

Health Insurance Premium Deductions for Unclassified UWS Staff

On October 21, 2003, the Joint Committee on Employment Relations (JCOER) approved the Office of State Employment Relation's recommendations for adjusting compensation and employee benefits for University of Wisconsin senior executives, faculty, academic staff and non-represented graduate assistants for the 2003-05 biennium. Because JCOER did not modify the proposal, the compensation and benefits plan constitutes the UW System unclassified compensation plan until a new or modified plan is adopted. The compensation plan includes the following three-tiered schedule for determining full-time employees' monthly share of health insurance premiums "to be effective with monthly premium contributions that are due for January 2004 coverage."

Employee Monthly Contribution Schedule Senior Executives, Faculty and Academic Staff

	<u>Single</u>	<u>Family</u>
Tier 1	\$25.00	\$62.50
Tier 2	\$50.00	\$125.00
Tier 3	\$100.00	\$250.00

Health insurance premiums are paid two months in advance. Therefore, in order to be in compliance with the 2003-05 compensation plan, health insurance premiums for January 2004 coverage must be deducted from the November 2003 payroll paid December 1. The single or family coverage health insurance premium deducted from December 1 paychecks reflects the "tier" assignment of the health care provider chosen during the open enrollment period held in October.

Part-time faculty and academic staff with a fifty (50) percent or more appointment will make health insurance premium contributions according to the same schedule as full-time employees. However, part-time employees with less than fifty (50) percent appointments will pay a monthly premium equal to the amounts shown above PLUS fifty (50) percent of the monthly employer contribution for the selected health care provider.

According to the approved unclassified compensation plan, non-represented graduate assistants are also placed under the three tier model, but the monthly premium contributions that are due for January 2004 coverage will be set at fifty (50) percent of the schedule for senior executives, faculty and academic staff. Therefore, the following schedule will determine non-represented graduate assistants health insurance premiums deducted from December 1 paychecks.

Non –Represented Graduate Assistants

	<u>Single</u>	<u>Family</u>
Tier 1	\$12.50	\$31.25
Tier 2	\$25.00	\$62.50
Tier 3	\$50.00	\$125.00