

# University of Wisconsin Benefit Eligibility Decision Table

See the How To section (pages 1-2) and the Decision Table (page 3) to determine benefit eligibility for a new UW System employee based on the employee's job(s).

Determining previous Wisconsin Retirement System (WRS) State or Local Service: Benefit eligibility may be affected if the new UW System employee has previous WRS service. New employee records entered into the Human Resource System (HRS), excluding graduate assistant jobs, are automatically checked against the Employee Trust Funds (ETF) system. If ETF system does not find matching Social Security Number (SSN), HRS Previous State and Local Service fields in HRS are populated with zero. If SSN match is found, check the ETF ONE website for the type of service (State or Local) and amount of previous WRS service (handled centrally for UW-Madison).

For *UW-Madison Divisions and Department*, previous WRS service information can be obtained by emailing Benefits Services at: [benefits@ohr.wisc.edu](mailto:benefits@ohr.wisc.edu)

## How to use the Benefit Eligibility Decision Table:

**1. Identify the Employee Class (empl class)** from HRS and match to the Empl Class in the left column of the Decision Table. Empl Classes are defined as:

**FA = Faculty**  
**AS = Academic Staff**  
**OT = Other**  
**SA = Student Assistant**  
**ET = Employee-in-Training**

**SH = Student Help**  
**CP = Classified Permanent (University Staff)**  
**CJ = Classified Project (University Staff-Project)**  
**CL = Classified Limited Term (University Staff-Temporary)**  
**Rehired Annuitant**

**2. Determine the Job Code** from HRS.

**3. Determine the salary basis, job percentage, continuity, and duration** from HRS and match the information to the Decision Table.

Table uses **Continuity Codes** for Faculty, Academic Staff and Limited Appointee jobs; definitions to follow. For more information, go to [www.wisconsin.edu/ohrwd/policies/#upgs](http://www.wisconsin.edu/ohrwd/policies/#upgs). For UW-Madison, go to [www.ohr.wisc.edu/polproced/UTG](http://www.ohr.wisc.edu/polproced/UTG).

**Continuity Codes (CC)** are defined as:

**01 - Ongoing**

**02A - Fixed Terminal<sup>1</sup>**

If Academic Year appointment (C-Basis): < 1 semester.  
 If Annual appointment (A or H-basis): < 6 months.

**02B - Fixed Terminal<sup>1</sup>**

If Academic Year appointment (C-Basis): ≥ 1 semester, but ≤ academic year (**no** expectation of renewal).  
 If Annual appointment (A or H-Basis): ≥ 6 months, but < 12 months (**no** expectation of renewal).

**02C - Fixed Terminal<sup>1, 2</sup>**

If Academic Year appointment (C-Basis): ≥ academic year with expectation of renewal the following Semester.<sup>3</sup>  
 If Annual appointment (A or H-Basis): ≥ 12 months.

**03 - Fixed Renewable**

**04 - Limited**

**05A - Acting / Interim**

If Academic Year appointment [C-Basis]: < 1 semester.  
 If Annual appointment (A or H-basis): <6 months.

**05B - Acting / Interim**

If Academic Year appointment (C-Basis): ≥1 semester, but ≤ academic year (**no** expectation of renewal).  
 If Annual appointment (A or H-Basis): ≥ 6 months, but < 12 months (**no** expectation of renewal).

**05C - Acting / Interim**

If Academic Year appointment (C-Basis): ≥ academic year with expectation of renewal the following Semester.<sup>3</sup>  
 If Annual appointment (A or H-Basis): ≥ 12 months.

**None - No Continuity**

Typically used for Student Help appointments.

**Footnotes:**

1. If Continuity Code is 02A, 02B, or 02C (Summer Session & Summer Service), the Faculty member is required to have an Expected Job End Date.
2. 02C may be used for Student Assistants (Graduate Assistants) and Employees-in-Training. Graduate Assistants are not WRS eligible; however, this continuity code may be used for their duration if the terms of the contract meet the 02C criteria.

