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# UNIVERSITY OF WISCONSIN SYSTEM



2020 Benefits Summary

**Faculty, Academic Staff and Limited Appointees**

*(in the Wisconsin Retirement System)*

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# EMPLOYEE BENEFITS SUMMARY

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## ABOUT THIS BENEFITS SUMMARY

This summary is an overview of the benefits available to UW System employees. It is not intended to be a complete description of coverage. Every effort has been made to ensure the information in this summary is accurate. If there is a discrepancy between this summary and the plan documents, the plan documents shall be considered accurate. For more information, visit the UW System Employee Benefits website at [www.wisconsin.edu/ohrwd/benefits](http://www.wisconsin.edu/ohrwd/benefits).

### Your Needs. Your Benefits. Prepare. Decide. Act.

The UW System offers an excellent compensation package to meet the diverse needs of its employees. Your compensation package includes three main components: your wages, your health insurance and the employer contribution towards your retirement account. By understanding your options, you will get the most out of your benefit plans. Your spouse and child(ren) are eligible for the plans that offer coverage to dependents. To calculate the estimated value of your total compensation, use the [Total Compensation Estimator](#).

## ALEX: YOUR PERSONALIZED BENEFITS COUNSELOR

### Meet ALEX

Use [ALEX](#), your personalized benefits counselor, to help determine which benefit plans will meet your needs. ALEX explains your benefit plan options in plain English and may be accessed anywhere you have an internet connection! **Note:** ALEX will review the health insurance **plan design options**. You should use the [Health Plan Search](#) to determine which **health insurance carrier** will best suit your needs.

[www.wisconsin.edu/ohrwd/benefits/download/fasl2o.pdf](http://www.wisconsin.edu/ohrwd/benefits/download/fasl2o.pdf)

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## BENEFITS EFFECTIVE DATES AND ENROLLMENT

Most benefits are **effective** the first of the month on or following your benefits eligibility date and will remain in place for the entire calendar year. Your human resources office may provide you with an enrollment deadline worksheet. The worksheet specifies your effective date for each plan and your **30-day enrollment period** in which your elections must be made.

Over the course of your employment, you may have a **qualifying life event** such as marriage, birth, adoption, loss of other coverage, employment change and/or termination of employment. These qualifying life events may change your benefit plan needs. You generally have a 30-day enrollment period from your qualifying life event date to make changes to your benefits.

Go to the **MyUW portal** at <https://my.wisconsin.edu> to make your benefit plan elections **through Self Service**. The MyUW portal also contains payroll, benefits, paid time off and personal information. If you have prior State service, you may need to enroll using paper forms. Contact your [human resources office](#) if this applies to you.

## PAYROLL INFORMATION

Most employees, except most students, have FICA taxes withheld from their paychecks. **Social Security:** You and the UW each pay 6.2% on covered compensation up to \$137,700. **Medicare:** You pay 1.45% on covered compensation up to \$200,000 and 2.35% on covered compensation thereafter. The UW pays 1.45% on all covered compensation (no limit). **Payroll Frequency:** You are paid on the first of every month for the previous month. Review the [pay schedule](#) to determine the pay date when the first of the month is on a weekend or holiday.

## PAID LEAVE

You are eligible for paid leave if you are enrolled in the Wisconsin Retirement System or expected to work at least 21% in an annual appointment or 28% in an academic year appointment for at least one year. If you are less than 100% time, your paid leave will be prorated based on your appointment percentage. Paid leave is allocated on a fiscal year basis (July 1-June 30). Academic year (9-month) employees **are not** eligible for Vacation or Personal Holiday.

