

Smart Choice!



BLACKHAWK
TECHNICAL COLLEGE

Academic (Non-Instructional) Benefit Highlights

Health Insurance

- State of WI Health Insurance Plan
- Wellness Plan Incentive to receive 100% premium paid for lowest cost plan
- No deductibles or co-pays for office visits*
- \$5, \$15 & \$35 drug co-pay
- Effective first of month after receipt of application

* For HMO plans only

Life Insurance

- Fully paid for benefit equal to annual salary
- Additional coverage available at employee's cost
- Spouse/dependent coverage available at employee's cost
- Effective after six months participation in WRS

Tax-deferred Savings Annuity (TSA)

- 403b or 457 plan
- Employees can contribute annually on a pre-tax basis
- No employer contributions
- Catch-up provisions

Tuition Reimbursement

- Maximum up to \$1200 annual limit

Dental Insurance

- Fully paid, Delta Dental
- 100% coverage for preventive services
- No deductibles for Preferred Network Providers
- Orthodontics up to \$3,000 (child & adult)
- Effective date of hire

Flexible Spending Accounts

- Reduce your taxable income and increase your spendable income.
- Pretax up to \$3000 annually for medical/dental expenses
- Pretax up to \$5,000 annually for dependent care expenses

Paid Time Off

- 14 paid holidays
- 12 sick days per year; can accumulate a maximum of 140 days
- 2 personal days per year
- 15 vacation days prorated based on length of service to a max of 25 days off

Retirement Plan

- Wisconsin Retirement System (WRS)
- **2009 contribution:** 10.4% of gross wages, employee portion 5.9%, employer 4.5%;
- **2010 contribution:** 11% of gross wages, 6.2% employee, 4.8% employer
- Fully paid for both employee and employer portion
- Effective date of hire

For further information contact Employee Benefits at (608) 757-7765 on Central Campus.

This is a summary only. The plan document will dictate actual benefits. 8/09