3. For the duration requirement to be met, the employee must be expected to be employed for at least one year (365 consecutive days, 366 in a leap year) from employee's date of hire. If the employee is an Academic Year employee, works both Fall and Spring Semester and is expected to return the following Fall Semester, the employee meets the duration requirement.

Refer to HRS Knowledge Base Document 16903 ([kb.wisc.edu/hrs/page.php?id=16903](http://kb.wisc.edu/hrs/page.php?id=16903)) for the relationship between Continuity Codes and benefit eligibility.

**4. WRS participation requirements** are established by Wisconsin Statutes § 40.22 ([docs.legis.wisconsin.gov/statutes/statutes/40/11/22](http://docs.legis.wisconsin.gov/statutes/statutes/40/11/22)) and described by the Department of Employee Trust Funds (ETF) in the Wisconsin Retirement System Administration Manual ([etf.wi.gov/publications/et1127/direct](http://etf.wi.gov/publications/et1127/direct)).

**a. Eligible for WRS participation:**

- University Staff, University Staff-Project, and University Staff-Temporary: CP, CJ, CL
- Academic Staff, Faculty, Limited, and Other: FA, AS, LI, OT

**b. Not eligible for WRS participation:**

- Graduate Assistant appointees (Student Assistant, Employee-in-Training) and Student Help: SA, ET, SH

**c. New employees in a WRS-eligible employee class must satisfy the following requirements in order to be covered by the WRS:**

- Employee who begins employment **on or after July 1, 2011** must work at least two-thirds of full-time employment.<sup>1</sup>
- Employee must be expected to be employed at least 1 year (365 consecutive days, 366 days in leap year) or for 9 month employees, 1 academic year with the expectation the employee will return the following academic year;

**AND**

- Employee must be expected to work the following number of hours per year (two-thirds of full-time employment):
  - University Staff: 1,200 hours per year (**58%** Full Time Equivalent appointment %)
  - Faculty, Academic Staff and Limited Appointees - 12 month employees: 880 hours per year (**42%** Full Time Equivalent appointment %)
  - Faculty, Academic Staff and Limited Appointees - 9 month employees: 880 hours per year (**56%** Full Time Equivalent appointment %)

**OR**

If employee has **prior WRS service before July 1, 2011** (and has not taken a WRS separation or lump sum benefit), must be expected to work the following number of hours per year (one-third of full-time employment):

- University Staff: 600 hours per year (**29%** Full Time Equivalent appointment %)
- Faculty, Academic Staff and Limited Appointees - 12 month employees: 440 hours per year (**21%** Full Time Equivalent appointment %)
- Faculty, Academic Staff and Limited Appointees - 9 month employees: 440 hours per year (**28%** Full Time Equivalent appointment %)

**Footnotes:**

1. New employees hired on or after July 2, 2013, eligibility requirement modified by 2013 Wisconsin Act 20; if the new employee has prior WRS service before July 1, 2011 (and has not taken a WRS separation or lump sum benefit), must work at least one third of full-time employment to qualify.
2. From July 1, 2011 to July 1, 2013, one-third of full-time employment requirement extended to new employees who were employed by a WRS participating employer, regardless of employee's actual prior WRS participation. Beginning July 2, 2013, any employee who is not a WRS participating employee must meet the two-thirds of full-time employment requirement, *unless* they have WRS service prior to July 1, 2011.

**d. Graduate Assistant, Teaching Assistant and Employee-in-Training eligibility for State Group Health Insurance** is established under Wisconsin Statutes § 40.02(25)(b) ([docs.legis.wisconsin.gov/statutes/statutes/40/1/02/25/b](http://docs.legis.wisconsin.gov/statutes/statutes/40/1/02/25/b)).

- Graduate Assistant, Teaching Assistant or Employee-in-Training required to have an appointment of **at least 1/3 of full-time** to be eligible for the State Group Health Insurance Board of Regents in 1973 defined 1/3 of full-time employment as 33% or greater.
- Graduate Assistant or Short-term Academic Staff are not eligible for the Graduate Assistant premium rates for State Group Health Insurance if already covered under WRS at a UW institution or state/local WRS employer.

