

Benefits Overview

Academic (Non-Instructional) Employees 2018



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

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

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