2018 Employee Benefit Summary

for Graduate Assistants, Post-Doctoral Appointees and Short-Term Academic Appointments

Revised 03/01/2018
Roadmap

- Frequency of Pay
- Paying for Benefits
- Prepare, Decide, Act
- Dependents
- Life Events
- Health Insurance
  - Enrollment
  - Premiums
  - Choose a Plan
  - Definitions
  - Health Plan Summary
- Prescription Drugs
- Wellness
- Uniform Dental
- Supplemental Dental and Vision Plans
- Employee Reimbursement Account (Flexible Spending)
- Life Insurance
- Retirement & Savings Plans
  - Tax-Sheltered Annuity
  - Wisconsin Deferred Compensation
- Miscellaneous Benefits
  - Long-Term Care Insurance
  - Employee Assistance Program
- Resources
Payroll and Taxes

- Paid once per month. Earnings statement available online at [https://my.wisconsin.edu](https://my.wisconsin.edu). UW-Madison employees go to [https://my.wisc.edu](https://my.wisc.edu).

- No taxes withheld from Advanced Opportunity Fellow; Fellow; Grad Intern or Trainee; Post-Doc Fellow, Scholar or Trainee earnings, per IRS regulations.
  - WARNING: You may be responsible for paying taxes on income when you file your tax return if you work in one of these positions. See IRS Publications 505 and 970 for more information.
How Do I Pay for Benefits?

- Benefit plans’ premiums: [https://www.wisconsin.edu/ohrwd/benefits/premiums/](https://www.wisconsin.edu/ohrwd/benefits/premiums/)
- Premiums taken via payroll deduction
- Most benefit plan premiums are paid in advance of coverage. There may be multiple deductions from first check.
- Twelve-month employees have benefit premium deductions every month
- Nine-month appointments
  - Benefit premium deductions only taken during 9-month academic year
  - Multiple benefit deductions taken from one to three checks prior to the end of the spring semester to keep coverage active between academic years if appointment will continue for the following semester
  - Benefit deductions do not come out of summer salary
HOW DO I DECIDE WHICH BENEFIT PLANS TO ELECT?

Prepare

Decide

Act
Prepare

- Explore the Employee Benefits website for:
  - A conversation with ALEX, your personalized Benefits Counselor
  - Available benefit plans
  - Plan details
- Consider your and your family’s needs
- Compare all options available to you
Meet ALEX, your Personalized Benefits Counselor

- ALEX is a benefits decision tool that can assist you with decisions about a best-fit medical plan and whether to enroll in supplemental vision and dental plans and/or the flexible spending accounts.

- Learn about the life insurance plans offered, as well as disability insurance and retirement savings plans.

- Take a few minutes to visit ALEX at wisconsin.edu/ohrwd/benefits/alex and get personalized help with your benefits decision-making. You and your family can access ALEX 24/7!
Decide

Using what you’ve learned, make decisions for you and your family.

Helpful tools available on https://www.wisconsin.edu/ohrwd/benefits/:

• Health plan selection
• Benefit comparisons
• Premiums
Act

Complete your elections within 30 days of your eligibility date.

- Most employees can enroll online through Self Service (eBenefits) – you will be notified if eligible or contact your human resources office.
  - Log in to Self Service through your MyUW portal at [https://my.wisconsin.edu](https://my.wisconsin.edu) (Benefit Information module).
  - UW-Madison employees go to [https://my.wisc.edu](https://my.wisc.edu).
Act

- You must enroll using paper applications if you:
  - Have prior WRS service
  - Are applying for commuter benefits (Parking/Transit)

- Enroll in Self Service or return applications to your human resources office within 30 days of eligibility.

- Benefits are generally effective on the 1st of the month on or following your eligibility date if your application is submitted within 30 days.

- Access paper benefit applications: www.wisconsin.edu/ohrwd/formspubs/
Benefit Plans Resources

- UW System Administration’s benefits website: www.wisconsin.edu/ohrwd/benefits/
  - New Employees Benefits website: https://www.wisconsin.edu/ohrwd/benefits/newemp/
  - ALEX Landing Page: https://www.wisconsin.edu/ohrwd/benefits/alex/
  - Benefit Summary – Student Assistant, Employee-in-Training and Short Term Academic Staff: https://www.wisconsin.edu/ohrwd/benefits/download/summaries/grad.pdf
  - See an estimate of your total compensation package: www.wisconsin.edu/ohrwd/benefits/totalcomp/

- View earnings, leave and tax statements as well as important benefit information on the My UW System portal: https://my.wisconsin.edu/.

