

BENEFIT IMPACTS—LESS THAN FULL-TIME EMPLOYMENT

CLASSIFIED EMPLOYEES

The chart below illustrates the effects on your benefits if you reduce your hours from full-time to part-time or accept a lower-paid position in lieu of, or after, termination of employment. The information in this fact sheet is based on laws and insurance contracts in effect as of June 2007. It is general and does not cover all details that you may need to know. If you are represented, your collective bargaining agreement may have slightly different provisions. For complete and current information on how a reduction in hours or salary would affect your specific benefits, consult your benefits office as soon as possible.

| | Voluntary one-month (160 hour) Leave Without Pay | Reduce to 90% time (36 hours per week) | Reduce to 75% time (30 hours per week) | Reduce to 50% time (20 hours per week) | Reduce to 45% time (18 hours per week) | 10% Reduction in hourly rate, No change in hours |
|---|---|--|--|--|---|--|
| Annual WRS Service Credit reduced to: | No impact | .98 year | .82 year | .55 year | .49 year | No impact |
| Lower service usually results in a lower retirement amount if you receive a formula benefit | | | | | | |
| WRS Contributions/ Benefits | <ul style="list-style-type: none"> Contributions credited to your WRS employee-required and employer-required accounts will each be lower by 5% of lost pay. Lowers any potential separation benefit. Results in a lower retirement amount if you receive a money purchase benefit. Annual earnings reported to WRS will be lower. Results in a lower retirement amount if you receive a formula benefit and this year would have been one of your three high years. | | | | | |
| Health Insurance | No impact. Employer contribution continues for up to 3 months during LOA. | No impact. Employer contribution is uniform for all permanent and project appointments 50% or greater. (LTE appointments usually provide only one-half of the full employer contribution to health insurance.) | | | Employer contribution reduced to 50% of contribution for full-time employee | No impact |
| State Group Life Insurance | No impact if employment is continuous. Coverage is based on highest prior year of WRS earnings. However, if you return to work after a period of separation from state service your new coverage amount may be lower. | | | | | |
| Income Continuation Insurance (ICI) | Lower coverage and premium amount. Benefits are based on salary in the last complete payroll period prior to the disability. Premiums are generally based on the last complete payroll in December of each year. | | | | | |
| Long-term Disability Insurance (LTDI) | May lower benefit amount. Benefits are based on your salary in the last three full calendar years before disability begins. | | | | | |
| Annual Sick Leave accrual reduced by: | 10 hours | 13 hours | 32.5 hours | 65 hours | 71.5 hours | No impact |
| Annual Vacation allotment based on years of service reduced by: | 8% | 10% | 25% | 50% | 55% | No impact |
| Annual Personal Holiday (36 hours) reduced in subsequent year by: | No impact | 3.6 hours | 9 hours | 18 hours | 19.8 hours | No impact |
| Family & Medical Leave entitlement | <p>Federal FMLA: To qualify you must have been <i>at work</i> at least 1,250 hours in the last 12 months; Wisconsin FMLA: To qualify you must have been in <i>pay status</i> at least 1,000 hours in the last 52 weeks.</p> <p style="text-align: center;">No impact</p> <p>If you work less than 66% time for a full year, you could lose eligibility for federal FMLA. If you work less than 48% time for a full year, you could lose eligibility for Wisconsin FMLA.</p> | | | | | No impact |