

## SMPH/UWHC Benefit Comparison – Clinical Anesthetist Transition

Transition Date June 19, 2022

	University of Wisconsin School of Medicine & Public Health (SMPH) 2022 Benefits (Academic/FAASLI Staff)	University of Wisconsin Hospitals and Clinics (UWHC) 2022 Benefits
<b>HR Support</b>	Through your transition date for any payroll and benefits questions, contact Janelle Rees at <a href="mailto:jrees@wisc.edu">jrees@wisc.edu</a> or phone 608-265-5611.	UW Health (UWH) HR Service Center utilizes the HR Help Desk within Oracle Cloud, which provides efficient interactions between employees and Human Resources for employee questions and requests. Please submit a service request through the <a href="#">HR Help Desk</a> or contact them at 608-263-6500. HR Service Center hours are 7:30am – 5:00pm. Clearly state you are a Clinical Anesthetist that is part of the transition group to UWHC employment
<b>Resources</b>	<a href="#">SMPH Benefits page</a>	<a href="#">UWHC Benefits (U-Connect)</a> <a href="#">UWHC Employee Benefit Summary</a> <a href="#">UWMF Separation of Employment: Physician/CA Benefit Info</a>
<b>Domestic Partner (DP)</b>	State benefits do not allow enrollment of Domestic Partner. UW System recognizes domestic partnerships for certain life insurances and AD&D. Also see policy: <a href="https://policy.wisc.edu/library/UW-5051">https://policy.wisc.edu/library/UW-5051</a>	State benefits do not allow enrollment of Domestic Partner (DP) UWH does recognize Domestic Partner for purposes of using sick leave for bereavement purposes and leave of absence. Must have <a href="#">UW Health DP Affidavit</a> on file.
<b>Transfer of Benefits</b>	Any changes (or required re-enrollments) for 2022 benefits would be completed during Annual Benefits Enrollment Sept 27-Oct 22, 2021 with your current employer (UW Madison). Those elections are what would be communicated if an employee transfer during 2022.	Would be considered a state agency transfer and will need to be enrolled in the same benefits enrolled in at UWSMPH. <ul style="list-style-type: none"> <li>• For UWHC specific benefits not offered by UWSMPH, would be considered newly eligible and have enrollment opportunity for UWHC AD&amp;D, UWHC Dental, UWHC Supplemental Life and UW Employee's Inc.</li> <li>• The following benefits offered by UWSMPH are not offered by UWHC: University Insurance Association (UIA) life insurance and parking/transit flexible spending</li> </ul>
<b>UW Health Leave Accrual Date</b>	n/a	UWH Leave Accrual date is used for determining Vacation accrual plan.  This date is already established in the system based on your UWMF employment. This date will be compared to the UWSMPH service date provided to us, and your date will be updated to reflect the earlier date (more advantageous to the employee).  View UWH Leave Accrual Date: Oracle > Me > Personal Information > Employment Info > Leave Accrual Date

	University of Wisconsin School of Medicine & Public Health (SMPH) 2022 Benefits (Academic/FAASLI Staff)	University of Wisconsin Hospitals and Clinics (UWHC) 2022 Benefits
<b>UW Health Service Date</b>	n/a	<p>UWH Service Date is used for purposes of tuition reimbursement eligibility, paid parental leave and service anniversary awards.</p> <p>Based on UW Health Service Date, service recognition every 5 years, Honoring You recognition at 25 years and beyond in 5-year increments.</p> <p>This date is already established in the system based on your UWHC employment. This date will be compared to the UWSMPH service date provided to us, and your date will be updated to reflect the earlier date (more advantageous to the employee).</p>
<b>Payroll Deduction of Premiums</b>	Biweekly pay periods	<p>Biweekly pay periods</p> <p>Same biweekly pay periods as UWSMPH</p> <p>Paid the Friday following the end of the pay period</p> <p>Deductions taken 24 of 26 pay periods (2 C pay periods)</p>
<b>Health Insurance</b>	<p>Same health as offered by UWHC (through State of WI/ETF).</p> <p>For employees who transition, coverage will continue through end of month in which employee has last day worked.</p>	<p>Same health as offered by UWSMPH (through State of WI/ETF).</p> <p>If enrolled through UWSMPH, must enroll in same coverage at UWHC. If waived through UWSMPH, must waive coverage through UWHC until open enrollment period or you experience a qualifying event.</p> <p>Coverage will start the 1<sup>st</sup> of the month on/following the date of transfer.</p> <p>Amounts accumulated towards deductibles and out-of-pocket-maximums do not restart based on the employment change. You will get a new card.</p>
<b>Opt-Out Incentive (UWHC/SMPH)</b>	<p>Same health as offered by UWHC (through State of WI/ETF).</p> <p>If eligible and enrolled, will continue through end of month in which employee has last day worked. Reminder Opt-Out Incentive does require re-enrollment EVERY Annual Benefits Enrollment period (it does NOT continue automatically year to year).</p>	<p>Same as offered by UWSMPH (through State of WI/ETF). If enrolled in Opt-Out through UWSMPH, must enroll in Opt-Out through UWHC.</p> <p>If eligible and enrolled, will be effective the 1<sup>st</sup> of the month on/following date of hire. Must elect the Opt-Out each calendar year during open enrollment.</p>