**e. Rehired Annuitants.** For more information, see ETF Rehired Annuitant Questions and Answers: [www.wisconsin.edu/ohrwd/admin/benefits/employment-changes/](http://www.wisconsin.edu/ohrwd/admin/benefits/employment-changes/)

- Employees who retired **on or after July 2, 2013**: If the annuitant is **not** expected to work at least 2/3 of full-time employment and at least 12 months, they are eligible for the benefits identified in Section 10 of the table. If the annuitant is expected to work at least 2/3 of full-time employment and at least 12 months, their annuity will be suspended and they will be covered by WRS and eligible for the same benefits as active employees.

- Employees who retired **prior to July 2, 2013**: Annuitant not subject to the rules in effect for employees who retired on or after July 2, 2012.

If annuitant **not** expected to work at least 1/3 of full-time employment and at least 12 months, they are eligible for the benefits identified in Section 10. If the annuitant is expected to work at least 1/3 of full-time employment and at least 12 months, they may choose to be covered by WRS. If they choose to be covered by WRS, they are eligible for the same benefits as active employees.

**5. Adding Appointment Percentages:** Two jobs with different percentages can be added together to make the employee eligible if the two jobs would be eligible for WRS or if the two jobs are Student Assistant positions. You cannot add WRS and Student Assistant job percentages together to meet benefit eligibility requirements. Examples:

- A University Staff job of 20% can be added to an Academic Staff job of 30% since both jobs could be WRS eligible.
- A Student Assistant job of 25% can be added to another Student Assistant job of 8% to make the required 33% since both appointments are SA.

## Benefit Eligibility Decision Table

**6. Determine the benefit program** the employee is eligible for. Read the table left to right to determine the benefit program(s) the employee is eligible for. If there is a “Y” in the benefit plan column, the employee is eligible; if there is an “N” in this column, the employee is not eligible. The benefit program abbreviations are:

- SGH Reg State Group Health Insurance (WRS Benefit Package)
- SGH Opt-Out State Group Health Insurance Opt-Out Incentive
- SGH Grad/ST State Group Health Insurance (Graduate Assistant / Short-Term Academic Staff Benefit Package)
- Dental (Supp & Prev), Vision, Accident Dental Insurance (supplemental and preventive plans), Vision Insurance and Accident Insurance
  - SGL State Group Life Insurance
  - Ind & Fam Life Individual & Family Life Insurance
  - UW Empl Inc UW Employees, Inc. Life Insurance
  - UIA University Insurance Association Life Insurance
  - AD&D Accidental Death & Dismemberment Insurance
  - ICI Income Continuation Insurance
  - FSA Flexible Spending Accounts
- HSA with HDHP Health Savings Account with High Deductible Health Plan
- WRS Wisconsin Retirement System
- TSA UW Tax-Sheltered Annuity 403(b)
- WDC Wisconsin Deferred Compensation

