



## COMPARISON OF BENEFITS FOR “CHOICE” VOLUNTARY REASSIGNMENT

Benefit	Voluntary Reassignment from University Staff Exempt to Academic Staff or Limited Appointment	
<b>WRS Contributions</b>	Will automatically continue - no change in percentage of contribution	
	University Staff Exempt	Academic Staff or Limited
<b>WRS Fiscal/Calendar Year</b>	Service and earnings reported on calendar year	Service and earnings reported on fiscal year (July 1 - June 30)
<b>WRS Category</b>	General WRS category	Teacher WRS category
<b>WRS Creditable Service</b>	Must be paid for 1904 hours to earn 1 year of WRS creditable service per calendar year	Must be paid for 1320 hours to earn 1 year of WRS creditable service per fiscal year
<b>State Group Health Insurance</b>	Coverage will automatically continue - no change in monthly deduction amount - no application needed.	
<b>Income Continuation Insurance</b>	If currently enrolled - must fill out an ICI application within 30 days of change to continue ICI coverage and enroll in the Unclassified ICI plan. If not currently enrolled - may have an enrollment opportunity.	
<b>State Group Life Insurance</b>	Coverage will automatically continue - no change in monthly deduction amount - no application needed.	
<b>Health Savings Account (HSA)</b>	Coverage will automatically continue. Contribution per paycheck should increase because you will be paid monthly instead of bi-weekly. Benefit plan must be activated in HRS by institution.	
<b>Flexible Spending Account (FSA) and Limited Purpose Flexible Spending Account (LPFSA) - Health Care</b>	Coverage will automatically continue. Contribution per paycheck should increase because you will be paid monthly instead of bi-weekly. Benefit plan must be activated in HRS by institution. Due to change in payroll frequency, a new account will be created and new cards will be issued.	
<b>Flexible Spending Account (FSA) - Dependent Care</b>	Coverage will automatically continue. Contribution per paycheck should increase because you will be paid monthly instead of bi-weekly. Benefit plan must be activated in HRS by institution. Due to change in payroll frequency, a new account will be created and new cards will be issued.	
<b>TSA Contribution</b>	The amount that you currently contribute on your bi-weekly check will be the amount deducted from your monthly check. The amount does NOT automatically change to compensate for the change from being paid 26 times per year to 12 times per year. If you want to change your deduction to meet your annual saving goal, you must submit a new Salary Reduction Agreement to change your TSA deduction and/or contact Wisconsin Deferred Compensation to change your WDC deduction.	
<b>Wisconsin Deferred Comp</b>		
<b>EPIC Benefits+</b>	Coverage will automatically continue - no change in monthly deduction amount - no application needed.	
<b>Dental Wisconsin</b>		
<b>VSP Vision Insurance</b>		
<b>AD&amp;D Insurance</b>		
<b>Individual &amp; Family Life</b>		
<b>UW Employees Inc. Life</b>		
<b>Long Term Care Insurance</b>		
<b>University Insurance Association Life Insurance</b>	Coverage will be automatic (no enrollment application needed) on October 1st following your voluntary reassignment date, provided you meet the annual salary requirements of the plan. Annual premium of \$24.00 deducted from October earnings.	
<b>Continuous Service Date</b>	University Staff continuous service date will be transferred to academic staff or limited appointment.	
	University Staff Exempt Vacation	Academic Staff/Limited Vacation
<b>Vacation (per year)*</b>	First 5 Years - 120 hours	176 hours
	5-10 Years - 160 hours	
	10-15 Years - 176 hours	
	15-20 Years - 200 hours	
	20+ Years - 216 hours	



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	At reassignment, any accrued vacation and vacation carryover will transfer to the AS/LI appointment and you will be granted a prorated amount of AS/LI vacation based on your reassignment date. If the transferred vacation (including carryover) plus the new AS/LI vacation hours are greater than 176 hours, any remaining classified/university staff vacation will be moved to vacation carryover in your AS or LI appointment and will expire on June 30th following your reassignment date. If the number of hours that need to be moved to vacation carryover is greater than 176 hours, any remaining vacation will be paid out to you.	
Leave Reporting	Submit absences monthly via leave report (do not need to report time worked). If you work full-time, must report leave in half or whole day increments.	
Vacation Carryover	Will be able to carry unused vacation over for one fiscal year. Hours will expire at the end of the fiscal year (June 30) instead of calendar year.	
Banking Vacation*	Once eligibility requirements are met, employees have the option to "bank" unused vacation. Once vacation is banked, it does not expire.	
	University Staff Exempt	Academic Staff/Limited**
	First 5 Years - 0 hours	First 10 Years - 0 hours
	5-15 Years - 40 hours	11-25 Years - 40 hours
	15-20 Years - 80 hours	25+ Years - 80 hours
	20+ Years - 120 hours	
	May bank up to 40 hrs if you have less than 5 years of service but have at least 520 hrs of sick leave.	
	**If you have hours banked in your university staff sabbatical account but are not eligible to bank in your AS/LI appointment (are within first 10 yrs of service), your banked leave will transfer to your new position but you will not be able to bank additional hours in your AS/LI appointment until you meet the AS/LI eligibility criteria above.	
Vacation Cash Payout*	May cash out up to 40 hours of unused vacation beginning with your 15th year of service.	No cash out provision
Sick Leave*	University Staff	Academic Staff or Limited
	Earn 5 hours/pay period totaling 130 hours per year	Receive initial entitlement of 176 hours of sick leave for the first 18 months of an AS or LI position.*** After 18 months, begin to earn 8 hours/pay period totaling 96 hours per year.
Personal Holidays*	Granted 36 hours of PH on January 1 of every year	Granted 36 hours of PH on July 1 of every year
	<b>If reassignment to AS/LI is effective on January 2 - June 30</b> , will <u>not</u> be granted a new personal holiday allocation and any unused personal holiday will move to AS/LI position and will expire on June 30th following your date of reassignment. <b>If reassignment to AS/LI is effective on July 1 - January 1</b> , will be granted new 36 PH allocation and any unused PH from University Staff position will be paid out.	
Compensatory Time	Any comp time from a University Staff position will be paid out before reassignment. Comp time is not allowed in AS/LI appointments.	
Legal Holidays	No Change	
General Deductions (Parking, Rec Fees, etc.)	Deduction per paycheck will adjust for the monthly payroll (will be higher as there are fewer payrolls)	

\*If you are not full-time, hours based on appointment percentage (number of hours for which you are paid)

\*\*\*If retire within 18 months of reassignment, only the amount of sick leave considered “earned” will be certified.