- Contact your institution’s human resources office or visit your institution’s website. Contact information online: www.wisconsin.edu/ohrwd/benefits/contact/

- Department of Employee Trust Funds (ETF): http://etf.wi.gov/members/IYC2018/IYC_home.asp
ELIGIBLE DEPENDENTS
Eligible Dependents

- The majority of benefit plans available to UW employees provide coverage for eligible family members. This includes your:
  - Your spouse
  - Dependent children – for most plans, until age 26. Includes stepchildren, adopted children and pre-adoption placement, legal wards the become your permanent ward before age 26 and grandchildren until your insured child (the grandchild’s parent) turns age 18.
- See Dependent Eligibility Chart at https://www.wisconsin.edu/ohrwd/benefits/download/med/uws25.pdf

Note: A child with a disability of long standing duration, who is dependent on you or the other parent for at least 50% of support and maintenance, and are incapable of self-support, may remain covered past age 26.
Life Events Impact Benefits

- Contact your human resources office within 30 days of a Life Event. You only have 30 days following a life event to change/enroll in the majority of benefits. A life event may be either a family or employment change.

Examples of Family Changes:
- Marriage or divorce
- Birth, adoption, guardianship of a child (60 days to enroll)
- Permanent Relocation
- Spouse or dependent child death

Examples of Employment Status Changes
- Termination of employment
- Disability
- Change in employment status
State Group Health Insurance (SGH)

- Must elect or decline coverage
- Initial Enrollment Period – within 30 days of eligibility date
- Coverage levels – single or family
  - If married to another state/UW System employee who is also eligible for State Group Health Insurance, must carry either 2 single policies or 1 family policy
- Enrollment options when covered by another health plan
  - Other plan is NOT the State Group Health Insurance plan – no restrictions – can have coverage under both plans
  - Other plan is the State Group Health Insurance plan through parent or spouse – remain on parent’s/spouse’s plan until no longer eligible OR enroll in own plan; you may not be covered on both
## State Group Health Insurance

**Graduate Assistant/Short Term Academic Staff**

| 2018 Premium Tier | With Dental |  | Without Dental |  |
|-------------------|-------------|-----------------|-----------------|
|                   | Single      | Family          | Single          | Family        |
| Tier 1            | $45.50      | $113.50         | $42.50          | $105.50       |
| Tier 2 (Access Plan – out of state) | $70.50 | $177.50         | $67.50          | $169.50       |
| Tier 3 (Access Plan) | $134.50    | $336.00         | $131.50         | $328.00       |

State Group Health Insurance

Plan Design/Out of Pocket Costs

STEP 1. CHOOSE A HEALTH PLAN DESIGN (Health Plan or Access Plan)
STEP 2. FIND INSURERS IN YOUR AREA
STEP 3. CHOOSE A HEALTH PLAN
Step 1: Choose Plan Design

What does Health Plan Design mean?

- There are two plan designs offered: Access Plan and Health Plan. Most employees elect a Health Plan.

- Compare costs as well as provider networks

- Health Plans: Regional coverage; select the health insurer (carrier) you want

- Access Plan: Higher premiums; nationwide PPO network through WEA

- All insurers offer Uniform Benefits

- All plan designs include prescription drug coverage and optional basic dental coverage
The Health Plan design option includes many health insurers available throughout Wisconsin (Options by County). Use an interactive map that shows health plan availability by county: http://www.etf.wi.gov/members/IYC2018/et-2107hpm.asp

Click on the county to view the health plans offered and their major provider systems. Click on the health plan’s name to link to their provider directories.
State Group Health Insurance

Step 3: Choose A Plan

• Select a health plan based on:
  – Employee Premium Contributions
  – Annual Out-of-Pocket Costs
  – Location
  – Provider Networks

