



<p>Policy Title Employee Fringe Benefits</p>	<p>Original Adoption Date 7/20/1972</p>	<p>Policy Number HR-225</p>
<p>Responsible College Division/Department Human Resources</p>	<p>Responsible College Manager Title Chief Human Resources Officer</p>	
<p style="text-align: center;">Policy Statement</p> <p>The following fringe benefits are available to managers who work a base schedule of at least 1,560 hours each fiscal year, instructors who work a base schedule of at least 792 PHIs, and support staff who work a base schedule of at least 1,560 hours each fiscal year:</p> <p><u>Insurance</u></p> <p>Dental Insurance: A Basic-Fee-for-Service plan is available. Copayments, maximums, precertification of benefits, and coordination of benefit rules are applicable. The college and eligible staff member will share the cost of the premium for both the single and family plans.</p> <p>Medical Insurance: A Basic-Fee-for-Service plan is available. Deductibles, copayments, maximums, hospital preadmissions, and coordination of benefit rules are applicable. The college and eligible staff member will share the cost of the premium for both the single and family plans.</p> <p>Health Reimbursement Account (HRA)/Wellness Incentive: The College has a ‘deductible only’ HRA to help staff with their deductible. Employees have the opportunity to earn this benefit by participating in various health & wellness activities.</p> <p>Alternative Benefit Plan Option: The College provides an Alternative Benefit Plan (ABP) as an option to family/single health coverage. Employees eligible for health insurance may annually choose between participation in the College's health plan or a cash payment as indicated in the Flexible Spending Plan Document.</p> <p>Life Insurance: Basic group term life insurance is available. The college pays the full basic group term life insurance premium for eligible staff members. Group term supplemental life insurance is available at the staff member's expense. Group term supplement life insurance may be subject to evidence of insurability. Group term dependent life insurance for the spouse and eligible dependents is available to eligible staff members at their own expense. There are two plan options available. The maximum limit on basic and supplemental life insurance is \$300,000 each.</p> <p>Short-Term Disability Insurance: Short-term disability is available to staff that are eligible for insurance as a voluntary deduction.</p> <p>Long-Term Disability Insurance: A long-term disability income protection plan is available, and the college pays the full premium for eligible staff members. There is a 90-calendar-day waiting period to qualify for benefits, and benefits are paid at 67 percent of the benefit compensation.</p> <p><u>Social Security</u></p> <p>All staff members are required by law to pay social security taxes, and the college is also required to pay</p>		



an equal share.

Wisconsin Retirement System

Membership in the Wisconsin Retirement System is mandatory, under law, for eligible participants. The employee and employer each pay one-half of the total WRS contribution.

Approved Tax-Deferred/Tax-Sheltered Annuity Programs

These programs are available to staff members through an authorized payroll deduction program. Staff members approved to participate shall be responsible for following all legal guidelines relative to such income-sheltered programs.

Reason for Policy

The college recognizes that benefits are an integral part of the total compensation plan for staff members.

Cross References and Legal Review

Created/Adopted: 7/20/72

Reviewed/Revised: 3/19/81; 9/19/85; 9/28/89; 11/16/89; 5/17/90; 8/21/91; 8/18/93; 9/21/94; 7/1/00; 7/1/02; 07/01/04; 07/01/06; 5/2/2011; 7/01/2014; 7/1/2016; 07/25/2016

Legal Reference: Wisconsin Statutes 40.20; 40.40 et seq.; 42.20 et seq.; 66.185

Cross Reference: Management & Support Staff Professional Development/Growth & In-Service Activities, Voluntary Early Retirement

Legal Counsel Review and Approval:

Board Policy: III.A. General Executive Constraint, III.B. People Treatment, III.C. Compensation and Benefits

Definitions