1. Empl Class = FA (Faculty), AS (Academic Staff), LI (Limited), or OT1 (Other: Title Code begins with Z91 or Z92) A. Job Code is not 'Visiting' (Title Code does not begin with D11, D12, D13, D14, D81, or E11)														
I. Salary Basis is C	PLANS													
a. Duration ≥ 1 academic year with expectation to return the following year (CC: 01, 02C, 03, 04, 05C);	SGH Reg	SGH Opt-Out	SGH Grad / ST	Dental (Supp & Prev), Vision, Accident	SGL	Ind & Fam Life	UW Empl Inc	UIA	AD&D	ICI	FSA	HSA with HDHP	WRS	TSA, WDC
i. Sum of appointment(s) ≥ 28%	Y	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Prior to 7/1/11 Y	Y
ii. Sum of appointment(s) ≥ 56%	Y	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	7/1/11 & after Y	Y
b. Duration ≥ 1 semester (CC: 02B, 05B);														
i. Sum of appointment(s) ≥ 28%	N	N	Y	Y	N	Y	Y	Y	Y	N	Y	N	N	Y
c. If other duration or appt %	N	N	N	N	N	N	N	Y	N	N	Y	N	N	Y
II. Salary Basis is A or H	PLANS													
a. Duration ≥ 12 months (CC: 01, 02C, 03, 04, 05C);	SGH Reg	SGH Opt-Out	SGH Grad / ST	Dental (Supp & Prev), Vision, Accident	SGL	Ind & Fam Life	UW Empl Inc	UIA	AD&D	ICI	FSA	HSA with HDHP	WRS	TSA, WDC
i. Sum of appointment(s) ≥ 21%	Y	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Prior to 7/1/11 Y	Y
ii. Sum of appointment(s) ≥ 42%	Y	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	7/1/11 & after Y	Y
b. Duration ≥ 6 months (CC: 02B, 05B);														
i. Sum of appointment(s) ≥ 21%	N	N	Y	Y	N	Y	Y	Y	Y	N	Y	N	N	Y
c. If other duration or appt %	N	N	N	N	N	N	N	Y	N	N	Y	N	N	Y
III. Salary basis is L	PLANS													
All	N	N	N	N	N	N	N	Y	N	N	Y	N	N	Y
IV. Salary basis is N	PLANS													
All	N	N	N	N	N	N	N	Y	N	N	Y	N	N	Y

2. Empl Class = AS (Academic Staff) or LI (Limited)														
B. Job Code is 'Visiting' (Title Code begins with D11, D12, D13, D14, D81, or E11)														
I. Salary Basis is C	PLANS													
a. Duration ≥ 1 academic year and <b>NOT</b> on LOA from another educational institution with expectation to return the following year;	SGH Reg	SGH Opt-Out	SGH Grad / ST	Dental (Supp & Prev), Vision, Accident	SGL	Ind & Fam Life	UW Empl Inc	UIA	AD&D	ICI	FSA	HSA with HDHP	WRS	TSA, WDC
i. Sum of appointment(s) ≥ 28%	Y	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Prior to 7/1/11 Y	Y
ii. Sum of appointment(s) ≥ 56%	Y	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	7/1/11 & after Y	Y
b. Duration ≥ 1 academic year and on LOA from another educational institution (WRS begins the 13th month);														
i. Sum of appointment(s) ≥ 28%	Y	N	N	Y	N	Y	Y	Y	Y	N	Y	N	Prior to 7/1/11 N	Y
ii. Sum of appointment(s) ≥ 56%	Y	N	N	Y	N	Y	Y	Y	Y	N	Y	N	7/1/11 & after N	Y
c. Duration ≥ 1 semester (disregard leave status from other institution);														
i. Sum of appointment(s) ≥ 28%	N	N	Y	Y	N	Y	Y	Y	Y	N	Y	N	N	Y
d. If other duration or appt %	N	N	N	N	N	N	N	Y	N	N	Y	N	N	Y
II. Salary Basis is A	PLANS													
a. Duration ≥ 12 months and <b>NOT</b> on LOA from another educational institution;	SGH Reg	SGH Opt-Out	SGH Grad / ST	Dental (Supp & Prev), Vision, Accident	SGL	Ind & Fam Life	UW Empl Inc	UIA	AD&D	ICI	FSA	HSA with HDHP	WRS	TSA, WDC
i. Sum of appointment(s) ≥ 21%	Y	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Prior to 7/1/11 Y	Y
ii. Sum of appointment(s) ≥ 42%	Y	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	7/1/11 & after Y	Y
b. Duration ≥ 12 months and on LOA from another educational institution (WRS begins the 13th month);														
i. Sum of appointment(s) ≥ 21%	Y	N	N	Y	N	Y	Y	Y	Y	N	Y	N	Prior to 7/1/11 N	Y
ii. Sum of appointment(s) ≥ 42%	Y	N	N	Y	N	Y	Y	Y	Y	N	Y	N	7/1/11 & after N	Y
c. Duration ≥ 6 months (disregard leave status from other institution);														
i. Sum of appointment(s) ≥ 21%	N	N	Y	Y	N	Y	Y	Y	Y	N	Y	N	N	Y
d. If other duration or appt %	N	N	N	N	N	N	N	Y	N	N	Y	N	N	Y
III. Salary basis is L	PLANS													
All	N	N	N	N	N	N	N	Y	N	N	Y	N	N	Y
IV. Salary basis is N	PLANS													
All	N	N	N	N	N	N	N	Y	N	N	Y	N	N	Y