	University of Wisconsin School of Medicine & Public Health (SMPH) 2022 Benefits (Academic/FAASLI Staff)	University of Wisconsin Hospitals and Clinics (UWHC) 2022 Benefits
<b>Retiree Health Insurance Credits</b>  <a href="#">(Sick Leave Credit Conversion Program)</a>	<p>Employees meeting certain requirements, including those with 20 years of creditable State service or those who are minimum retirement age, may be able to have their sick leave balance certified to the Department of Employee Trust Funds (ETF) upon termination. Additionally, employees with more than 15 years of continuous service may be eligible for additional matching sick leave credits. More information can be found in the <a href="#">Sick Leave Credit Conversion Program Brochure (ET-4132)</a> or contact the UW Office of Human Resources (OHR) at 608-265-2257.</p> <p>If sick leave cannot be certified upon termination, and sick leave moves to UWHC to be 'held, and employee returns to UW employment, be aware that UWSMPH does not accept sick leave balances from UWHC (which includes the UWSMPH balance that came over to UWHC).</p>	<p>Same as offered through UWSMPH (through State of WI/ETF).</p> <p>The following will apply as part of this approved transition:</p> <ul style="list-style-type: none"> <li>• If sick leave can be certified it must be certified by SMPH before the transition.</li> <li>• If employee is not able to certify under other provisions, UWHC will accept sick leave and 'hold' it for this specified transition group (this is an approved exception to standard practice). This sick leave balance will not be available for use during UWHC employment. Upon retirement, if employee meets certification requirements, full sick leave balance will be certified by UWHC.</li> </ul> <p>Other State Agencies can make independent decisions on whether they will accept sick leave from UWHC.</p> <p><a href="#">Sick Leave Credit Transfer Between WRS Agencies</a></p> <p><a href="#">Sick Leave Credit Conversion Program Brochure (ET-4132)</a></p>
<b>Flexible Spending Accounts (FSA)</b> <b>Employee Reimbursement Accounts</b>	<p>Similar flexible spending as offered by UWHC (through State of WI/ETF).</p> <p>Coverage will continue through end of month in which employee has last day worked.</p> <p>As a state agency transfer, must enroll in the same account and annual election amount as what was elected with UWSMPH (including Open Enrollment). When you complete open enrollment for 2022, your election should reflect the full year 2022 amount you wish to be enrolled in.</p> <p>Parking and Transit flexible spending: If enrolled, accounts will remain accessible to employee until end of the calendar year.</p> <p>Reminder: You may change your parking/transit election at any time mid-year.</p>	<p>Healthcare, Limited Purpose Healthcare and Dependent Daycare Flexible spending accounts are the same as offered by UWSMPH (through State of WI/ETF).</p> <p>If enrolled through UWSMPH, must enroll in same coverage at UWHC. If waived through UWSMPH, must waive coverage through UWHC until next open enrollment period.</p> <p>Coverage will start the 1<sup>st</sup> of the month on/following the date of transfer.</p> <p>Parking and Transit flexible spending: UWHC does not offer these accounts. If an employee already has an account with a remaining balance, the account will remain accessible to the employee and can continue to utilize their remaining parking contributions, although no further contributions can be made through UWHC.</p>

	University of Wisconsin School of Medicine & Public Health (SMPH) 2022 Benefits (Academic/FAASLI Staff)	University of Wisconsin Hospitals and Clinics (UWHC) 2022 Benefits
		UWHC does deduct parking on a pre-tax basis (UW lots/deductions taken by payroll). You cannot submit for parking/transit flex for these deductions, as they are already taken pre-tax.
<b>Health Savings Account (HSA)</b>	<p>Coverage will continue through end of month in which employee has last day worked.</p> <p>As a state agency transfer, must enroll in the same account and annual election amount as what was elected with UWSMPH (including Open Enrollment). HSA amounts can be changed at any time.</p>	<p>Health Savings Account (HSA) is the same as offered by UWSMPH (through State of WI/ETF).</p> <p>If enrolled through UWSMPH, must enroll in same coverage at UWHC. UWHC cannot see your UWSMPH employee and employer contributions. If you choose to increase your HSA contributions at some point during 2022, it is your responsibility to ensure that the combined employee and employer contributions, through both UWSMPH and UWHC do not exceed the annual contribution maximum.</p> <p>Coverage will start the 1<sup>st</sup> of the month on/following the date of transfer.</p>
<b>Vision Insurance</b>	<p>Same vision as offered by UWHC (through State of WI/ETF).</p> <p>Coverage will continue through end of month in which employee has last day worked.</p>	<p>Same vision as offered by UWSMPH (through State of WI/ETF).</p> <p>If enrolled through UWSMPH, must enroll in same coverage at UWHC. If waived through UWSMPH, must waive coverage through UWHC until next open enrollment period. Coverage will start the 1<sup>st</sup> of the month on/following the date of transfer.</p>
<b>Dental Insurance Select, Select Plus and Preventive</b>	<p>Same dental as offered by UWHC (through State of WI/ETF).</p> <p>Coverage will continue through end of month in which employee has last day worked.</p>	<p>Same health as offered by UWSMPH (through State of WI/ETF).</p> <p>If enrolled through UWSMPH, must enroll in same coverage at UWHC. If waived through UWSMPH, must waive coverage through UWHC until next open enrollment period.</p> <p>Coverage will start the 1<sup>st</sup> of the month on/following the date of transfer.</p>
<b>UWHC Dental Insurance</b>	n/a	<p><b>UWHC Dental Insurance:</b> Employees will have option to enroll in plan. Fully comprehensive dental insurance plan.</p> <p>Coverage will start 1<sup>st</sup> of month that occurs during 30-day enrollment period.</p>

