohls, Lands' End, Northwestern Mutual)

How did UW benefits offerings stand up to our peers?

UNIVERSITY OF WISCONSIN SYSTEM

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

UW leads in these areas

Retirement among Wisconsin competitors Health/Group among Wisconsin competitors Post-Retirement among Wisconsin competitors Time Loss among Wisconsin competitors

Health/Group among University peers Dental among University peers Life Insurance among University peers

UW can improve here

Dental among Wisconsin competitors **Life Insurance** among Wisconsin competitors

Retirement among University peers Paid Leave among University peers

UNIVERSITY OF WISCONSIN SYSTEM

University Peer Group

UW leads across University peers by 2 to 4%

- Health/Group: competitive to favorable, to 20% above median
- Time Loss: competitive, 5% below median
- Retirement/Savings: competitive to unfavorable, 3-16% below median

Wisconsin Peer Group

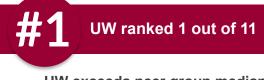
UW leads across Wisconsin peers by 5 to 29%

- Retirement/Savings: competitive to 1% above median
- Health/Group: favorable, 9-62%
 above median
- Time Loss: competitive, 4-18%
 above median

Wisconsin Peer Groups

Wisconsin Peer Group 1

Large Private Corporations and Public Municipalities



- UW exceeds peer group median by 29%
- University of Wisconsin's position results from favorable comparisons in the health/group and time loss areas combined with a competitive comparison in the retirement/savings area
- Retirement/Savings: **Competitive**, 1% above median
- Health/Group: **Favorable**, 62% above median
- Time Loss: **Favorable**, 18% above median

Wisconsin Peer Group 2

Milwaukee Based Organizations



UW ranked 1 out of 8

- UW exceeds peer group median by 5%
- University of Wisconsin's position results from favorable comparisons in the health/group and time loss areas combined with a competitive comparison in the retirement/savings area
- Retirement/Savings: Competitive, equals median
- Health/Group: **Favorable**, 9% above median
- Time Loss: **Competitive**, 4% above median

University Peer Groups

University Peer Group 1

Large Public Universities



- Time Loss: **Competitive**, 5% below median

University Peer Group 2

Public and Private Universities



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 time loss area
- Retirement/Savings: **Unfavorable**, 16% below median
- Health/Group: **Favorable**, 20% above median
- Time Loss: **Competitive**, 5% below median

University Peer Group 3

Large Private Universities



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 time loss areas
- Retirement/Savings: **Competitive**, 3% below median
- Health/Group: **Favorable**, 15% above median
- Time Loss: **Competitive**, 5% below median

Summary

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

- Time loss: includes vacation, holiday, personal leave, PTO banks, sick leave, and shortand long-term disability plans
- Retirement/Savings: includes defined benefit, defined contribution, and stock purchase plans
- 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.