Note: Regardless of the plan design you select, routine preventive and wellness medical services are typically covered at 100%, even if you have not met the deductible. A list of preventive care services, as identified by the Patient Protection and Affordable Care Act, can be found at https://www.healthcare.gov/coverage/preventive-care-benefits/
Common Health Insurance Terms

**Copayment (Copay)** – A fixed amount you pay for a covered health care service. Paid until annual Out-of-Pocket Limit (OOPL) has been met

**Health Plan Office Visit Copays – In-Network**

- **$15.00** Primary Care Physician and Therapy
- **$25.00** Specialty Services and Urgent Care Services
- **$75.00** Emergency Room
Common Health Insurance Terms

**Deductible** – The amount you owe for health care services **BEFORE** your plan begins to pay. Preventive care is not subject to the deductible nor are office visits. Other services received during an office visit (e.g., labs, x-rays) are subject to the deductible.

<table>
<thead>
<tr>
<th>2018</th>
<th>Health Plan / Access Plan (In-Network)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Single</td>
</tr>
<tr>
<td>Deductible</td>
<td>$250</td>
</tr>
</tbody>
</table>

\(^1\)Once an individual within a family plan meets the single deductible, medical services will be covered for that individual for that calendar year.
Common Health Insurance Terms

**Coinsurance** – A *share* of the costs you pay for a covered health care service calculated as a percentage.

- **10%** for Health Plans, and In-Network Access Plan
- **20%** applies to covered *durable and disposable medical equipment*, certain hearing aids and cochlear implants
- **30%** for Out-of-Network Access Plan

• *Deductible* must be met before *coinsurance* applies
Common Health Insurance Terms

**Maximum Out-of-Pocket Limit** - Set annually by the Federal law, the MOOP is the most you would have to pay in a calendar year before benefits are payable at 100% for costs that are not limited to the OOPL. This includes your costs for Level 3 prescription drugs, hearing aids or cochlear implants for adults and some other expenses that do not accumulate toward “regular” OOPL.

<table>
<thead>
<tr>
<th><strong>Federal Maximum Out-of-Pocket Limits</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>MOOP limits for ACA-compliant plans</td>
</tr>
<tr>
<td><em>(Health Plans and Access Plan)</em></td>
</tr>
<tr>
<td>Single: $6,850</td>
</tr>
<tr>
<td>Family: $13,700</td>
</tr>
</tbody>
</table>
Common Health Insurance Terms

Out of Pocket Limit (OOPL) - the most you'll typically have to pay during a policy period. Once you reach this limit, your plan pays 100% of the allowed amount for covered services (i.e., coinsurance and copayments no longer apply for health care received in that calendar year):

<table>
<thead>
<tr>
<th>2018</th>
<th>Health Plan / Access Plan (in-network)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Single</td>
</tr>
<tr>
<td>OOPL</td>
<td>$1,250</td>
</tr>
</tbody>
</table>

¹Once an individual within a family plan meets the single OOPL, medical services will be covered in full for that individual even if the family deductible has not been met.
State Group Health - COB

• Employees who enroll in State Group Health Insurance must provide Coordination of Benefits (COB) information.
  – COB information must be provided when you enroll or as other coverage for a spouse is added or ended after your enrollment.
Prescription Drug Overview

- Your cost for prescriptions will depend on:
  - The plan design you select; and
  - The level of the drug under the formulary

- You pay a copay or coinsurance per fill (30 day supply) as outlined in the formulary

- You pay either a copayment or coinsurance, up to annual out-of-pocket maximum (OOPL)

- The information on the following two slides pertain to the Health Plan Design.
### Prescription Drug Benefits

#### Prescription Copays, Coinsurance and Out-of-Pocket Limits

<table>
<thead>
<tr>
<th>Prescription Drug Level</th>
<th>Member Costs</th>
<th>Annual Rx OOPL</th>
</tr>
</thead>
<tbody>
<tr>
<td>Level 1</td>
<td>$5 per fill</td>
<td>$600 individual / $1,200 family</td>
</tr>
<tr>
<td>Level 2</td>
<td>20% ($50 maximum per fill)</td>
<td>$600 individual / $1,200 family</td>
</tr>
<tr>
<td>Level 3</td>
<td>40% ($150 maximum per fill)</td>
<td>Does not apply to Rx OOPL. Only applies to Federal MOOP: $6,850 individual / $13,700 family</td>
</tr>
<tr>
<td>Level 4</td>
<td>$50 per fill</td>
<td>$1,200 individual / $2,400 family</td>
</tr>
<tr>
<td></td>
<td>Must fill at a specialty pharmacy (Lumicera or UW Specialty)</td>
<td></td>
</tr>
</tbody>
</table>