<b>3. Empl Class = OT2, OT3, OT4, OT5 and OT6 (Other)</b>														
<b>A. Title Codes included: Z50NN, Z60NN, Z75NN, Z80NN, Z85NN, Z86NN, Z89NN, Z90NN, Z93NN, Z94NN, Z95NN, Z97NN, or Z99NN</b>														
<b>I. All Salary Basis</b>	<b>PLANS</b>													
a. All duration or appt %	SGH Reg	SGH Opt-Out	SGH Grad / ST	Dental (Supp & Prev), Vision, Accident	SGL	Ind & Fam Life	UW Empl Inc	UIA	AD&D	ICI	FSA	HSA with HDHP	WRS	TSA, WDC
All	N	N	N	N	N	N	N	N	N	N	Y	N	N	Y

<b>4. Empl Class = ET1 (Research Associate), ET3 (Intern/Post Grad Trainee), SA2 (Research Assistant), SA3 (Teaching Assistant), or SA5 (Program Assistant)</b>														
<b>A. Job Code is X01NN, X50NN, X61NN-X67NN, X70NN, Y41NN, Y30NN, Y31NC, Y31ND, Y31NN, Y32ND, Y32NN, Y33ND, Y33NN, Y42NC, Y42ND, Y42NG, Y42NN, Y43NC, Y43ND, Y43NG, Y43NN, or Y44NN</b>														
<b>I. Salary Basis is C</b>	<b>PLANS</b>													
a. Duration ≥ 1 semester	SGH Reg	SGH Opt-Out	SGH Grad / ST	Dental (Supp & Prev), Vision, Accident	SGL	Ind & Fam Life	UW Empl Inc	UIA	AD&D	ICI	FSA	HSA with HDHP	WRS	TSA, WDC
i. Sum of appointment(s) ≥ 33%	N	N	Y	Y	N	Y	Y	N	Y	N	Y	N	N	Y
b. If other duration or appt %	N	N	N	N	N	N	N	N	N	N	Y	N	N	Y

<b>II. Salary Basis is A</b>	<b>PLANS</b>													
a. Duration ≥ 6 months	SGH Reg	SGH Opt-Out	SGH Grad / ST	Dental (Supp & Prev), Vision, Accident	SGL	Ind & Fam Life	UW Empl Inc	UIA	AD&D	ICI	FSA	HSA with HDHP	WRS	TSA, WDC
i. Sum of appointment(s) ≥ 33%	N	N	Y	Y	N	Y	Y	N	Y	N	Y	N	N	Y
b. If other duration or appt %	N	N	N	N	N	N	N	N	N	N	Y	N	N	Y
<b>III. If other basis or duration or appt %</b>	<b>PLANS</b>													
All	N	N	N	N	N	N	N	N	N	N	Y	N	N	Y

<b>5. Empl Class = ET2 (Postdoctoral Fellow/Scholar/Trainee) or ET4 (Grad Intern/Trainee)</b>														
<b>A. Job Code is X10NN, X20NN, X30NN, or X75NN</b>														
<b>I. Salary Basis is C</b>	<b>PLANS</b>													
a. Duration ≥ 1 semester	SGH Reg	SGH Opt-Out	SGH Grad / ST	Dental (Supp & Prev), Vision, Accident	SGL	Ind & Fam Life	UW Empl Inc	UIA	AD&D	ICI	FSA	HSA with HDHP	WRS	TSA, WDC
i. Sum of appointment(s) ≥ 33%	N	N	Y	Y	N	Y	Y	N	Y	N	N	N	N	N
b. If other duration or appt %	N	N	N	N	N	N	N	N	N	N	N	N	N	N
<b>II. Salary Basis is A</b>	<b>PLANS</b>													
a. Duration ≥ 6 months	SGH Reg	SGH Opt-Out	SGH Grad / ST	Dental (Supp & Prev), Vision, Accident	SGL	Ind & Fam Life	UW Empl Inc	UIA	AD&D	ICI	FSA	HSA with HDHP	WRS	TSA, WDC
i. Sum of appointment(s) ≥ 33%	N	N	Y	Y	N	Y	Y	N	Y	N	N	N	N	N
b. If other duration or appt %	N	N	N	N	N	N	N	N	N	N	N	N	N	N
<b>III. If other basis or duration or appt %</b>	<b>PLANS</b>													
All	N	N	N	N	N	N	N	N	N	N	N	N	N	N

