

Smart Choice!



**BLACKHAWK**  
TECHNICAL COLLEGE

## Faculty 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*

- Up to \$65 per credit, for courses toward certification
- Up to \$130 per credit for courses toward advanced degree
- Maximum of 9 credits per fiscal year.

### *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*

- 7 paid holidays
- 10 sick days per year; can accumulate a maximum of 140 days
- 2 personal days per year

### *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