

BENEFIT IMPACTS—LESS THAN FULL-TIME EMPLOYMENT

UNCLASSIFIED 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. 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 Leave Without Pay	Reduce to 90% time	Reduce to 75% time	Reduce to 50% time	Reduce to 45% time	10% Reduction in annual rate, No change in hours
Annual WRS Service Credit reduced to: 9-month staff	No impact	No impact	.9 year*	.6 year*	.54 year*	No impact
12-month staff	No impact	No impact	No impact	.8 year*	.72 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. May result in a lower retirement benefit 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 appointments 50% or greater.			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 (12 days) reduced by: 9-month staff	10.7 hours	9.6 hours	24 hours	48 hours	52.8 hours	No impact
12-month staff	8 hours	9.6 hours	24 hours	48 hours	52.8 hours	No impact
Annual Vacation (22 days) reduced by: (12-month staff)	14.67 hours	17.6 hours	44 hours	88 hours	96.8 hours	No impact
Annual Personal Holiday (36 hours) reduced in subsequent year by: (12-month staff)	No impact	3.6 hours	9 hours	18 hours	19.8 hours	No impact
Family & Medical Leave entitlement:	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.			9-month staff: If you work less than 78% time for a full year, you could lose eligibility for federal FMLA. If you work less than 63% time for a full year, you could lose eligibility for Wisconsin FMLA. 12-month staff: 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.		No impact