<b>Vacation</b>	You will earn 176 hours of vacation per fiscal year. You may use vacation before it's earned. Unused vacation earned in a fiscal year can be carried over for one fiscal year and then will expire.
<b>Bank Unused Vacation</b>	After 10 years of service, up to 40 hours of unused vacation may be put into a banked leave account each year. After 25 years of service, up to 80 hours of unused vacation may be put into a banked leave account each year. Banked leave may be used at any time or cashed out upon termination. It does not expire.
<b>Sick Leave</b>	New employees are given 176 hours of sick leave for use during the first 18 months of employment. After the first 18 months, up to 96 hours of sick leave is earned per fiscal year. Sick leave accumulates without limit, does not expire and cannot be used before it's earned. If all leave reports are not submitted, your sick leave balance will be reduced.
<b>Personal Holidays</b>	36 hours of personal holiday are given per fiscal year. Unused hours expire at the end of the fiscal year.
<b>Legal Holidays</b>	9 legal holidays are paid during the year: New Year's Day, Martin Luther King Jr. Day, Memorial Day, July 4th, Labor Day, Thanksgiving Day, Christmas Eve, Christmas Day and New Year's Eve. Academic year employees are paid for the legal holidays that fall within the academic year.
<b>Family Medical Leave (W/FMLA)</b>	Employees who meet the eligibility requirements of 1,250 hours of state employment in the preceding 12 months (FMLA) or 1,000 hours of state employment in the preceding year (WFMLA) are eligible for up to 12 weeks of unpaid, job-protected leave each fiscal year for specified family and medical reasons.
<b>Faculty Sabbatical</b>	If offered at your institution, faculty may request sabbatical leave after they have completed 6 full years of UW System service. You will receive 100% pay for one semester or up to 65% pay for a full academic year.

<b>Military Leave</b>	Employees are eligible for job-protected leave for active duty or required field training. This allows employees to receive differential pay for up to 30 days per calendar year for duty or training lasting 3 days or more. Eligible employees will also receive up to 4 years of differential pay and eligible benefits if on active duty.
<b>Jury Duty</b>	You will receive paid leave when summoned as a witness for the employer or impaneled as a jurist.
<b>Voting</b>	If you cannot vote outside of work hours, you may receive paid leave to vote.
<b>Bone Marrow and Human Organ Donation</b>	If you request to serve as a bone marrow donor, you may receive up to 5 days off with pay. If you request to serve as a human organ donor, you may receive up to 30 days off with pay.
<b>Catastrophic Leave Program</b>	Helps support employees who need an extended, unpaid leave of absence due to illness/injury that incapacitates the employee or an immediate family member. Allows employees to donate certain types of paid leave to other employees granted an unpaid leave due to a catastrophic need.

## STATE GROUP HEALTH INSURANCE

You are **eligible** for State Group Health Insurance if you are eligible for the Wisconsin Retirement System (WRS). You are immediately eligible for the employer contribution to your health insurance premium. Uniform Dental Benefits may be added to your health insurance premium for a minimal cost. Review page 6 for information on the Uniform Dental Benefits.

The State Group Health Insurance program is administered by the Department of Employee Trust Funds (ETF) and offers **four plan designs**. The Health Plan and High Deductible Health Plan (HDHP) offer various health insurance carriers that provide coverage mainly in Wisconsin (some offer coverage in surrounding states). The Access Health Plan and Access HDHP provide nationwide coverage through WEA Trust. The HDHP and Access HDHP have additional eligibility requirements due to the required Health Savings Account (HSA). Review page 9 to ensure you meet the HSA eligibility requirements (if applicable). All plan designs offer hospital, surgical, medical and prescription coverage. For a thorough comparison of your plan design options, review the [Comparison of Health and Pharmacy Benefits](#).



You have a **30-day enrollment period** from your benefit eligibility date (usually date of hire). Your spouse and/or eligible dependent child(ren) may also be enrolled at this time.

If you do not need health insurance, you may be eligible to receive up to a \$2,000 [Opt-Out Incentive](#).

2020 Monthly Employee Contributions (without Uniform Dental)	Health Plan		High Deductible Health Plan (HDHP)	
	Single	Family	Single	Family
Health Plan and HDHP (excluding Access)	\$89	\$222	\$31	\$78
Access plans (if required to work in Wisconsin)	\$269	\$670	\$211	\$526

Employees working less than 50% must pay 50% of the [total premium](#) for their health plan.