**6. Empl Class = SA1 (Fellow/Scholar/Trainee)**
**A. Job Code is Fellow (Y21NN), Scholar (Y22NN), Trainee (Y23NN) or Advanced Opportunity Fellow (Y26NN)**

I. Salary Basis is C	PLANS													
a. Duration ≥ 1 semester	SGH Reg	SGH Opt-Out	SGH Grad / ST	Dental (Supp & Prev), Vision, Accident	SGL	Ind & Fam Life	UW Empl Inc	UIA	AD&D	ICI	FSA	HSA with HDHP	WRS	TSA, WDC
i. Salary Rate is ≥ 33% of a C Basis Research Assistant Rate	N	N	Y	Y	N	Y	Y	N	Y	N	N	N	N	N
b. If other duration or appt %	N	N	N	N	N	N	N	N	N	N	N	N	N	N
II. Salary Basis is A	PLANS													
a. Duration ≥ 6 months	SGH Reg	SGH Opt-Out	SGH Grad / ST	Dental (Supp & Prev), Vision, Accident	SGL	Ind & Fam Life	UW Empl Inc	UIA	AD&D	ICI	FSA	HSA with HDHP	WRS	TSA, WDC
i. Salary Rate ≥ 33% of a A Basis Research Assistant Rate	N	N	Y	Y	N	Y	Y	N	Y	N	N	N	N	N
b. If other duration or appt %	N	N	N	N	N	N	N	N	N	N	N	N	N	N
III. If other basis or duration or appt %	PLANS													
All	N	N	N	N	N	N	N	N	N	N	N	N	N	N

**7. Empl Class = SA4 (Undergraduate Assistant), SA6 (Undergraduate Intern) or SA7 (Housefellow/Resident Asst)**
**A. Job Code is Y51NN, Y52NN, or Y80NN**

I. If other basis or duration or appt %	PLANS													
All	SGH Reg	SGH Opt-Out	SGH Grad / ST	Dental (Supp & Prev), Vision, Accident	SGL	Ind & Fam Life	UW Empl Inc	UIA	AD&D	ICI	FSA	HSA with HDHP	WRS	TSA, WDC
	N	N	N	N	N	N	N	N	N	N	Y	N	N	Y

**8. Empl Class = SH (Student Help)**

All	PLANS													
	SGH Reg	SGH Opt-Out	SGH Grad / ST	Dental (Supp & Prev), Vision, Accident	SGL	Ind & Fam Life	UW Empl Inc	UIA	AD&D	ICI	FSA	HSA with HDHP	WRS	TSA, WDC
	N	N	N	N	N	N	N	N	N	N	N	N	N	Y

**9. Empl Class = CP (University Staff) or CJ (University Staff-Project)**  
**A. Job Code is not a Craftworker** (Title Code is not 76100, 76200, 76250, 76260, 76270, 76300, 76310, 76360, 76400, 76410, 76460, 76500, 76510, 76560, 76600, 76610, 76660, 76710, 76711, 76720, 76810, 76811, 76870, 76900)

