

Benefits Available to State of Wisconsin Employees

The fringe benefits offered to State of Wisconsin employees are significant, and are a valuable part of an individual's compensation package. The fringe benefits may vary somewhat between employee groups based on: occupational status (i.e., protective, executive, general); whether or not the employees are covered by a collective bargaining agreement; and, percentage of full-time employment.

The benefits available include:

RETIREMENT: Employees are covered immediately under the Wisconsin Retirement System. Vested employee-required contributions, approximately 5% of an employee's earnings, are made by the State on behalf of the employee. The State pays another 5-10%, depending upon the employee's occupational status, toward the non-vested employer-required contribution. In-depth information can be found at this link: <http://etf.wi.gov/members.htm>

DEFERRED COMPENSATION:

A tax deferred investment plan similar to a 401K. Additional information can be found at this link: http://etf.wi.gov/members/benefits_def_comp.htm

VACATION: Vacation is earned from the first day of employment, but cannot be used until the employee has worked for six months. Vacation is earned at the following rate for full time employees. The amount of vacation time earned for part time employees is pro-rated.

Years of Service	Non-Exempt Employees Hours Earned Each Year	Exempt Employees Hours Earned Each Year
During first 5	104	120
5+ to 10	144	160
10+ to 15	160	176
15+ to 20	184	200
20+ to 25	200	216
25 and over	216	216

Employees who earn vacation at the rate of 160 or 176 hours per year may elect to receive up to 40 hours of such leave as annual leave during the year or as credit for a combined termination/sabbatical leave plan with such credit being accumulated without limitation. Employees who earn vacation at the 200 or 216 hour rate pay elect to receive up to 80 or 120 hours, respectively, of such leave among one or more of three options: annual leave, credit for term/sabbatical, or cash payment during the year earned for not to exceed 40 hours.

PERSONAL HOLIDAYS: Employees are granted 36 hours (4 1/2 days) of personal holiday each year.

LEGAL HOLIDAYS: Employees have 9 legal holidays per year. The holidays are

- New Years Day
- Martin Luther King Day
- Memorial Day
- July Fourth
- Labor Day
- Thanksgiving
- Christmas Eve Day
- Christmas Day
- New Years Eve Day

SICK LEAVE: Sick leave is earned at the rate of 5 hours per bi-weekly pay period for full-time employees. Unused sick leave accumulates from year to year. Upon retirement, the State matches a certain amount of the unused sick leave for employees with more than 15 years of service, and the entire balance is converted at the employee's highest hourly rate to pay health insurance premiums.

HEALTH INSURANCE: A variety of Health Maintenance Organizations, Preferred Provider Plans, and fee-for-service health providers offer coverage. Starting July 1, 2008, the State contribution toward the premium will be effective the first day of the third month of State employment under the Wisconsin Retirement System. Employees may obtain coverage within one month of starting work at their own expense. Detailed information about the group health insurance benefits and coverage's can be found at the http://etf.wi.gov/members/benefits_def_comp.htm

LIFE INSURANCE: After 6 months of coverage under the Wisconsin Retirement System, an employee may have group term life insurance coverage in an amount up to 5 times his/her annual salary. The State contributes approximately 30% of the premium toward 2 of the 5 levels of coverage; however, the premiums for the remaining 3 levels of coverage are paid totally by the employee. Employees may also secure coverage for their spouse (up to \$20,000) and dependents (up to \$10,000 each).

INCOME CONTINUATION INSURANCE: After 6 months of coverage in the Wisconsin Retirement System, employees are eligible for income continuation insurance. This benefit ensures that individuals will receive up to 75% of their gross salary for physical or mental disabilities. State contribution, which can range from 0% to 100%, is contingent upon an employee's accrual and use of sick leave.

CATASTROPHIC INSURANCE: Major medical, accidental death and dismemberment, and dental coverage are features of this insurance. Employees are responsible for the entire premium.

DENTAL INSURANCE: Some dental coverage is included in many of the group health insurance plans and the catastrophic insurance plan. Additional coverage is available for which the employee pays the entire premium and some unions offer separate dental coverage to their membership.

LONG-TERM CARE INSURANCE: This insurance covers short-term and long-term home health care, assisted living, community-based care, and nursing home care. The plan is available only to State employees and annuitants, including their spouse, parents, and spouse's parents. Employees pay the full premium.

EMPLOYEE REIMBURSEMENT ACCOUNTS PROGRAM: The Employee Reimbursement Accounts Program allows employees to pay eligible medical and dependent care expenses from pre-tax rather than post-tax income. In addition, premiums for State group health, catastrophic, and life insurance (excluding spouse and dependent life insurance coverage) may be treated as pre-tax deductions.

WORKER'S COMPENSATION: All employees are covered by the State of Wisconsin Worker's Compensation Law the day they start employment. The law covers both mental and physical harm from either accidents or occupational diseases.

COMMUTER BENEFITS: The Commuter Benefits Program allows employees to pay eligible parking, mass transit and van pooling expenses from pre-tax rather than post-tax income.

VISION CARE: Spectera's Vision Care Program provides affordable, quality vision care nationwide. Through Spectera's provider network, you will receive a complete eye examination, as well as materials (if needed).