---

 уровням

1. **Уровень 1**: $5 за заполнение<br>**Годовые затраты на прописи**: $600 индивидуум / $1,200 семья
2. **Уровень 2**: 20% (до $50 максимум за заполнение)<br>**Годовые затраты на прописи**: $600 индивидуум / $1,200 семья
3. **Уровень 3**: 40% (до $150 максимум за заполнение)<br>**Годовые затраты на прописи**: не применимо к прописям ООПЛ. Только применимо к Федеральной ООПЛ: $6,850 индивидуум / $13,700 семья
4. **Уровень 4**: $50 за заполнение<br>**Годовые затраты на прописи**: $1,200 индивидуум / $2,400 семья

---

#### Университет Wisconsin System
Wellness

- StayWell is the vendor for the Wellness Program
  - Visit the StayWell website for wellness resources at [https://wellwisconsin.staywell.com/](https://wellwisconsin.staywell.com/)
- $150 Wellness Incentive is available
  - To receive incentive, you must complete a biometric screening, a health risk assessment and a health engagement activity.
  - Visit the StayWell website for information on how to get started.
- Contact your human resources office for information about scheduled screenings at your institution.
STATE GROUP HEALTH INSURANCE
UNIFORM
DENTAL BENEFITS
Uniform Dental
Offered with State Group Health

• Must be enrolled in State Group Health insurance coverage in order to be eligible for the Uniform Dental Benefit plan

• When enrolling for State Group Health insurance, you will select a plan with or without the basic dental benefit, which is called Uniform Dental

• Coverage level (single/family) will be the same as health insurance plan

• Monthly premium is $3/single; $8/family and is added to your health insurance premium

• Delta Dental is the insurer for Uniform Dental. Go to deltadentalwi.com/state-of-wi for provider network
## Uniform Dental Benefits Summary

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Coverage</th>
<th>Covered Services (Examples)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Deductible</strong></td>
<td>$0</td>
<td></td>
</tr>
<tr>
<td><strong>Annual Benefit Maximum</strong></td>
<td>$1,000</td>
<td></td>
</tr>
<tr>
<td><strong>Diagnostic/Preventive</strong></td>
<td>100%</td>
<td>Cleanings</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Routine Evaluations</td>
</tr>
<tr>
<td></td>
<td></td>
<td>X-rays</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Fluoride Treatment</td>
</tr>
<tr>
<td><strong>Restorative</strong></td>
<td>100%</td>
<td>Fillings</td>
</tr>
<tr>
<td><strong>Periodontal</strong></td>
<td>80%</td>
<td>Periodontal</td>
</tr>
<tr>
<td></td>
<td></td>
<td>(Maintenance Only)</td>
</tr>
<tr>
<td><strong>Adjunctive Services</strong></td>
<td>80%</td>
<td>Local Anesthesia</td>
</tr>
<tr>
<td><strong>Orthodontia</strong> (Children under 19)</td>
<td>50%</td>
<td></td>
</tr>
<tr>
<td><strong>Ortho Lifetime Maximum</strong></td>
<td>$1,500</td>
<td></td>
</tr>
</tbody>
</table>
SUPPLEMENTAL
DENTAL &
VISION
INSURANCE
Dental & Vision Insurance Options

- EPIC Benefits+
- Dental Wisconsin PPO Plan and Select Plan
- VSP Vision

• Once enrolled for the plan year, you must remain covered under the plan for the remainder of the calendar year unless you have a qualifying event.