	University of Wisconsin School of Medicine & Public Health (SMPH) 2022 Benefits (Academic/FAASLI Staff)	University of Wisconsin Hospitals and Clinics (UWHC) 2022 Benefits
<b>State Group Life Insurance</b>	<p><b>State Group Life Plan:</b> Same health as offered by UWHC (through State of WI/ETF).</p> <p>Coverage will continue through end of month in which employee has last day worked.</p>	<p><b>State Group Life Plan:</b> Same State Group Life as offered by UWSMPH (through State of WI/ETF).</p> <p>If enrolled through UWSMPH, must enroll in same coverage at UWHC. If waived through UWSMPH, must waive coverage through UWHC (no option to enroll unless you go through the medical underwriting process).</p> <p>The annual benefit amount coverage and premiums is based on UWSMPH amount and stays in effect until one full calendar year completed with UWHC. Following one full calendar year the annual benefit amount coverage and premiums is based on UWHC base salary.</p> <p>Coverage will start the 1<sup>st</sup> of the month on/following the date of transfer.</p>
<b>Accidental Death &amp; Dismemberment</b>	<p><b>Accidental Death &amp; Dismemberment:</b> Employee options range from \$25,000 to \$500,000. Plan also includes Zurich Travel Assist coverage and identity theft protection through CyberScout.</p> <p>Monthly premium based on coverage option selected. Employee paid premium.</p> <p>Coverage will end at the end of the month at which your UWSMPH employment terminates.</p> <p>You may convert coverage to an individual whole life insurance by submitting a conversion application and first premium directly to Securian within 31 days of the coverage end date. Contact the UW Shared Services at <a href="mailto:serviceoperations@uwss.wisconsin.edu">serviceoperations@uwss.wisconsin.edu</a> or (888) 298-0141 for a conversion application.</p>	<p><b>UWHC Accidental Death &amp; Dismemberment:</b> Employees will have the option to enroll in coverage through UWHC, regardless of enrollment through UWSMPH.</p> <p>Coverage available from \$50,000 to \$500,000. Includes accident insurance protection (loss of life), permanent and total disability protection, dismemberment protection. Plan also includes Zurich Travel Assist coverage and identity theft protection through CyberScout.</p> <p>Monthly premium based on coverage option selected. Employee paid premium.</p> <p>Coverage will be effective the 1st of the month on or following 30 days from date of hire.</p>

	University of Wisconsin School of Medicine & Public Health (SMPH) 2022 Benefits (Academic/FAASLI Staff)	University of Wisconsin Hospitals and Clinics (UWHC) 2022 Benefits
<b>Individual Family Term Life Insurance</b>	<p><b>Individual Family Term Life Insurance:</b> Coverage will end at the end of the month in which your UWSMPH employment terminates. You may convert coverage to an individual whole life insurance by submitting a conversion application and first premium directly to Securian within 31 days of the coverage end date. Contact the UW Shared Services at <a href="mailto:serviceoperations@uwss.wisconsin.edu">serviceoperations@uwss.wisconsin.edu</a> or (888) 298-0141 for a conversion application.</p>	See other life insurance options for family coverage
<b>UWHC Supplemental Term Life Insurance</b>	n/a	<p>Employees will have the option to enroll in coverage through UWHC.</p> <p>Initially, employees may elect coverage amounts of \$5,000 - \$20,000 in \$5,000 increments for themselves, \$5,000 or \$10,000 for spouse, and \$2,500 or \$5,000 for eligible children. Maximum employee coverage is \$200,000 for employee, \$100,000 for spouse and \$10,000 for children.</p> <p>Participants will have an annual opportunity to increase coverage without evidence of insurability. Includes a living benefit. Employee pays 100% of premium.</p> <p>Coverage will be effective the 1st of the month on or following 30 days from date of hire.</p>
<b>UW Employee's Inc</b>	<p><b>UWSMPH UW Employees, Inc. Life Insurance:</b> Decreasing term insurance. Coverage based on age ranges from \$33,000 to \$7,000</p> <p>Monthly premium based on age and coverage amount. Employee paid premium. Coverage will end at the end of the month at which your UWSMPH employment terminates.</p> <p>You may convert coverage to an individual whole life insurance by submitting a conversion application and first premium directly to Securian within 31 days of the coverage end date. Contact the UW Shared Services at <a href="mailto:serviceoperations@uwss.wisconsin.edu">serviceoperations@uwss.wisconsin.edu</a> or (888) 298-0141 for a conversion application.</p>	<p><b>UWHC UW Employees, Inc. Life Insurance:</b> Employees will have the option to enroll in coverage through UWHC, regardless of enrollment through UWSMPH.</p> <p>Decreasing term insurance. Coverage based on age ranges from \$33,000 to \$7,000.</p> <p>Coverage will be effective the 1st of the month on or following 30 days from date of hire.</p>

