

# UW System Employee Benefits Quick Guide

FOR STUDENT HELP, RESIDENT ASSISTANTS AND NON-BENEFIT ELIGIBLE EMPLOYEE APPOINTMENTS

## Payroll Information

Most employees, except most students, have FICA taxes withheld from their paycheck.

- Social Security: You and the UW System each pay 6.2% on covered compensation up to \$147,000
- Medicare: You pay 1.45% on covered compensation up to \$200,000 and 2.35% on covered compensation thereafter. The UW System pays 1.45% on covered compensation up to \$200,000.

## Parking and Transit Accounts

Parking and Transit Accounts allow you to set aside pre-tax income for work-related parking and transit expenses.

## Retirement Plans

Most employees are eligible for the supplemental retirement savings programs which offer pre-tax and after-tax (Roth) options. You may enroll, change your contribution amount, or cancel your contribution at any time. Participation is voluntary. These programs do not have an employer contribution. IRS annual contribution limits apply.

### UW 403(B) SUPPLEMENTAL RETIREMENT PROGRAM (SRP)

Investment options include a wide array of mutual funds. Fixed annuity fund options are available. A quarterly fee may apply depending on the value of the account.

### WISCONSIN DEFERRED COMPENSATION (WDC) 457 PROGRAM

There is no minimum monthly contribution amount. Investment options include wide array of lifecycle funds, mutual funds, commingled trust options, a stable value option and a FDIC-insured bank option. A monthly fee may apply depending on the value of the account.

## Work/Life Benefits

### MENTAL HEALTH RESOURCE

An online, anonymous, self-guided, interactive resource that provides confidential assistance with mental health well-being (for example, managing stress and anxiety).

### 529 COLLEGE SAVINGS PLAN

Allows you to save for educational expenses. Funds can cover tuition, books, room and board, computers, and other expenses. The program allows you to do so directly from your paycheck.

## More Information

Review the [UW System Employee Benefits website](#) for details on the benefits listed.

Employees in Student Help, Resident Assistant and Non-Benefit Eligible positions are not eligible for most benefits (for example: health, dental, vision, life insurance). If a change of appointment occurs, employees in these positions may become eligible.