## STATE GROUP HEALTH INSURANCE – PLAN DESIGN COMPARISON

When services are received, in most cases you pay a deductible first. Then, you will usually pay a copayment (flat dollar amount) or coinsurance (percentage). You continue to pay a copayment or coinsurance until you meet the annual out-of-pocket limit. Then, most services are covered at 100% by your health plan for the rest of the calendar year. The chart below reflects in-network coverage. Emergent and urgent care services are the only out-of-network services covered by the Health Plan and the HDHP.

	Health Plan / Access Plan	HDHP / Access HDHP
<b>Annual Deductible<sup>1</sup></b>	\$250/individual \$500/family	\$1,500/single \$3,000/family
<b>Primary Care Office Visit</b>	\$15 copay <sup>4</sup> per visit (does not apply to deductible)	After deductible: \$15 copay per visit
<b>Specialty Care Office Visit</b>	\$25 copay per visit (does not apply to deductible)	After deductible: \$25 copay per visit
<b>Coinsurance<sup>2</sup></b>	After deductible: 10%	After deductible: 10%
<b>Annual Out-of-Pocket Limit<sup>3</sup></b>	\$1,250/individual \$2,500/family	\$2,500/single \$5,000/family
<b>Routine Preventive Services</b>	You pay nothing	You pay nothing
<b>Hearing Exam</b>	You pay 10%	After deductible: You pay 10%
<b>Well Vision Exam</b>	\$25 copay. You pay nothing for children under 5.	After deductible: \$25 copay <sup>4</sup> . You pay nothing for children under 5.
<b>Hospital</b>	You pay 10%	After deductible: You pay 10%
<b>Emergency Room</b>	\$75 copay <sup>4</sup> per visit and you pay 10%	\$75 copay <sup>4</sup> per visit and you pay 10%
<b>Ambulance</b>	You pay 10%	After deductible: You pay 10%
<b>Mental Health and Alcohol &amp; Drug Abuse</b>	You pay 10%	After deductible: You pay 10%
<b>Physical, Speech and Occupational Therapy</b>	You pay 10% (up to 50 visits/year, plan may approve additional visits if necessary)	After deductible: You pay 10% (up to 50 visits/year, plan may approve additional visits if necessary)
<b>Prescription Copays<sup>4</sup> (30-day supply)</b>	Level 1 - \$5 Level 2 - 20% (\$50 max) Level 3 - 40% (\$150 max) <sup>5</sup>	After deductible: Level 1 - \$5 Level 2 - 20% (\$50 max) Level 3 - 40% (\$150 max)
<b>Specialty Drug Copays<sup>4</sup> (30-day supply)</b>	Level 4 - \$50 (must fill at a specialty pharmacy)	After deductible: Level 4 - \$50 (must fill at a specialty pharmacy)
<b>Prescription Annual Out-of-Pocket Limit<sup>3</sup></b>	Level 1 & 2 - \$600/individual, \$1,200/family Level 3 - Federal Max Level 4 - \$1,200/individual, \$2,400/family	Prescription costs apply to the annual out-of-pocket limit.

**1 Annual Deductible** – Amount you pay before your health plan begins to pay. The deductible is counted towards your annual out-of-pocket limit. Family coverage: HDHP/Access HDHP benefits are not payable by the plan until the family deductible is met (except preventive services). Health Plan/Access Plan, the plan begins to pay claims for a family member after they meet their individual deductible.

**2 Coinsurance** – Percentage you pay of the cost of the covered service.

**3 Out-of-Pocket Limit** – The most you pay out-of-pocket for covered services in a calendar year. Then, the plan pays 100%. For the family HDHP/Access HDHP, an individual will continue to pay until the family out-of-pocket limit is met.

**4 Copay** – Fixed dollar amount you pay upfront for each service or prescription.

## DENTAL INSURANCE – UNIFORM, PREVENTIVE AND SUPPLEMENTAL

If you are eligible for State Group Health Insurance, you are eligible for dental insurance. The dental plans allow you to use dentists in the Delta Dental Premier or PPO networks; see the chart below for the appropriate network for each plan. Visit the [Delta Dental website](#) to determine if your dentist is in the PPO and/or Premier network. Remember, your out-of-pocket cost will be less if you use an in-network dentist. For a thorough comparison of your options, review the [Dental Comparison Chart](#).