• Go to: https://www.wisconsin.edu/ohrwd/benefits/dental-vision/ for additional information
EPIC Benefits+

- Employee pays full premium
- Administered by EPIC Specialty Benefits

2018 Monthly Premiums

<table>
<thead>
<tr>
<th>Plan</th>
<th>Without Vision Insurance</th>
<th>With Vision Insurance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employee</td>
<td>$21.38</td>
<td>$25.02</td>
</tr>
<tr>
<td>Employee + Spouse</td>
<td>$42.76</td>
<td>$49.16</td>
</tr>
<tr>
<td>Employee + Child(ren)</td>
<td>$42.76</td>
<td>$46.16</td>
</tr>
<tr>
<td>Family</td>
<td>$64.14</td>
<td>$73.58</td>
</tr>
</tbody>
</table>
# EPIC Benefits+

## Summary of Benefits

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Description</th>
</tr>
</thead>
</table>
| Supplemental Dental (no coverage for basic or preventive services) | • Pays 50% of covered dental charges, after $75 deductible. $1,500 annual maximum  
• $1,200 orthodontia lifetime maximum – (under age 19 only); 12-month waiting period |
| Hospital and Surgery Benefit | • You receive $200/day starting on 3<sup>rd</sup> day of hospital confinement;  
• You receive $200 per eligible outpatient surgery |
| AD&D Benefits                 | Receive lump sum payment (between $1,000 and $15,000) for accidental death or dismemberment                                              |
| Vision Discount Plan          | Davis Vision Affinity Discount Plan                                                                                                        |
| Vision Insurance Plan         | For additional premium, enroll in vision insurance through Davis Vision Network (in- and non-network benefits available) |
Dental Wisconsin

• Employee pays full premium.
• Two Dental Wisconsin plans available (select one):
  – Preferred Provider Plan (PPO)
  – Select Plan (no diagnostic or preventive coverage)
• Dental WI includes a vision discount program through Davis Vision.
• Administered by EPIC Specialty Benefits
# Dental Wisconsin Rates

<table>
<thead>
<tr>
<th>Monthly Premiums for 2018</th>
<th>Employee</th>
<th>Employee + Spouse</th>
<th>Employee + Child(ren)</th>
<th>Family</th>
</tr>
</thead>
<tbody>
<tr>
<td>PPO</td>
<td>$22.38</td>
<td>$47.40</td>
<td>$52.98</td>
<td>$80.10</td>
</tr>
<tr>
<td>Select</td>
<td>$21.04</td>
<td>$43.24</td>
<td>$49.90</td>
<td>$73.36</td>
</tr>
</tbody>
</table>
# Dental WI

## Benefit Summary

<table>
<thead>
<tr>
<th>Plan Name</th>
<th>PPO Plan</th>
<th>Select Plan</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>In-Network</td>
<td>Out-of-Network</td>
</tr>
<tr>
<td>Diagnostic / Preventative</td>
<td>100%</td>
<td>75%</td>
</tr>
<tr>
<td>Basic</td>
<td>75%</td>
<td>55%</td>
</tr>
<tr>
<td>Major/Restore (Includes Endodontic, Periodontics and Implants)</td>
<td>50%</td>
<td>25%</td>
</tr>
<tr>
<td>Orthodontia (Lifetime Benefit)</td>
<td>$1,000 Benefit (for children under 19)</td>
<td>$1,000 Benefit (for children under 19)</td>
</tr>
<tr>
<td>Annual Deductible Per Person</td>
<td>$25</td>
<td>$50</td>
</tr>
<tr>
<td>Office Visit Copay</td>
<td>None</td>
<td>None</td>
</tr>
<tr>
<td>Annual Benefit Maximum</td>
<td>$1,250</td>
<td>$1,250</td>
</tr>
<tr>
<td>Waiting Period Orthodontia</td>
<td>12 Months</td>
<td>12 Months</td>
</tr>
</tbody>
</table>
VSP Vision Insurance Plan

- Employee pays full premium
- **Plan Brochure** at https://www.wisconsin.edu/ohrwd/benefits/download/med/vision/broch.pdf
- Notify your eye care provider that you have coverage under VSP at the time of service. You can print an ID card at www.vsp.com
- Administered by VSP

**2018 Monthly Premiums**

<table>
<thead>
<tr>
<th>Employee Only</th>
<th>Employee + Spouse</th>
<th>Employee + Child(ren)</th>
<th>Employee + Family</th>
</tr>
</thead>
<tbody>
<tr>
<td>$6.54</td>
<td>$13.08</td>
<td>$14.73</td>
<td>$23.54</td>
</tr>
</tbody>
</table>
# VSP Vision Insurance Plan
## Summary of Benefits

