Welcome to UAMS!

Your Benefits at a Glance

Congratulations on joining the UAMS team! This quick guide highlights the most important benefits information to know during your first 31 days.

⭐ Your First 31 Days

- Enroll in UAMS Benefits in Workday within 31 days of your hire date.
- Add eligible dependents and upload required documentation, such as a marriage certificate/license and children's birth certificates.
- Designate your life insurance beneficiaries in Workday.
- Set up an Optum account if you choose the HSP medical plan/HSA.

Important: If you do not enroll within 31 days, you may have to wait until Open Enrollment or experience a qualifying life event to make changes.

🏥 Medical & Insurance Benefits

Coverage: Insurance plans are generally effective the first day of the month following enrollment.

Insurance Cards: Expect your cards to arrive at your home approximately two weeks after enrollment.

Changing Your Benefits: Changes can generally be made during **Open Enrollment** or **following a qualifying life event** under IRS guidelines — such as marriage, divorce, death, birth, or adoption. Contact HR within 31 days of the event if you need to make changes.

Plan Information: UAMS Benefits Website
Insurance Premiums: UAMS Benefits & Rates

💰 Retirement

- You are required to contribute 5% of your salary to retirement.
- Choose Fidelity Investments or TIAA as your retirement provider.
- UAMS contributes 5% on your behalf.
- UAMS may match **additional** contributions above 5%, up to 10%, subject to plan provisions.
- You become vested after two consecutive years in a benefits-eligible position.
- Retirement representatives are available for phone and virtual appointments, and are on-site monthly for in-person appointments.
- Changes to retirement contributions can be made at anytime.

🎁 Additional UAMS Benefits

Protection & Financial

Short-Term Disability • Long-Term Disability • ID Watchdog • LegalShield • Hospital Indemnity • Critical Illness • Accident Protection • Loan Forgiveness

Savings & Wellness

SmartCare • Stocked & Ready Food Pantry • Cafeteria & Gift Shop Discounts • Farmers Home & Auto Discount • Access Perks

Time Away & Education

Annual Leave • Sick Leave • Holiday Leave • Birthday Leave • Tuition Discount

Questions?

UAMS Office of Human Resources
📞 501-686-5650 | ✉️ askhr@uams.edu

Make the Most of Your Benefits

Your UAMS benefits are an important part of your total compensation. Take time to review your options, make the choices that are right for you, and keep this guide as a handy reference. Scan the QR code to access Plan Information, Insurance Premiums, and other important HR websites.

Benefit eligibility, plan provisions, contribution rates, and vesting requirements are subject to applicable UAMS benefit plan documents and policies. Please refer to official plan documents for the most current information.

❤️ SmartCare

Your Health. Our Priority.

🎯 Priority Access

Fast-Track Scheduling • Priority Appointments for You & Family • Streamlined, Faster Support

💰 Exclusive UMR Financial Benefits

Lower Copays & Discounts • Maximized Benefits • Reduced Out-of-Pocket Costs

🤝 Personalized Care

Providers Who Know You • Seamless Care Coordination

Making every step of your healthcare journey smooth and stress-free.

💵 SmartCare Savings

Health Savings Plan • Classic Plan • Premier Plan — Lower Copays, Deductibles & Coinsurance

📞 **501-686-8749** (Mon–Fri, 7:30a–5:30p)
✉️ **SmartCare@uams.edu**

Connecting You to Care That Understands You!

🌿 Wellness

More than a paycheck.

📅 Time Off & Recognition

11 Paid Holidays (incl. Birthday) • Milestone Recognition

🎓 Tuition & Employee Resources

Up to 50% Tuition Discount • Child Development Center • Employee Discounts

🥫 Stocked & Ready Food Pantry

Free for UAMS employees — shop twice a week for enough food for three meals per visit, plus recipes and community support.

🌻 Wellbeing at UAMS

AR ConnectNow • Mindfulness Sessions • Farmers Market • Retirement & Career Webinars

📱 Follow Us on Social Media

Facebook & X: @UAMSHR • Instagram: @UAMSOHR

Resources to help you thrive—mind, body, and beyond.

🦺 Environmental Health & Safety

Main Safety Number: 501-686-5536

☎️ Other Important Numbers

- **Call Center 501-526-0000:** Acts as a central operator, directing calls to the appropriate party for facility emergencies, work orders, and spill cleanup.
- **UAMS Police 501-686-7777:** For medical and criminal emergencies.
- **Fire 501-686-5333:** For fire and smoke emergencies (Code Red).
- **Code Blue Team 501-686-7333:** For medical emergencies and unconscious employees on the UAMS Main Campus (Patient Tower, Central Building, Shorey Building, and Ward Tower). For off-campus or non-patient care area emergencies, call 911.

Report incidents and injuries using the **Incident/Injury Desktop Icon**.

📇 Safety Contacts

- **Biological Safety:** Lindsey Clark & J.C. Douglas
- **Chemical Safety:** Mary Garza
- **Fire & Life Safety:** Mike Rhoades
- **Industrial Hygiene:** Jason Seals
- **Radiation Safety:** Laura Hanson & Kayla Avery
- **Regulated Medical Waste:** Baron Cole

🌐 EHS Website