

# Benefits Overview

## Administrative Employees 2018

**BLACKHAWK**  
TECHNICAL COLLEGE



### 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/>

### 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 \$2,650 annually for Medical/Dental/Vision expenses
  - Pre-tax up to \$5,000 annually for dependent care expenses
- <https://www.ebcflex.com/>

### Dental Insurance

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

### Retirement

#### **Wisconsin Retirement System (WRS):**

- 2018 contribution: 13.4 % of gross wages, employee portion 6.7%, employer 6.7%
  - 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 Time Off

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