

Benefits Overview: Academic (Non-Instructional) Employees 2021

HEALTH INSURANCE

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

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
- <https://www.deltadentalwi.com/>

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
- <https://www4.deltadentalwi.com/state-of-wi-vision>

LIFE INSURANCE

- Fully paid for benefit equal to annual salary
- Additional coverage and spouse/dependent coverage available at employee cost
- Effective first of month following 30 days from the date of hire
- <https://etf.wi.gov/benefits/benefits-provided-etf/life-insurance>

RETIREMENT

Wisconsin Retirement System (WRS):

- 2021 contribution: 13.5% of gross wages, employee portion 6.75%, employer 6.75%
- Effective date of hire
- <https://etf.wi.gov/benefits/benefits-provided-etf>

Voluntary 403b and 457 Plans:

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

FLEXIBLE SPENDING

- Reduce your taxable income and increase your spendable income
- Pre-tax up to \$2,750 annually for Medical/Dental/Vision expenses
- Pre-tax up to \$5,000 annually for dependent care expenses
- <https://www.ebcflex.com/>

PAID TIME OFF

- 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)
- 14 Paid Holidays