A. Duration ≥ 12 months	PLANS													
	SGH Reg	SGH Opt-Out	SGH Grad / ST	Dental (Supp & Prev), Vision, Accident	SGL	Ind & Fam Life	UW Empl Inc	UIA	AD&D	ICI	FSA	HSA with HDHP	WRS	TSA, WDC
I. Sum of appointment(s) ≥ 29% (600 hours)	Y	Y	N	Y	Y	Y	Y	N	Y	Y	Y	Y	Prior to 7/1/11 Y	Y
II. Sum of appointment(s) ≥ 58% (1200 hours)	Y	Y	N	Y	Y	Y	Y	N	Y	Y	Y	Y	7/1/11 & after Y	Y
B. If other duration or appt %	N	N	N	N	N	N	N	N	N	N	Y	N	N	Y

**10. Empl Class = CP (University Staff) or CJ (University Staff-Project)**  
**A. Job Code is a Craftworker** (Title Code is 76100, 76200, 76250, 76260, 76270, 76300, 76310, 76360, 76400, 76410, 76460, 76500, 76510, 76560, 76600, 76610, 76660, 76710, 76711, 76720, 76810, 76811, 76870, 76900)

A. Duration ≥ 12 months	PLANS													
	SGH Reg	SGH Opt-Out	SGH Grad / ST	Dental (Supp & Prev), Vision, Accident	SGL	Ind & Fam Life	UW Empl Inc	UIA	AD&D	ICI	FSA	HSA with HDHP	WRS	TSA, WDC
I. Sum of appointment(s) ≥ 29% (600 hours)	Y	N	N	Y	Y	Y	Y	N	Y	Y	Y	Y No ER Share	Prior to 7/1/11 Y	Y
II. Sum of appointment(s) ≥ 58% (1200 hours)	Y	N	N	Y	Y	Y	Y	N	Y	Y	Y	Y No ER Share	7/1/11 & after Y	Y
B. If other duration or appt %	N	N	N	N	N	N	N	N	N	N	Y	N	N	Y

**11. Empl Class = CL (University Staff-Temporary)**  
**A. Job Code is not a Craftworker** (Title Code is 76100, 76200, 76250, 76260, 76270, 76300, 76310, 76360, 76400, 76410, 76460, 76500, 76510, 76560, 76600, 76610, 76660, 76710, 76711, 76720, 76810, 76811, 76870, 76900)

A. Duration ≥ 12 months	PLANS													
	SGH Reg	SGH Opt-Out	SGH Grad / ST	Dental (Supp & Prev), Vision, Accident	SGL	Ind & Fam Life	UW Empl Inc	UIA	AD&D	ICI	FSA	HSA with HDHP	WRS	TSA, WDC
I. Sum of appointment(s) ≥ 29% (600 hours)	Y	Y	N	Y	Y	Y	Y	N	Y	Y	N	Y	Prior to 7/1/11 Y	Y
II. Sum of appointment(s) ≥ 58% (1200 hours)	Y	Y	N	Y	Y	Y	Y	N	Y	Y	N	Y	7/1/11 & after Y	Y
B. If other duration or appt %	N	N	N	N	N	N	N	N	N	N	N	N	N	Y

**12. Empl Class = CL (University Staff-Temporary)**  
**A. Job Code is a Craftworker** (Title Code is 76100, 76200, 76250, 76260, 76270, 76300, 76310, 76360, 76400, 76410, 76460, 76500, 76510, 76560, 76600, 76610, 76660, 76710, 76711, 76720, 76810, 76811, 76870, 76900)

A. Duration ≥ 12 months	PLANS													
	SGH Reg	SGH Opt-Out	SGH Grad / ST	Dental (Supp & Prev), Vision, Accident	SGL	Ind & Fam Life	UW Empl Inc	UIA	AD&D	ICI	FSA	HSA with HDHP	WRS	TSA, WDC

I. Sum of appointment(s) ≥ 29% (600 hours)	Y	N	N	Y	Y	Y	Y	N	Y	Y	N	Y No ER Share	Prior to 7/1/11 Y	Y
II. Sum of appointment(s) ≥ 58% (1200 hours)	Y	N	N	Y	Y	Y	Y	N	Y	Y	N	Y No ER Share	7/1/11 & after Y	Y
B. If other duration or appt %	N	N	N	N	N	N	N	N	N	N	N	N	N	Y