	University of Wisconsin School of Medicine & Public Health (SMPH) 2022 Benefits (Academic/FAASLI Staff)	University of Wisconsin Hospitals and Clinics (UWHC) 2022 Benefits
<b>UIA Life Insurance</b>	<p><b>University Insurance Association:</b> Automatic enrollment for those who meet the salary requirement. Annual premium of \$24. Employee paid premium. UIA for 2020 plan year is 1/1/2022-12/31/2022.</p> <p>Coverage will end December 31 of the calendar year in which you terminate.</p> <p>You may convert coverage to an individual whole life insurance by submitting a conversion application and first premium directly to Securian within 31 days of the coverage end date. Contact the UW Shared Services at <a href="mailto:serviceoperations@uwss.wisconsin.edu">serviceoperations@uwss.wisconsin.edu</a> or (888) 298-0141 for a conversion application.</p>	Not offered by UWHC
<b>Securian Accident Insurance</b>	<p>Plan provides coverage for accidents and catastrophic events (e.g. sprains, stitches, hospitalization).</p> <p>If enrolled, and you leave your employer for any reason, including retirement, you can elect portability which continues coverage until age 70. Portability rates are the same as active employees but are subject to change. Call Securian at 866-295-8690 or email questions to <a href="mailto:madisonbranch@securian.com">madisonbranch@securian.com</a>.</p>	<p>Same health as offered by UWSMPH (through State of WI/ETF).</p> <p>If enrolled through UWSMPH, must enroll in same coverage at UWHC. If waived through UWSMPH, must waive coverage through UWHC until next open enrollment period.</p> <p>Coverage will start the 1<sup>st</sup> of the month on/following the date of transfer.</p>
<b>Identify Theft Protection</b>	Is part of the AD&D and Securian benefits. Please see the AD&D and Securian Accident Insurance sections for coverage end dates	Is included as part of the UWHC AD&D benefit and Securian Accident Insurance Benefit
<b>Income Continuation Insurance (ICI)</b>	<p><b>Income Continuation Insurance (Short-Term and Long-Term Disability):</b></p> <p>Same disability benefit as offered by UWHC (through State of WI/ETF).</p> <p>However, the category and premium structure will be different.</p> <p>For UWSMPH, as part of the UW Faculty and Academic Staff group, premiums based on salary and elimination period selected by employee. Elimination period options are 30, 90, 125 or 180 days.</p>	<p><b>Income Continuation Insurance (Short-Term and Long-Term Disability):</b></p> <p>Same disability benefit as offered by UWSMPH (through State of WI/ETF). However, UWHC categories are based on the sick leave balance (not the elimination period selection). Premiums are based on your salary and category placed in. <a href="#">ET-2106</a> contains premiums (page 7 Standard; page 8 Supplemental).</p> <p>Benefits begin after a 30-day waiting period or use of all accumulated sick leave (up to 130 days), whichever is greater.</p>