	Uniform Dental ( <u>with</u> State Group Health) and Preventive Dental ( <u>without</u> State Group Health)	Select Plan	Select Plus Plan
<b>Provider Network</b>	Delta Dental PPO and Delta Dental Premier	Delta Dental PPO	Delta Dental PPO and Delta Dental Premier
<b>Deductible – per person (calendar year)</b>	\$0	\$100	\$25
<b>Benefit Maximum - per person (calendar year)</b>	\$1,000	\$1,000	\$2,500
<b>Diagnostic &amp; Preventive Services Cleanings, X-rays, fluoride</b>	100%	Not Covered	Not Covered
<b>Basic Services Anesthesia</b>	80%	50%	80%
<b>Major Services Implants, crowns, bridges, dentures</b>	Not covered	50%	60%
<b>Surgical extraction, endodontics, periodontics (except maintenance), oral surgery</b>	Not covered	50%	80%
<b>Non-surgical extractions</b>	90%	Not covered	Not covered
<b>Periodontal Maintenance</b>	80%	Not covered	Not covered
<b>Orthodontia</b>	50% up to \$1,500 (children under 19 only)	Not Covered	50% up to \$1,500 (includes adult ortho)

Once enrolled, you must remain enrolled for the entire calendar year. The monthly employee premiums are:

	Uniform Dental	Preventive Dental	Select Plan	Select Plus Plan
Employee	\$4.00	\$30.20	\$9.28	\$16.82
Employee + Spouse	\$9.00	\$75.50	\$18.56	\$33.64
Employee + Child(ren)	\$9.00	\$75.50	\$12.52	\$31.12
Family	\$9.00	\$75.50	\$22.28	\$51.30



## VISION INSURANCE

If you are eligible for State Group Health Insurance, you are eligible for [vision insurance](#). A vision exam is covered by the State Group Health Insurance plan (see page 5). The vision insurance plan, administered by VSP, provides coverage for materials (e.g. glasses or contact lenses). Visit the [VSP website](#) to locate an in-network vision provider.

	In-Network	Out-of-Network
Routine or Eyeglasses Exam	\$15 copay	\$15 copay
Contact Lens Exam	\$40 exam and fitting copay	\$105 allowance combined with contact lens material allowance
Frames Benefit	\$25 materials copay \$150 retail frame allowance or \$200 retail frame allowance (featured brands)	\$25 materials copay up to \$70 allowance
Single Vision Eyeglass Benefit	Covered in full	\$30 allowance
Bifocal		\$50 allowance
Trifocal		\$65 allowance
Lenticular		\$100 allowance
Contact Lens Benefit (in lieu of glasses)	\$150 allowance	\$105 allowance

Once enrolled, you must remain enrolled for the entire calendar year. The monthly employee premiums are:

	Employee	Employee + Spouse	Employee + Child(ren)	Family
Vision Insurance	\$6.38	\$12.76	\$14.38	\$22.98

## LIFE, ACCIDENTAL DEATH & DISMEMBERMENT (AD&D AND ACCIDENT INSURANCE)

You may enroll in multiple life insurance plans (if eligible). Coverage is guaranteed without proof of good health (when first eligible). If you do not enroll when first eligible, you may be able to enroll with proof of good health. Whether you are single, in your 20's, married with kids or close to retirement, life insurance allows you to help with your family's future finances (e.g. pay off debt or funeral expenses). Use the [Life Insurance Needs Calculator](#) to determine how much life insurance you need.

