



# BENEFITS SUMMARY SHEET

This is a brief description of the State of Wisconsin comprehensive benefits package for eligible employees. The intent of this sheet is to provide a high-level summary of benefits. For more detailed information, click on the hyperlinks within the document.

**Note:** Trades worker benefits are agreed upon by the Wisconsin State Building Trades Collective Bargaining Unit.

BENEFIT	DESCRIPTION	EMPLOYEE CONTRIBUTION
<a href="#">Health Insurance<sup>1</sup></a> Uniform benefit coverage on all health plans. Can elect single or family coverage.	Offers hospital, surgical, medical and prescription coverage. Each health plan offers a regular and a High Deductible Health Plan (HDHP) and optional preventative dental coverage.	You have the option to start coverage immediately and pay the total premium until employer contribution begins. Or defer coverage until the employer contribution starts (after two months of service). <a href="#">Premium Rates</a>
<a href="#">Health Insurance Opt-Out Incentive</a>	You can opt out of health insurance coverage and receive a bi-weekly stipend (up to \$2000/year), if eligible.	100% State-paid
<a href="#">Supplemental Dental/Vision Plans</a>	Coverage through Delta Dental and Delta Vision (EyeMed).	100% Employee-paid
<a href="#">Pre-Tax Savings Accounts</a>	<ul style="list-style-type: none"> <li>• <a href="#">Medical FSA</a></li> <li>• <a href="#">Dependent Care Spending Account</a></li> <li>• <a href="#">Health Savings Account</a></li> <li>• <a href="#">Parking</a> and <a href="#">Transit</a></li> </ul>	100% Employee-paid
<a href="#">Accident Plan</a>	Provides a <a href="#">lump sum cash payment</a> for covered injuries, emergency and hospital care, surgery, and follow-up care. It also includes Accidental Death & dismemberment coverage, <a href="#">Identity Theft Services</a> , and <a href="#">Travel Assistance</a> .	100% Employee-paid
<a href="#">Life Insurance</a>	State provides life insurance coverage for eligible employees up to five times the employee's salary (Basic, Supplemental, and Additional). There is also an option for spouse and dependent coverage.	100% Employee-paid  (State employer does pay an additional amount of premiums for Basic and Supplemental coverage).
<a href="#">Income Continuation Insurance (ICI)</a>	Short- and long-term disability benefit provides up to 75% of your salary if you are medically unable to work.	100% Employee-paid
Retirement/Pension Plan <a href="#">Wisconsin Retirement System (WRS)</a>	Mandatory participation. The WRS provides retirement (pension), separation, disability, and death benefits.	Employee and state employer each contribute 6.90% of earnings per pay period.
<a href="#">Wisconsin Deferred Compensation Plan</a>	Voluntary pre-tax or post tax payroll deductions to a 457(b) account with multiple investment options.	100% Employee-paid
Employee Assistance Program(EAP)	Confidential service available 24/7 that provides personal/work-related concerns, legal/financial situations, and work-life balance	100% State employer paid



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Vacation <sup>2</sup>	Based on election at hire and at the beginning of each year. Leave rates: 100, 140, and 180 hours.	100% State Employer paid
Sick Leave	Earn up to five hours per pay period. Maximum 130 hours/year.	100% State Employer paid
Holidays	The State recognizes 9 paid holidays per year.	100% State employer paid

<sup>1</sup>Employees can choose from several health plans. All health plans have uniform benefits (all offer same type of medical coverage). Select your health plan based on provider and/or coverage area.

<sup>2</sup>Vacation entitlement and rate of pay based on Building Trades Adjusted Hourly Booklet.