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Vision Exam</td>
<td>Annual eye exam with a $15 copay (also covered by all Health Plans with a $25 copay)</td>
</tr>
<tr>
<td>Prescription Glasses</td>
<td>• Frames – covered up to $150 every other year after $25 copay</td>
</tr>
<tr>
<td></td>
<td>• Lenses – covered every year after copay – employee cost depends on selected lenses</td>
</tr>
<tr>
<td>Contact Lenses</td>
<td>$150 annual allowance – no copay for contact lenses</td>
</tr>
<tr>
<td>KidsCare Program</td>
<td>• Two exams per year</td>
</tr>
<tr>
<td></td>
<td>• Impact resistant lenses</td>
</tr>
<tr>
<td></td>
<td>• Lenses replaced annually or as needed</td>
</tr>
<tr>
<td></td>
<td>• Frames replaced annually with $25 copay</td>
</tr>
<tr>
<td>Additional Savings</td>
<td>• Discounts on additional glasses purchased in-network</td>
</tr>
<tr>
<td></td>
<td>• Discounts on in-network laser vision correction</td>
</tr>
</tbody>
</table>

**Note:** VSP covers either lenses for your glasses OR contacts every year, but not both.
Supplemental Dental and Vision Plan Comparisons

How do I choose which plan is right for me?

• Dental Wisconsin and EPIC Benefits+ offer similar dental benefits – see their dental benefits compared side-by-side on our Dental Comparison Chart at https://www.wisconsin.edu/ohrwd/benefits/download/med/dentalcomp.pdf

• Dental Wisconsin, EPIC Benefits+ and VSP Vision all have some vision benefits - see their vision benefits compared side-by-side on our Vision Comparison Chart at https://www.wisconsin.edu/ohrwd/benefits/download/med/visioncomp.pdf

• You may enroll in any or all of these plans.
EMPLOYEE REIMBURSEMENT ACCOUNTS

FLEXIBLE SPENDING ACCOUNTS/PARKING AND TRANSIT
The Employee Reimbursement Account (ERA) program provides pre-tax advantage for group premiums, Flexible Spending Accounts (FSA) and Parking & Transit.

- Deducted from each paycheck before Federal, State, and FICA taxes are calculated to save money on taxes

- Must re-enroll each year during the Annual Benefits Enrollment (ABE) period each fall!
## FSA Plan Descriptions

<table>
<thead>
<tr>
<th>FSA Type</th>
<th>Eligible Expenses</th>
<th>Eligible Dependents</th>
<th>Annual Contribution Limits</th>
</tr>
</thead>
<tbody>
<tr>
<td>Health Care FSA</td>
<td>Medical, dental, vision &amp; prescription</td>
<td>You, your spouse, qualifying child or relative</td>
<td>Max: $2,600</td>
</tr>
<tr>
<td>Dependent Day Care FSA</td>
<td>After school care, adult or child daycare, preschool</td>
<td>You, your spouse, qualifying child or relative</td>
<td>Max: $5,000 — dependent on tax filing status</td>
</tr>
</tbody>
</table>
Health Care FSA

- Plan year is 1-1-2018 to 12-31-2018
- Claims must be submitted by end of March following the plan year
- If you have any money left in your account at the end of the plan year, up to $500 will carry over into the next plan year.

  Note: This does not apply to the Dependent Day Care FSA – use it or lose it!

- Review the FSA Participant Guide for more details
Parking and Transit

The UW System deducts parking costs on a pre-tax basis. If you purchase parking through the UW System, you already receive this pre-tax benefit.

2018 Limits

- **Transit**—
  - $130/mo (State)
  - $255/mo (Federal)
- **Parking**—
  - $255/mo

- Administered by TASC.
- TASC also offers Parking and Transit benefits that allows you to pay for certain transportation-related expenses on a pre-tax basis. This includes:
  - Mass Transit Fares
  - Parking Fees

You may change your parking and/or transit election at any time.
Flexible Spending Accounts – How to Enroll

• You may enroll within 30 days of the start of your first benefits-eligible appointment. Coverage is effective on the first of the month on or following your eligibility date.