- State Group Life Insurance** offers term life insurance, with coverage levels for you of up to five times annual salary, your spouse up to \$20,000 and your eligible child(ren) up to \$10,000. To be eligible, you must be enrolled in the WRS and under age 70 when first enrolled. Continues into retirement at group policy rates. Basic coverage will continue at a reduced coverage level for life, without cost, for eligible retirees over age 65. The UW System pays a portion of the premium.
- Individual & Family Group Life Insurance** offers term life insurance for you (up to \$20,000 initially), your spouse/domestic partner (up to \$10,000 initially) and/or your child(ren) (up to \$5,000 initially). Each fall, you may increase your coverage levels by amounts ranging from \$5,000-\$20,000. Coverage maximums are \$300,000 for yourself, \$150,000 for your spouse/domestic partner and \$25,000 for your child(ren).
- UW Employees, Inc. Life Insurance** offers decreasing term life insurance for employees only. Coverage is based on age and ranges from \$33,000 - \$7,000.
- University Insurance Association Life Insurance (UIA)** offers decreasing term life insurance to eligible Faculty, Academic Staff and Limited appointees. This plan is offered to employees only; there is no coverage available for family members. If you meet the monthly salary requirement, you will be automatically enrolled and the annual premium of \$24 will be deducted from your October earnings. Coverage is based on age and ranges from \$101,000 - \$3,400. UIA offers continuation of coverage at retirement at the group policy rates.
- Accidental Death & Dismemberment Insurance (AD&D)** offers accidental death and dismemberment insurance for you, your spouse/domestic partner and/or eligible child(ren). Includes Travel Assist coverage, Identity Theft Protection, Critical Burn and Rehabilitation benefits. Continuation coverage available at retirement.
- Accident Insurance** provides cash payment to help cover out-of-pocket expenses in the event of an accident. Includes an AD&D component. You may enroll in both plans (AD&D Insurance and Accident Insurance).

## INCOME CONTINUATION INSURANCE (ICI)

If you are in the WRS and under age 70, you are eligible for [Income Continuation Insurance \(ICI\)](#). ICI covers 75% of your monthly salary (up to a maximum annual salary of \$120,000) if you become ill or disabled and are unable to work. This plan is administered by ETF and claims are processed by The Hartford. Claims may be payable after your chosen elimination period of 30, 90, 125 or 180 days or until you exhaust your sick leave (up to 1040 hours), whichever is longer. ICI has two levels of coverage based on earnings:

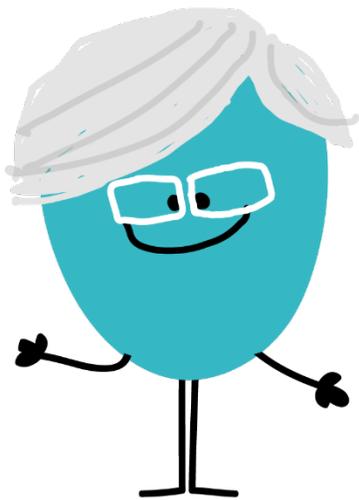
- **Standard ICI** covers the first \$64,000 of eligible earnings.
- **Supplemental ICI** covers eligible earnings between \$64,001 and \$120,000. You will only be given an opportunity to enroll in supplemental ICI if your annual salary is greater than \$64,000.

Enroll in coverage within 30 days of eligibility (usually date of hire) or within 60 days of becoming eligible for the employer contribution towards your premium. If coverage is elected within 30 days of eligibility, you will pay the full premium until you have 12 months of state WRS service. If coverage is elected within 60 days after 12 months of state WRS service, you are eligible for the employer contribution to the ICI immediately.



## FLEXIBLE SPENDING ACCOUNTS (FSA)

If you are eligible for State Group Health Insurance, you are eligible for the Flexible Spending Accounts (FSAs). FSAs offer you the opportunity to pay certain health care and dependent day care expenses with tax-free dollars. You decide how much to contribute from each paycheck before Federal, State and FICA taxes are calculated. You may only change your annual election amount if you have a qualifying life event (e.g. marriage, divorce, birth) and you contact your human resources office within 30 days of your qualifying life event. The [Flexible Spending Account \(FSA\)](#) types are:



1) **Health Care FSA** - Used to help pay for eligible medical, dental, vision and/or prescription expenses that are not covered by insurance. Expenses can be incurred by you, your spouse, child or other qualifying tax dependent. The annual contribution limit is \$2,700. You are not eligible for a Health Care FSA if you are enrolled in a High Deductible Health Plan (HDHP); however, you are eligible for the Limited Purpose FSA.

