

2021 Benefit Summary - Quick Guide

Student Employees, Resident Assistants and Non-Benefit Eligible Employee Appointments

This **Benefit Summary - Quick Guide** is an overview of the benefits offered to **Student Employees, Resident Assistants and Non-Benefit Eligible Employee** appointments. With these appointments, employees are not eligible for most benefits. However, if a change in appointment occurs, employees may become eligible.

Use **ALEX!** An interactive decision-support tool that acts as a personalized benefits counselor. ALEX helps explain benefits in plain English. ALEX may be accessed anywhere you have an internet connection.



[MyUW Portal](#)

Provides payroll information, personal information and access to Self Service. [UW-Madison employees MyUW portal.](#)

Payroll Information

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

- **Social Security:** Employees and the UW System each pay 6.2% on covered compensation up to \$142,800
- **Medicare:** Employees 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.

[Mental Health Resource](#)

SilverCloud is an online, anonymous, self-guided, interactive resource that provides confidential assistance with mental health well-being (e.g. managing stress and anxiety).

Retirement Savings Programs

Most employees are eligible for the retirement savings programs. Employees may enroll, change contribution amounts or cancel contributions at any time. Participation is voluntary.

- **[Tax-Sheltered Annuity \(TSA\) 403\(b\) Program:](#)** Save for retirement pre-tax, after-tax (Roth) or a combination of both. Employees may contribute a minimum of \$20 per month. Investment options include a wide array of mutual funds and fixed and variable annuities.
- **[Wisconsin Deferred Compensation \(WDC\) 457 Program:](#)** Save for retirement pre-tax, after-tax (Roth) or a combination of both. There is no minimum monthly contribution amount. WDC offers a wide array of lifecycle funds, mutual funds, commingled trust options, a stable value option and a FDIC-insured bank option. Annual fee up to \$198 depending on the value of the account.

These retirement savings programs have no employer contribution. Annual contribution limits are set by the IRS. Special catch-up contributions may be available.

[Career-Related Educational 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 five credits). This is per semester at any state accredited public or private higher educational institution. Coursework at a UW System institution is encouraged. Employee must receive prior authorization from their supervisor.

[529 College Savings Plan](#)

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

Other Resources: Use the [UW System Employee Benefits Website](#) or contact your institution's [human resources office](#).

Every effort has been made to ensure this information is current and correct. Information in this guide does not guarantee eligibility, enrollment and/or benefits.