	University of Wisconsin School of Medicine & Public Health (SMPH) 2022 Benefits (Academic/FAASLI Staff)	University of Wisconsin Hospitals and Clinics (UWHC) 2022 Benefits
<b>Income Continuation Insurance (ICI) Cont.</b>		<p>Transitioning from UW Faculty/Academic Staff to a Classified position, the premium category will be based on the sick leave balance at the end of the prior calendar year (12/31/2021). This applies if qualifying for Category 4, 5 or 6. Employee may be eligible for Category 3 if employee's sick leave saved in prior calendar year meets the requirement. Category 3 is a special rate category which permits employees to qualify for employer contribution by increasing their accumulated sick leave balance by at least 80 hours in the previous calendar year. Premium category 3 is also available to part-time employees on a prorated basis. For example, those employed on a half-time basis only have to add 40 hours (5 days) of sick leave in the prior year instead of the 80 hours (10 days) required for full-time employees. This proration applies only to Category 3.</p> <p>If an employee does not qualify for Category 3, 4, 5 or 6, they will be placed in Category 1. Moving forward, the category placement will only be based on sick leave hours accrued with UWHC (note: those that have achieved Category 4, 5 or 6 are permanent plateau levels and cannot move to a lower category, regardless of amount of sick leave used).</p> <p>Earnings used will be the projected UWHC earnings as of the coverage effective date in the Classified ICI program. This will remain until completion of one full calendar year (ex. 2023). Following one full calendar year, annual earnings update will be based on prior year earnings.</p>
<b>Supplemental Income Continuation Insurance (SICI)</b>	<p><b>Income Continuation Insurance (Short-Term and Long-Term Disability):</b></p> <p>Same disability benefit as offered by UWHC (through State of WI/ETF).</p> <p>However, the category and premium structure will be different.</p> <p>For UWSMPH, as part of the UW Faculty and Academic Staff group, premiums based on salary and elimination period selected by employee. Elimination period options are 30, 90, 125 or 180 days.</p>	<p>If UWHC annual salary is newly above \$64,000, will be offered Supplemental ICI. The category placed in will align with the category placed in under the standard Income Continuation Insurance.</p> <p>If you become newly eligible for SICI during your UWSMPH employment, you would be given an enrollment opportunity during the annual update process. If you wish to be enrolled, you should enroll, so that you can have that same enrollment with UWHC.</p>



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		Premiums are based on your salary and category placed in. <a href="#">ET-2106</a> contains premiums (page 7 Standard; page 8 Supplemental).																																										
<b>Paid Time Off Vacation</b>	<p><b>Vacation:</b> 22 (8-hour) days received each fiscal year (July 1 to June 30). Benefit prorated to FTE and date of hire. Carry over is allowed for up to one year.</p> <p>At termination, if an employee has used vacation that has not yet been earned, the employee is required to repay the institution the value of the overused hours. This would apply to both UWSMPH and UWMF pay received for unearned hours.</p> <p>Remaining earned balances will be paid out with final paycheck.</p>	<p>Accrual level is based on years of service; years of service based on UW Health Leave Accrual Date. Please see notes above for how your UWH Leave Accrual Date will be determined.</p> <p>Accrual is earned each pay period based on hours paid. The accrual is considered earned and available for use the following pay period.</p> <p>Holidays that fall on a weekend are 'banked' to your earned holiday. You need to monitor your maximum accrual to allow for these instances. Once the max accrual is reached, accruals stop until the balance drops below the maximum.</p> <table border="1"> <thead> <tr> <th colspan="3">UWHC Integrated Vacation Accrual Leave Accrual Date on/after 12/20/2020 *Based on a 1.0 FTE</th></tr> <tr> <th>Years of Service</th><th>Annual Accrual* (days/hours)</th><th>Maximum Accrual* (days/hours)</th></tr> </thead> <tbody> <tr> <td>0-4</td><td>15/120</td><td>22.5/180</td></tr> <tr> <td>5-9</td><td>15/120</td><td>22.5/180</td></tr> <tr> <td>10-19</td><td>20/160</td><td>30/240</td></tr> <tr> <td>20+</td><td>25/200</td><td>37.5/300</td></tr> </tbody> </table> <table border="1"> <thead> <tr> <th colspan="3">UWHC Legacy Vacation Accrual Leave Accrual Date prior to 12/20/2020 *Based on a 1.0 FTE</th></tr> <tr> <th>Years of Service</th><th>Annual Accrual * (days/hours)</th><th>Maximum Accrual* (days/hours)</th></tr> </thead> <tbody> <tr> <td>0-5</td><td>16/128</td><td>24/192</td></tr> <tr> <td>6-10</td><td>19.5/156</td><td>29.25/234</td></tr> <tr> <td>11-15</td><td>21.5/172</td><td>32.25/258</td></tr> <tr> <td>16-20</td><td>24.5/196</td><td>36.75/294</td></tr> <tr> <td>21-25</td><td>26.5/212</td><td>39.75/318</td></tr> <tr> <td>26+</td><td>29.5/236</td><td>44.25/354</td></tr> </tbody> </table>	UWHC Integrated Vacation Accrual Leave Accrual Date on/after 12/20/2020 *Based on a 1.0 FTE			Years of Service	Annual Accrual* (days/hours)	Maximum Accrual* (days/hours)	0-4	15/120	22.5/180	5-9	15/120	22.5/180	10-19	20/160	30/240	20+	25/200	37.5/300	UWHC Legacy Vacation Accrual Leave Accrual Date prior to 12/20/2020 *Based on a 1.0 FTE			Years of Service	Annual Accrual * (days/hours)	Maximum Accrual* (days/hours)	0-5	16/128	24/192	6-10	19.5/156	29.25/234	11-15	21.5/172	32.25/258	16-20	24.5/196	36.75/294	21-25	26.5/212	39.75/318	26+	29.5/236	44.25/354
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		Under an accrual-based system, you must have the hours accrued (earned) before they can be used.
<b>UWHC Vacation Special Considerations</b>	N/A	<p>For this transition group, the following will also apply:</p> <p>Starting UWHC vacation balances will be fronted with 40 hours of earned vacation (prorated to FTE)</p> <p>Earned, unused earned vacation hours from UWSMPH will be 'converted' to UWHC starting vacation hours balance</p> <ul style="list-style-type: none"> <li>Will only apply to the prorated UWMF hours/cash value</li> </ul> <p>Calculation:</p> <ul style="list-style-type: none"> <li>SMPH salary is \$60k; MF salary is \$112k. UWSMPH would pay out hours * SMPH hrly rate equiv.</li> <li>MF \$112k at 1.0 FTE; equates to \$53.85/hour. Person has 85 hours of unused earned vac w/ UWSMPH. MF cash value would calculate out to <math>\\$53.85 \times 85 \text{ hr} = \\$4,577.25</math>. New UWHC annual salary is \$172,500; hourly rate equiv is \$82.93.</li> <li><math>\\$4,577.25 / \\$82.93 = 55.2</math> hours. 55.2 hours would be added as starting balance for UWHC Vacation.</li> </ul>
<b>Sick Leave Hours</b>	<p><u>Academic Staff:</u> A full-time employee receives an initial entitlement of 176 hours for the first 18 months of employment. After the initial entitlement ends, the employee begins to earn 8 hours per month. Hours may convert to cash value to pay for post-retirement health insurance depending on eligibility.</p> <p>Upon transition to UWHC as part of this approved transition, remaining earned sick leave hour balances will be provided to UWHC.</p> <p>At termination, if an employee has used sick time that has not yet been earned, the employee is required to repay the institution the value of the overused hours. This would apply to both UWSMPH and UWMF pay received for unearned hours.</p>	<p>UWHC regular employees earn sick leave hours at a rate of .04625 hours per hour paid. Max accrual is 96 hours or 12 days per year. Prorated based on hours paid, up to 80 hours in a pay period.</p> <p>If an employee is eligible for sick leave certified at the time of transition, sick leave must be certified prior to move.</p> <p>If employee is not able to have their sick leave certified, UWHC will accept sick leave and 'hold' it for this specified transition group. Sick leave hours are not available for use. Upon retirement from UWHC, if employee meets certification requirements full sick leave balance will be certified.</p>