• Only expenses incurred on or after your coverage effective date are eligible for reimbursement.

• Be cautious about how much you decide to contribute as you cannot make changes during the year unless you have a life event.

• You generally have 30 days from the date of a life event to enroll, cancel or change your election. You should contact your human resources office as soon as a life event occurs.
LIFE INSURANCE
Life Insurance

• Three optional life insurance plans are available. You may enroll in more than one plan.
  – Individual and Family Life Insurance
  – UW Employees, Inc. Life Insurance
  – Accidental Death and Dismemberment (may enroll at any time without restriction)

• If you do not enroll when first eligible, you may enroll at a later time through evidence of insurability (acceptance not guaranteed) or if you have an eligible life event

• Compare Plan Features at https://www.wisconsin.edu/ohrwd/benefits/download/life/lifecomp.pdf

• Review Premiums for all plans at https://www.wisconsin.edu/ohrwd/benefits/premiums/

• You will be automatically covered under the University Insurance Association Plan (UIA), if eligible. The annual premium is $24.00 and is deducted from your October earnings
# Comparison of Life Insurance Plan Features

<table>
<thead>
<tr>
<th>Who can be covered?</th>
<th>Individual &amp; Family Life</th>
<th>UW Employees, Inc</th>
<th>Accidental Death &amp; Dismemberment</th>
<th>UIA Life</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employee, Spouse or Domestic Partner, Children</td>
<td>Employee, Spouse or Domestic Partner, Children</td>
<td>Employee</td>
<td>Employee, Spouse or Domestic Partner, Children</td>
<td>Faculty, Academic Staff or Limited Appointee who meets annual earnings threshold - ($2,627 for the 2017-2018 plan year, effective 10/1/17)</td>
</tr>
<tr>
<td>Employee Coverage</td>
<td>Up to $20,000 initially; can increase coverage annually; $300,000 maximum coverage</td>
<td>$7,000 - $33,000 (coverage based on age)</td>
<td>Up to $500,000</td>
<td>$3,400 – $101,000 (coverage based on age)</td>
</tr>
<tr>
<td>Spouse or Domestic Partner Coverage</td>
<td>Spouse or Domestic Partner: Up to $10,000 initially, increase coverage annually; $150,000 maximum</td>
<td>None</td>
<td>Spouse or Domestic Partner: 50% - 60% of employee coverage level</td>
<td>None</td>
</tr>
<tr>
<td>Child Coverage</td>
<td>Up to $5,000 initially, can increase coverage annually; $25,000 maximum coverage</td>
<td>None</td>
<td>15% - 20% of employee coverage level (depends on who is covered under family plan)</td>
<td>None</td>
</tr>
</tbody>
</table>
## Comparison of Life Insurance Plan Features

<table>
<thead>
<tr>
<th></th>
<th>Individual &amp; Family Life</th>
<th>UW Employees, Inc</th>
<th>Accidental Death &amp; Dismemberment</th>
<th>UIA Life</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Accelerated / Living Benefit</strong></td>
<td>Yes</td>
<td>Yes</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td><strong>Options at End of Employment (non-retirement)</strong></td>
<td>Conversion to individual policy</td>
<td>Conversion to individual policy</td>
<td>Conversion to individual policy</td>
<td>Conversion; Continuation for disability as outlined in the plan certificate</td>
</tr>
<tr>
<td><strong>Options at Retirement</strong></td>
<td>Conversion to individual policy</td>
<td>Conversion to individual policy</td>
<td>Continuation of group policy</td>
<td>Continuation of group policy or conversion to individual policy (employee choice)</td>
</tr>
<tr>
<td><strong>Additional Features</strong></td>
<td>Can increase coverage level every year until plan maximum met</td>
<td>Includes Legacy Planning Services</td>
<td>Includes Zurich Travel Assist and several benefits to support employee and/or family after a covered loss</td>
<td>No</td>
</tr>
</tbody>
</table>
Life Insurance and WRS
Beneficiary Designations

• A beneficiary is a person(s) or any legal entity such as an estate or trust, that you specifically name to receive benefits payable upon death.

