

## BENEFITS OVERVIEW: Academic (Non-Instructional) Employees 2022

### HEALTH INSURANCE

- State of WI Health Insurance Plan
- BTC contributes to single & family plan
- \$500 (Single) or \$1,000 (Family) Deductible
- No co-pays for office visits
- 4 Prescription Levels with co-pays
- Effective first of month on/after hire date  
<http://www.etf.wi.gov/>

### VISION INSURANCE

- Delta Vision – Employee pays premiums
- \$15 yearly routine exam copay
- \$150 Frame/contact allowance
- New lenses or contacts every 12 months
- New frames every 24 months (child-12 months)
- Effective first of month on/after hire date  
<http://www.deltadentalwi.com/state-of-wi-vision>

### LIFE INSURANCE

- Fully paid for benefit equal to annual salary
- Additional coverage available at employee cost
- Spouse/dependent coverage available at employee cost
- Effective first of month following 30 days from the date of hire  
[http://etf.wi.gov/members/benefits\\_life\\_ins.htm](http://etf.wi.gov/members/benefits_life_ins.htm)

### FLEXIBLE SPENDING

- Reduce your taxable income and increase your spendable income
- Pre-tax up to \$2,850 annually for medical/dental/vision expenses
- Pre-tax up to \$5,000 annually for dependent care expenses

### DENTAL INSURANCE

- Delta Dental – BTC pays premiums
- 100% coverage for preventative services
- \$2,000 annual maximum
- Orthodontics up to \$3,000 (child and adult)
- Effective date of hire  
<http://www.deltadentalwi.com/>

### RETIREMENT

#### Wisconsin Retirement System (WRS):

- 2022 contribution: 13.0% of gross wages, employee portion 6.5%, employer 6.5%
- Effective date of hire  
[http://etf.wi.gov/members/benefits\\_wrs.htm](http://etf.wi.gov/members/benefits_wrs.htm)

#### Voluntary 403b and 457 Plans:

- Employees can contribute/change contributions at any time
- No employer contributions
- Pre-tax and Roth options

### PAID LEAVE

- 15 Vacation days per year based on length of service; to a maximum of 25 days per year
- 4 Personal Leave days per year
- 12 Sick days per year (*earn 1 per month*)
- 11 Paid Holidays