	University of Wisconsin School of Medicine & Public Health (SMPH) 2022 Benefits (Academic/FAASLI Staff)	University of Wisconsin Hospitals and Clinics (UWHC) 2022 Benefits
<b>Sick Leave Hours</b> Cont.	<p><i>Above pro-rated based for part-time</i></p> <p>*Sick leave will not be paid out upon termination. **Please reference the 'Retiree Health Insurance Credits section' (<a href="#">Sick Leave Credit Conversion Program</a>)</p>	<p>Sick leave hours that are certified by UWSMPH or transitioned over to UWHC will not be available to be used for incidental or leave of absence purposes. Only the hours that are earned through UWHC will be available for immediate use during UWHC employment.</p> <p>Awareness: If an employee leaves UWHC, no other State agencies will accept UWHC sick leave hours. <a href="#">Sick Leave Credit Transfer Between WRS Agencies</a></p>
<b>Personal Holiday</b>	<p>36 hours received each fiscal year (July 1 to June 30), prorated to FTE.</p> <p>At termination, if an employee has used personal holiday that has not yet been earned, the employee is required to repay the institution the value of the overused hours. This would apply to both UWSMPH and UWMF pay received for unearned hours.</p> <p>Remaining balance will be paid out with final paycheck. Payment will be based on the UWSMPH salary component only. UWMF will not cashout or convert hours, as these hours need be used prior to the transition date.</p>	Not offered
<b>Holiday</b>	<p>Remaining earned balance will be paid out with final paycheck. Nine (8-hour) days per year, prorated to FTE.</p> <p>At termination, if an employee has used personal holiday that has not yet been earned, the employee is required to repay the institution the value of the overused hours. This would apply to both UWSMPH and UWMF pay received for unearned hours.</p> <p>Remaining balance will be paid out with final paycheck. Payment will be based on the UWSMPH salary component only. UWMF will not cashout or convert hours, as these hours need be used prior to the transition date.</p>	<p>Eight (8-hour) days per year, prorated to FTE.</p> <p>Salaried (exempt) employees, if required to work a holiday, will receive "banked" time equal to one-and-a-half times holiday hours observed, based on FTE.</p> <p>When a holiday falls on a weekend, it will be considered a floating holiday and time will be "banked" to the vacation balance. Employees will be able to use the banked time at a time of their choosing, approved by their manager.</p>

