



<p>Policy Title Part-time Support Staff Fringe Benefits Policy</p>	<p>Original Adoption Date 9/1976</p>	<p>Policy Number HR-206</p>
<p>Responsible College Division/Department Human Resources</p>	<p>Responsible College Manager Title Director of Human Resources</p>	
<p style="text-align: center;">Policy Statement</p> <p>Base Schedule: 1,200--The college recognizes that benefits are an integral part of the total compensation plan for staff members. Benefits are available for staff members that work a base schedule of 1,200 hours but less than 1560 hours each fiscal year and are described as follows:</p> <ul style="list-style-type: none"> • <u>Life Insurance</u>--Basic group term life insurance is available at two times annual salary. The college pays the full basic group term life insurance premium for eligible staff members. Group term supplemental life insurance is available in increments of \$25,000 to a maximum of \$100,000 at the staff members' expense. Group term dependent life insurance for the spouse and eligible dependents is available to staff members at their own expense. There are two plan options available. The maximum limit on basic and supplemental life insurance (combined) is \$300,000. • <u>Social Security</u>--All staff members are required by law to pay social security taxes, and the college is also required to pay an equal share. • <u>Wisconsin Retirement System</u>--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. <p>Base Schedule: 600--Benefits are available to staff members that work a base schedule of 600 hours but less than 1,200 hours each fiscal year and are described as follows:</p> <ul style="list-style-type: none"> • <u>Social Security</u>--All staff members are required by law to pay social security taxes, and the college is also required to pay an equal share. • <u>Wisconsin Retirement System</u>--Membership in the Wisconsin Retirement System is mandatory, under law, for eligible participants. Human Resources will determine if enrollment upon hire will be required. The employee and employer each pay one-half of the total WRS contribution. 		
<p style="text-align: center;">Reason for Policy</p> <p>LTC provides benefits that align with part-time employment.</p>		
<p style="text-align: center;">Cross References and Legal Review</p> <p>Created/Adopted: 9/76</p> <p>Reviewed/Revised: 7/1/80; 3/19/81; 11/16/89; 8/21/91; 8/18/93; 7/01/02; 07/01/04; 5/12/11; 1/27/12; 7/1/14</p> <p>Legal Reference:</p> <p>Cross Reference: Employee Compensation Programs</p>		



Legal Counsel Review and Approval:

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

Definitions