2) **Limited Purpose FSA** - Only available to employees enrolled in a High Deductible Health Plan (HDHP). Used to help pay for eligible dental, vision and/or **post-deductible** medical/prescription expenses that are not covered by insurance. Expenses can be incurred by you, your spouse, child or other qualifying tax dependent. Annual contribution limit: \$2,700.

3) **Dependent Day Care Account** - Used to help pay for eligible dependent care expenses such as after-school care, babysitting fees, adult or child day care and/or preschool. Eligible dependents include a spouse, child or other qualifying tax dependent. The annual maximum is up to \$5,000 (depends on tax filing status).

The **plan year** for all accounts is January 1<sup>st</sup> – December 31<sup>st</sup>. Remaining money in your Health Care or Limited Purpose FSA on December 31<sup>st</sup>, will automatically **carry over** to the new plan year (up to the carryover limit). Anything greater than the carryover limit will be lost. There is **no** carryover for the Dependent Day Care Account. You must re-enroll each year during the Annual Benefits Enrollment (ABE) period if you wish to participate the following plan year.

## HEALTH SAVINGS ACCOUNT (HSA)

A [Health Savings Account \(HSA\)](#) is a pre-tax savings account that you are required to enroll in if you enroll in the HDHP or Access HDHP. The HSA may be used to help pay for qualified medical, dental, vision, and/or prescription out-of-pocket expenses. The UW System provides an employer contribution (per paycheck) based on coverage level (e.g. single or family). You may also contribute to your HSA on a pre-tax basis and it may be changed at any time. Once contributions are made, they belong to you!

HDHP or Access HDHP	2020 Employer Contribution (if enrolled for entire calendar year)	2020 Maximum Contribution Limit* (employee + employer)
Single	Up to \$750 per year	\$3,550
Family	Up to \$1,500 per year	\$7,100

*\*If 55+ years of age, you may contribute an additional \$1,000.*

**HSA Features:** The money rolls over from year to year and earns interest. Eligible expenses can be incurred by you, your spouse and/or your qualifying child(ren). There may be tax consequences if you are less than age 65 and you use the HSA for non-eligible expenses. At age 65, you may use the account for other expenses (amount withdrawn will be taxable income but not subject to penalties). There are additional HSA eligibility requirements:

- Must be covered only by an HSA-qualified health plan. The HDHP and Access HDHP are HSA-qualified plans. Other health plans, such as Medicare, TRICARE or other traditional health plan will disqualify you; and
- Cannot have a Health Care FSA (including through a spouse); and
- Cannot be claimed as a dependent on someone else's tax return (other than your spouse).

It is your responsibility to ensure you meet these requirements. Tax consequences may apply if eligibility is not maintained while contributions are made to your HSA. If you have questions related to the tax consequences, consult your tax advisor.



The [Wisconsin Retirement System \(WRS\)](#) provides retirement (pension) benefits to UW System employees and to most public employees across the state of Wisconsin. The WRS is administered by ETF and investments are managed by the [State of Wisconsin Investment Board \(SWIB\)](#).

**Eligibility:** You are eligible for the WRS if you are expected to work at least one year\* and at least 880 hours (42% appointment for 12-month employees; 56% appointment for 9-month employees). If you first became a WRS participating employee prior to July 1, 2011, you are eligible for the WRS if you are expected to work at least one year\* and at least 440 hours (21% appointment for 12-month employees; 28% appointment for 9-month employees). Enrollment is mandatory and automatic. If you do not meet the eligibility requirements when you are hired, you will be enrolled automatically once you meet or are expected to meet the requirements.

Faculty, Academic Staff and Limited Appointees	WRS participating employee <i>on or after</i> July 1, 2011 (2/3 of full time for 1 year)		WRS participating employee <i>prior to</i> July 1, 2011 (1/3 of full time for 1 year)	
	Hours	Appointment %	Hours	Appointment %
12-month employee	880 hours	42%	440 hours	21%
9-month employee*	880 hours	56%	440 hours	28%

\*One year for 9-month employees is an academic year with an expectation to return the following academic year.