	University of Wisconsin School of Medicine & Public Health (SMPH) 2022 Benefits (Academic/FAASLI Staff)	University of Wisconsin Hospitals and Clinics (UWHC) 2022 Benefits
ALRA	<p>Remaining earned balance will be paid out with final paycheck (UWSMPH salary component).</p> <p>See 'UWHC Vacation Special Considerations' section. For those with remaining hours, the UWMF salary component to these hours will be converted in the same way as regular earned vacation hours.</p>	N/A
<b>Wisconsin Retirement System (WRS)</b>  <a href="#">ETF WRS Retirement Benefit Webpage</a>	<p><b>Wisconsin Retirement System:</b> Employer and employee contribute 6.5% of gross annual wages for 2022.</p> <p>As UW Faculty/Academic staff, the full time equivalent of one year of credible service for a teacher is 1,320 hours. A teacher will be granted a full year of service if at least 1,320 hours are reported.</p> <p>Five-year vesting requirement if hired on or after July 1, 2011, however immediate vesting if you have WRS service prior to July 1, 2011.</p>	<p><b>Wisconsin Retirement System:</b> Employer and employee contribute 6.5% of gross annual wages for 2022. As of the transition date, the calculation will be based on all eligible UWHC wages, increasing the amount of employer and employee contributions.</p> <p>The full time equivalent of one year of credible service is 1,904 hours. An employee will be granted a full year of service if at least 1,904 hours are reported. UWHC employees are classified at Category 30 (General employee).</p> <p>Five-year vesting requirement if hired on or after July 1, 2011, however immediate vesting if you have WRS service prior to July 1, 2011. You will continue earning credible years of service upon a state agency transfer to UWHC (please see ETF information for full details, including consequences if you take a separation benefit). <a href="#">Wisconsin Retirement System Administration Manual (ET-1127)</a></p>
<b>Retirement Plan Vesting</b>	<p>If you first began WRS employment on or after July 1, 2011, then you must have 5 years of WRS credible services. 1 year of credible service is based on the hours you work. To earn 1 year of service, you need to work 1,320 hours.</p> <p>Immediate vesting if employee has WRS service prior to July 1, 2011.</p>	<p>If you first began WRS employment on or after July 1, 2011, then you must have 5 years of WRS credible services. 1 year of credible service is based on the hours you work. To earn 1 year of service, you need to work 1,904 hours. UWHC employees are classified at Category 30 (General).</p> <p>Immediate vesting if employee has WRS service prior to July 1, 2011.</p>

	University of Wisconsin School of Medicine & Public Health (SMPH) 2022 Benefits (Academic/FAASLI Staff)	University of Wisconsin Hospitals and Clinics (UWHC) 2022 Benefits
<b>Retirement WDC and TSA (Optional)</b>	<p><b>403(b) and Wisconsin Deferred Compensation 457 Plans:</b></p> <ul style="list-style-type: none"> <li>May participate in both plans up to the IRS limits below for each plan</li> <li>2021 Deferral Limit: \$19,500</li> <li>2021 Catch-Up Limit: \$6,500*</li> </ul> <p><i>*Those age 50 and over are eligible for the catch-up provision.</i></p>	<p>Supplemental retirement plans that employees can establish an account with the vendor and request UWHC to deduct from their check. Information available on <a href="#">U-Connect</a>.</p> <ul style="list-style-type: none"> <li>If enrolled under UWSMPH, employees will need to create their accounts again under UWHC with each vendor they wish to have an account with and have deductions held from their UWHC checks.</li> <li>If enrolled through UWSMPH, and making election amounts through UWHC, employees will need to self-monitor that they are not exceeding the 2022 annual contribution limit as UWHC does not have visibility to deductions/contributions made outside of UWHC.</li> </ul> <p><b>403(b) and Wisconsin Deferred Compensation 457 Plans:</b></p> <ul style="list-style-type: none"> <li>May participate in both plans up to the IRS limits below for each plan.</li> <li>2021 Deferral Limit: \$19,500</li> <li>2021 Catch-Up Limit: \$6,500*</li> </ul> <p><i>*Those age 50 and over are eligible for the catch-up provision.</i></p> <p><b>403(b) and Wisconsin Deferred Compensation 457:</b> 403(b) vendor options are different than UWSMPH; have 5 options 457/WDC vendor is the same</p>
<b>Tuition Reimbursement</b>	<p>Reimbursement must be approved by the department, Medical School Human Resources, and the campus before the semester begins. For employees only. Must have a .5 FTE or greater. Approval for job-related or career-related coursework or training assistance is based on budgetary availability and is at the discretion of the division. Currently, CA's funding for tuition reimbursement is limited to the total of their professional allowance.</p> <p><b>Termination implications:</b> To receive reimbursement must complete the course, turn in paperwork and grade, and be in active pay status at the time of reimbursement (processing for reimbursement can vary from 2-8 weeks following receipt of paperwork). For more info visit <a href="http://www.ohr.wisc.edu/docs/EmployeeCourseworkTrainingProcedures.pdf">www.ohr.wisc.edu/docs/EmployeeCourseworkTrainingProcedures.pdf</a></p>	<p>All courses eligible must be related to the employee's current position, a UW Health career and/or workforce need.</p> <p>Refer to <a href="#">Tuition Reimbursement</a> info on U-Connect for program details.</p> <p>Eligible after 12 months of continuous employment prior to start of course. Must be a regular, .5 FTE or greater. One-year eligibility is based on based on the UWH Service Date.</p>