13. Rehired Annuitant														
A. Empl Class = AS, LI, FA, OT1, CP, CJ (Academic Staff, Faculty, Limited, Other, University Staff, University Staff-Project)	PLANS													
	SGH Reg	SGH Opt-Out	SGH Grad / ST	Dental (Supp & Prev), Vision, Accident	SGL	Ind & Fam Life	UW Empl Inc	UIA	AD&D	ICI	FSA	HSA with HDHP	WRS	TSA, WDC
Retired on or after July 2, 2013; Not expected to work at least 2/3 of full-time, and at least 12 months	N	N	N	N	N	N	N	N	N	N	Y	N	N	Y
Retired on or after July 2, 2013; Expected to work at least 2/3 of full-time, and at least 12 months (covered by WRS)	See the corresponding WRS covered position for the employee class above.													
B. Empl Class is CL (University Staff-Temporary)	SGH Reg	SGH Opt-Out	SGH Grad / ST	Dental (Supp & Prev), Vision, Accident	SGL	Ind & Fam Life	UW Empl Inc	UIA	AD&D	ICI	FSA	HSA with HDHP	WRS	TSA, WDC
Retired prior to July 2, 2013; Not expected to work at least 1/3 of full-time, and at least 12 months	N	N	N	N	N	N	N	N	N	N	N	N	N	Y
Retired prior to July 2, 2013; Expected to work at least 1/3 of full-time and at least 12 months (elects to be covered by WRS)	See the corresponding WRS covered position for the employee class above.													

**Notes regarding the calculation of Faculty, Academic Staff and Limited Appointees percentages:**

- **2,088 work hours in a calendar year, or 174 hours per month.** For WRS purposes, Faculty, Academic Staff and Limited Appointees are categorized as teachers; therefore required to work **1,320 hours in a calendar year** to receive one year of WRS service credit.
- Faculty, Academic Staff and Limited Appointees - 12 Month (A Basis) Employee Calculation:
  - Employees **hired on or after July 1, 2011 that have never worked for a WRS participating employer**, has an appointment percentage calculated as: 1,320 hours multiplied by 0.6666... (two thirds) equals 880 hours; 880 hours divided by 2,088 hours equals a **42% FTE** appointment.
  - Employees **hired on or after July 2, 2013 that have prior WRS service before July 1, 2011** (and has not taken a WRS separation or lump sum benefit) or if the employee was hired before July 2, 2013 and worked for a WRS participating employer prior to July 1, 2011, has an appointment percentage calculated as: 1,320 hours multiplied by 0.3333... (one third) equals 440 hours; 440 hours divided by 2,088 hours
- Faculty, Academic Staff and Limited Appointees - 9 Month (C Basis) Employee Calculation:
  - C Basis employee in this category work **1,566 hours in a calendar year** (174 hours per month multiplied by 9 months).
  - Employees **hired on or after July 1, 2011 that have never worked for a WRS participating employer, has an** appointment percentage calculated as: 1,320 hours multiplied by 0.6666... (two thirds) equals 880 hours; 880 hours divided by 1,566 hours equals a **56% FTE** appointment.
  - Employees **hired on or after July 2, 2013 that have prior WRS service before July 1, 2011** (and has not taken a WRS separation or lump sum benefit) or if the employee was hired before July 2, 2013 and worked for a WRS participating employer prior to July 1, 2011 has an appointment percentage calculated as: 1,320 hours multiplied by 0.3333... (one third) equals 440 hours; 440 hours divided by 1,566 hours
- **174 hours per month:** Used for calculation of appointment percentage and sick leave conversion value.
- **176 hours per month:** Used for calculation of WRS service credit. See Financial and Administrative Policies: [www.wisconsin.edu/uw-policies/uw-system-administrative-policies/salary-fringe-benefit-calculations/](http://www.wisconsin.edu/uw-policies/uw-system-administrative-policies/salary-fringe-benefit-calculations/)
- Fellows, Advanced Opportunity Fellows, Scholars, and Trainees are **not** covered by WRS. Benefit eligibility is based on earnings ≥ 33% of a Research Assistant C-Basis salary.