**Contributions:** You and the UW System are required to contribute 6.75% of your salary to your WRS account. WRS contributions are subject to IRS limits. Both you and the UW System pay WRS contributions on the first \$282,500 in earnings for fiscal year 2019-2020. The UW also contributes 1.2% of your salary to fund the Sick Leave Credit Conversion Program (see page 11). Contributions are on a pre-tax basis for federal and state income tax purposes and set annually by ETF.

**Vesting:** If you were first enrolled in the WRS *on or after* July 1, 2011, you are fully vested after completing five years of WRS-creditable service. If you had WRS service *prior to* July 1, 2011, you are immediately vested.

**Core vs. Variable Fund:** Contributions are automatically invested in the Core Fund, a balanced fund that is fully diversified with a mixture of holdings (e.g. stocks, bonds, real estate). You may elect to have 50% of your contributions invested in the [Variable Fund](#), a fund invested solely in stocks.

**Retirement:** Your monthly annuity will be based on a calculation using your years of service and your three highest years of earnings or the cash value of your account, whichever is greater. You may retire with full benefits as follows:

WRS Category	Age* and Years of Service Requirement
General/Teacher	Age 65 OR Age 57 with 30 years of service
Protective	Age 54 OR Age 53 with 25 years of service
Executive – employed in an Executive position <i>before</i> December 31, 2016	Age 62 OR Age 57 with 30 years of service
Executive – employed in an Executive position <i>after</i> December 31, 2016	Age 65 OR Age 57 with 30 years of service

\*You may retire at age 55 with reduced benefits (age 50 for Protective WRS category)

**Termination of Employment:** If you terminate employment before minimum retirement age or before you are vested, you may take a separation benefit. A separation benefit includes your employee contributions and interest on those contributions. If you take a separation benefit, the employer contributions and your years of service are forfeited. If you terminate employment and you are vested, you may take a separation benefit or leave the money in your WRS account. If you leave the money in your WRS account, you would take a retirement benefit when you reach the minimum retirement age.

**WRS Death or Disability Benefits:** The WRS also provides benefits in the event of your death or disability.

## SUPPLEMENTAL RETIREMENT SAVINGS PROGRAMS – TSA AND WDC

All Faculty, Academic Staff and Limited appointees are eligible for both supplemental retirement savings programs. Enrollment, changes and/or cancellation in either of the programs may be done at any time. Enroll with the provider of your choice and start saving today! Contributions may be made on a pre-tax basis, an after-tax basis (Roth) or a combination of both. These programs are voluntary. You make the entire contribution; there is no employer contribution. The 2020 maximum annual contribution limits and fees are:

	TSA	WDC
Contribution Limit: Under Age 50*	\$19,500	\$19,500
Contribution Limit: Age 50 or Over*	\$26,000	\$26,000
Annual Fee	None	Up to \$198 depending on the value of the account

*\*You may contribute the annual maximum to both the TSA and WDC plans. Catch-up contributions may be available.*

**Tax-Sheltered Annuity (TSA) 403(b) Program:** Regulated by Section 403(b) of the Internal Revenue Code and administered by the University. You may contribute a minimum of \$20 per paycheck. Program investment options include a wide array of mutual funds and fixed and variable annuities managed by five providers: **TIAA, Fidelity, T. Rowe Price, Ameriprise/RiverSource Life Insurance and Lincoln National Life Insurance.**

All funds are no load and most funds have lower-than-average expenses. Many have low-cost institutional share classes available as well as lifecycle and index fund options.

**Wisconsin Deferred Compensation (WDC) 457 Program:** Regulated by Section 457 of the Internal Revenue Code and administered by ETF, through a third-party administrator, Empower Retirement. There is no minimum monthly contribution. WDC offers 23 investment options: 6 Target Date funds, 15 actively managed or index mutual fund, collective investment trust or commingled trust options, 1 stable value option and 1 FDIC-insured bank option. The WDC Program also has a managed-account and a self-directed brokerage account option for knowledgeable investors.