	University of Wisconsin School of Medicine & Public Health (SMPH) 2022 Benefits (Academic/FAASLI Staff)	University of Wisconsin Hospitals and Clinics (UWHC) 2022 Benefits
<b>Loan Forgiveness</b>	Eligible for Public Service Loan Forgiveness (PSLF). Refer to: <a href="https://law.wisc.edu/prospective/finaid/guide.html">https://law.wisc.edu/prospective/finaid/guide.html</a>	Eligible for Public Service Loan Forgiveness (PSLF). UWHC and UWMF fall under #10 – employer tax exempt under Section 501(c)(3) of the IRC.
<b>FMLA Eligibility</b>	May take up to 12 weeks of unpaid, job protected leave each year for specified family and medical reasons per eligibility. Paid leave may be substituted in some situations.	FMLA allows for employees to take up to 12 weeks of unpaid, job protected leave each year for specified family and medical reasons. Outside of FMLA eligibility, consideration given for personal medical leave. Employees must meet the FMLA eligibility requirements, including hours worked. When employees move from MF to HC or HC to MF, and then applies for FMLA, the length of service is taken into consideration for FMLA. The hours would be reviewed based on their current employer.
<b>Paid Parental Leave</b>	Falls under FMLA.	Full-time and part-time regular status employees with one continuous year of service are eligible to receive one paid week (based on their FTE) for the birth or adoption of a child. One year of service based on UWH Service Date.
<b>Malpractice</b> Added 10/5/2021	Covered by the State's self-insured risk pool: <ul style="list-style-type: none"> <li>Provider is never personally liable.</li> <li>Damages capped at \$250,000/plaintiff.</li> </ul>	Coverage differs by licensure. CRNA (consistent with coverage for Medical Residents): <ul style="list-style-type: none"> <li>Insured by commercial carrier for initial \$1M. Awards are subject to non-disclosure agreements.</li> <li>Injured Patient &amp; Families Compensation Fund (specifically covers physicians and CRNAs) pays amount above \$1M. Awards are public.</li> <li>Personally liable if the allegations involved an excluded act such as sexual misconducts or a criminal act.</li> </ul> CAA (consistent with coverage for UWHC employees not individually covered by the Injured Patient & Family Compensation Fund): <ul style="list-style-type: none"> <li>Insured by commercial carrier for initial \$1M. Awards would be subject to non-disclosure agreements.</li> <li>Injured Patient &amp; Families Compensation Fund pays amount above \$1M on behalf of UWHCA and its employees. Awards are public.</li> <li>Personally liable if the allegations involved an excluded act such as sexual misconducts or a criminal act.</li> </ul>



	University of Wisconsin School of Medicine & Public Health (SMPH) 2022 Benefits (Academic/FAASLI Staff)	University of Wisconsin Hospitals and Clinics (UWHC) 2022 Benefits
<b>UW Medical Foundation Termination of Benefits</b>		
See <a href="#">Separating Employment at UW Health: UWMF Physician Benefit Info</a> posted on U-Connect.		
<b>Physician Retirement Plan</b> Not offered by UWHC You are always 100% vested in your PRP plan. Fidelity will provide information regarding your UWMF Physicians Retirement Plan after your last payroll check is issued. This information includes your choices to: <ul style="list-style-type: none"><li>• Leave your balance in the plan until age 72, provided you have a \$1,000 balance at the end of your employment</li><li>• Rollover your funds to another qualified retirement plan</li><li>• Rollover your funds to an IRA</li><li>• Disburse your funds to yourself – penalties and taxes may apply</li></ul> Please contact Fidelity for more specific information at 1-800-343-0860 or <a href="http://www.fidelity.com/atwork">www.fidelity.com/atwork</a> . <a href="#">Physicians Retirement Plan Information</a>		
<b><u>UWMF Open Enrollment:</u> Must still make Physician Retirement Plan election request during open enrollment for next 5-year period of January 1, 2022 to December 31, 2026.</b> <b>Deductions will continue to occur for the period prior to the transition date.</b>		

*Every effort has been made to ensure the information in this benefit summary is true and accurate. If there is any discrepancy between the summary and the official plan documents, the language in the official documents shall be considered accurate.*