

Benefits available to State of Wisconsin Employees

The fringe benefits offered to State of Wisconsin employees are a significant and 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) and the percentage of their employment.



Retirement - Most state employees are offered a retirement benefit through the Wisconsin Retirement System. All full-time, and most part-time employees, initially employed on or after July 1, 2011, must be expected to work at least 1,200 hours to be considered a WRS employee. Employee-required contributions are approximately one-half of the total required WRS contribution. The state pays the other half. Employees initially employed on or after July 1, 2011, having no prior employment with any WRS employer, are required to have at least five full years of WRS-creditable service to have vested rights to the WRS-employer contribution.



Vacation - Vacation is earned from the first day of employment, but may not be used until the employee has worked for six months. Vacation is earned annually by full-time employees at the following rate (part-time employees would be pro-rated):

Years of Service	Hours earned Non-Exempt	Hours earned Exempt
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



Personal Holidays - Full-time employees are granted 36 hours of personal holiday time each calendar year. Personal holidays are pro-rated for part-time employees.



Legal Holidays - The state provides nine paid legal holidays as follows (72 hours for full-time employees). Legal Holidays are pro-rated for part-time employees.

- New Year's Day
- Martin Luther King Jr.'s Birthday
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day
- Christmas Eve Day
- Christmas Day
- New Year's Eve Day



Sick Leave - Sick leave is earned at the rate of five hours per bi-weekly pay period for full-time employees; accrual is pro-rated for part-time employees. Unused sick leave accumulates from year to year with no maximum allowed. Upon retirement, the state supplements a portion of the unused sick leave, and the entire balance may be converted at the employee's highest hourly rate attained while in state service to pay health insurance premiums.



Health Insurance - Employees may choose from a variety of health insurance plan designs offered by various health insurance companies. Employees may obtain coverage on the 1st of the month after starting work, but the state contribution toward the premium is not effective until the 1st of the month on or following completion of 2 months of state WRS employment. Annual vision exams are included. Preventive dental coverage through Delta Dental is available for a minimal additional cost.



Life Insurance - All WRS covered employees may have group term life insurance coverage in an amount up to five times his/her annual salary. The state contributes approximately 49% of the premium toward two of the five units of coverage; however, the premiums for the remaining three units of coverage are paid totally by the employee. Employees may also elect coverage for their spouse (up to \$20,000) and dependents (up to \$10,000) each.



Income Continuation Insurance - All WRS covered employees are eligible to apply for income continuation insurance coverage. This benefit ensures that individuals will receive up to 75% of their gross salary for physical or mental disabilities, certified by a physician, that require the employee to be away from work for more than 30 calendar days. The state contribution, which may range from 0% to 100%, is based on an employee's annual accrual and use of sick leave.



Dental Insurance – Supplemental dental coverage provided by Delta Dental for coverage other than preventive. The entire premium for the supplemental plans is paid by the employee. Includes some orthodontic coverage along with major and restorative services.

Vision Insurance - Coverage for eyeglass frames, lenses, or for vision exams outside of your health network. Subscribers pay the full premium. The vision service plan covers eye exams, frames, lenses, and contact lenses, with plans for individuals, couples, employee + children and families.

Accidental Death & Dismemberment: Provides payments for specific amputation injuries, such as loss of a limb or for accidental death. Also provides identity theft protection and travel assistance.



Long-Term Care Insurance

This insurance covers long-term home health care, assisted living, community-based care and nursing home care. The plan is available to state employees and annuitants, including their spouse, parents and spouse's parents. Employees pay the full premium.



Pre-Tax Savings Plans

The Healthcare Flexible Spending and Dependent Day Care Flexible Spending Accounts allow employees to pay eligible medical and dependent daycare expenses from pre-tax rather than post-tax income. In addition, premiums for the State of Wisconsin Group Health Insurance Program, supplemental benefits and life insurance (excluding spouse and dependent life insurance coverage) may be treated as pre-tax deductions.



Parking and Transit ERA Program

The Parking and Transit ERA Program allows employees to save money on eligible parking and transit costs by using pre-tax dollars to pay for bus passes, parking expenses and other mass transit costs.



Deferred Compensation

The Deferred Compensation Program allows eligible employees an opportunity to save pre-tax earnings to supplement retirement income. Under Sec. 457, participants are allowed to defer up to the lesser of 100% of gross income, or \$19,000 in 2019.



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.