## SICK LEAVE CREDIT

You are eligible to convert your unused sick leave hours into a dollar amount to pay your State Group Health Insurance premiums upon retirement, layoff or termination **if you have 20+ years** of WRS service. This dollar amount is calculated by multiplying your unused sick leave balance by your highest basic pay rate then converted to tax-free credits. These tax-free credits may be used to pay for your State Group Health Insurance premiums. You may also be eligible for supplemental sick leave credits **if you have 15+ years** of continuous service when you convert your sick leave credits. In the event of your death, the survivors listed on your health insurance plan will be able to use your sick leave credits to help pay for their continuation of the State Group Health Insurance plan.

## CONVERSION PROGRAM



**Well Wisconsin Program:** The uniform wellness program offered as part of the State of Wisconsin Group Health Insurance Program. Available to active employees, retirees and eligible spouses enrolled in State Group Health Insurance. Designed to help make you more aware of your current and future health risks, saving you money in the long run. Through this program, you are eligible to earn a \$150 incentive by completing a health assessment, health screening and one of StayWell's Well-Being activities. All three items must be completed by October 9, 2020. The financial incentive is considered taxable income.

**Career-Related Education Reimbursement:** Employees with a half time or greater appointment may be eligible for reimbursement up to 100% of the cost of one course (up to 5 credits) per semester at any state accredited public or private higher educational institution. Coursework at a UW System institution is encouraged. You must receive prior authorization. Approval will rely on the potential for the employee's increase in knowledge, skills and availability of department funding.

**529 College Savings Plan:** Allows you to save for anyone's K-12 education expenses and post-high school education (for yourself, child, parent, friend, literally anyone's education). Funds can cover tuition, books, room and board, computers, tablets and many other expenses. This may be funds for universities, colleges, professional schools, technical colleges, graduate programs across the country (and some institutions abroad). Offers low fees, a minimum contribution of \$15 per pay period and tax deductions for Wisconsin residents (limitations apply). You may set-up direct deposit for this plan from your payroll. For more information or to set-up an account, visit the [Edvest website](#).

**Employee Assistance Program (EAP)\*:** Provides you and your immediate family members (members of your household) free and confidential resources to address personal and/or work-related concerns (i.e. counseling). The EAP may also assist with legal services, financial services and/or help with work-life services. This program allows you and your eligible family members up to six in-person sessions per issue per year.

*\*Grads are not eligible for this program; however, similar services may be available through your institution's student health services.*

**LifeStyle Program:** This program provides the below services, is free of charge and no enrollment is necessary.

- **Travel Assistance:** Available to active employees, spouses and dependent children. Provides 24/7/365 travel assistance services when traveling 100 or more miles away from home (e.g. medical professional locator services, interpretation services and resolving lost luggage situations).
- **Beneficiary Financial Counseling:** Available to beneficiaries who receive at least \$25,000 in State Group Life claim benefits. Counseling is designed to help families make sound financial decisions at a difficult time.
- **Legal Services:** Available to active and retired employees, spouses and dependent children. Provides access to over 22,000 attorneys nationwide for consultation on simple wills and estate planning. If an attorney is retained, there is a 25% discount on services.
- **Legacy Planning Services:** Available to active and retired employees, spouses and dependent children. Provides online resources to help with end-of-life issues with the loss of a loved one or for your own passing.

## REMINDER: NEXT STEPS – PREPARE. DECIDE. ACT.

**Prepare:** Additional information may be found in the benefits section of the [UW System Human Resources website](#). **Decide:** Use ALEX, your personal benefits counselor. **Act:** Most benefit plans have a **30-day enrollment period** from your benefit eligibility date (usually your date of hire). Complete your enrollments online using Self Service. If you have prior State service, you may need to enroll with paper applications. Contact your [human resources office](#) if this applies to you. Otherwise, go to the **MyUW portal** at <https://my.wisconsin.edu> to make your elections through Self Service without delay!

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ACCESS LINKS

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