• Most beneficiary designations available online: https://www.wisconsin.edu/ohrwd/formspubs/

• Each benefit plan has a separate beneficiary designation.

• Mail beneficiary designations directly to the address listed on the form.

• If you do not file designation, benefits will be payable per Standard Sequence, per the plan contract.

• It is important to keep your beneficiary designations up-to-date. Always review your designations and update as necessary when you have a life event (birth, death, divorce, marriage, etc.).
RETIREMENT & SAVINGS PLANS
Supplemental Retirement Savings Plans

- Supplemental Retirement Savings Plans set aside money for retirement on a pre-tax or post-tax (Roth) basis. See links below for more details.
  - Tax-Sheltered Annuity 403(b) Program
  - Wisconsin Deferred Compensation Program
- May participate in one or both programs. You can contribute the maximums under both the WDC plan and the UW Tax-Sheltered Annuity 403(b) plan.
- Annual Federal Maximums apply
Retirement

Tax-Sheltered Annuity 403(b)

• Invest on either a pre-tax basis, an after-tax basis (Roth), or a combination of both. Includes a wide array of mutual funds and fixed and variable annuities managed by five providers.
• Participation is voluntary.
• You make the entire contribution; there is no employer match.
• Change your contributions at any time.
• **Minimum Contribution Limit for TSA:**
  – $8.00 per biweekly paycheck
  – $20.00 per monthly paycheck
• **Maximum Annual Contribution Limit:**
  – If under age 50: $18,500
  – If age 50 or older at any time during the year: $24,500 (eligible for a $6,000 additional catch-up if you will be 50 or older at any time during the year)
Retirement

Tax-Sheltered Annuity 403(b)

• To enroll in the TSA Program:
  – Select one or more investment providers. The Quick Guide provides a short description of each provider and contact information.
  – Sign up with your selected investment provider(s) either online, with the EZ Enrollment form or with a complete paper application. If you choose Lincoln or Ameriprise/RiverSource, you will work directly with an agent.
  – Fill out the Salary Reduction Agreement to indicate how much you want to contribute to your investment provider(s) every pay period. Submit the SRA to your human resources office. The SRA does not need to be completed if applying via the EZ Enrollment Form.
Retirement

Wisconsin Deferred Compensation

- Invest on either a pre-tax basis, an after-tax basis (Roth), or a combination of both. Includes a wide array of investment options
- Participation is voluntary.
- You make the entire contribution; there is no employer match.
- Change your contributions at any time.
- **Maximum Annual Contribution Limit:**
  - If under age 50: $18,500
  - If age 50 or older at any time during the year: $24,500 (eligible for a $6,000 additional catch-up if you will be 50 or older at any time during the year)
Retirement

**Wisconsin Deferred Compensation**

- To enroll and make changes directly with Wisconsin Deferred Compensation (WDC). You can download and print either one of the below forms, then complete and submit it to the WDC office.


MISCELLANEOUS BENEFITS
Miscellaneous Benefits

Long-Term Care Insurance

• Long-Term Care insurance (LTCi) provides financial protection for the costs of long-term care.
• It covers services that are typically not covered by health insurance but are vital, such as walking, eating, bathing, etc.
• Coverage includes care in non-institutional settings, such as assisted living, adult day care, and in-home care.
• LTCi is available to you, your spouse, your parents and your spouse’s parents. Anyone covered by the plan must live in Wisconsin.
• You may apply directly to the vendor at any time.
• The Department of Employee Trust Funds (ETF) monitors the LTCi plans.
Miscellaneous Benefits

Employee Assistance Program

- The Employee Assistance Program (EAP) provides employees and their immediate family members with a free and confidential opportunity to address personal and work related concerns.

- For information about the program at your institution, please see [https://www.wisconsin.edu/ohrwd/benefits/misc/#eap](https://www.wisconsin.edu/ohrwd/benefits/misc/#eap)
Affordable Care Act (ACA) Non-Discrimination Notice

The UW System and the Department of Employee Trust Funds (ETF) comply with applicable Federal civil rights laws and do not discriminate on the basis of race, color, national origin, age, disability or sex.
Thank you for your participation!

Questions?
Contact your human resources office!