

University of Wisconsin Benefit Eligibility Decision Table

Please read the How To section (pages 1 to 5) and use the Decision Table (starts on page 6) to determine benefit eligibility for a new UW employee based on the employee's job(s).

Determining previous Wisconsin Retirement System (WRS) State or Local Service: Benefit eligibility may be impacted if the new UW employee has previous WRS service; contact your central benefits office for more information. A new employee record, excluding graduate assistant jobs, entered in the Human Resource System (HRS) will automatically be checked against the Employee Trust Funds (ETF) system. If the ETF system does not find matching Social Security Number (SSN), the HRS Previous State and Local Service fields are populated with zero. If a SSN match is found, you must check the ETF ONE website for the type (State or Local) and amount of previous WRS service (this task is handled centrally for UW-Madison).

For *UW-Madison Divisions and Departments*, previous WRS service information can be obtained by emailing Benefits Services at: benefits@ohr.wisc.edu

How to use the Benefit Eligibility Decision Table:

1. **Identify the Employee Class (empl class)** from HRS and match to the Empl Class in the left column of the Decision Table. Empl Classes are defined below:

Employee Class

1. **FA = Faculty**
2. **AS = Academic Staff**
3. **OT = Other**
4. **SA = Student Assistant**
5. **ET = Employee-in-Training**
6. **SH = Student Help**
7. **CP = Classified Permanent**
8. **CJ = Classified Project**
9. **CL = Classified Limited Term**
10. **Rehired Annuitant**

Note: **LI = Limited**

Table Symbols

<	Less Than
≤	Less Than or Equal To
=	Equal
≥	Greater Than or Equal To
>	Greater Than

2. **Determine the Job Code** from HRS.

3. **Determine employee's salary basis, job percentage, continuity, and duration** from HRS and correlate that information to the information in the Decision Table.

The table uses **Continuity Status** for Unclassified jobs; definitions follow on the next page. For more information, see the Unclassified Personnel Guidelines at:

<http://www.uwsa.edu/ohrwd/policies/#upgs> For UW-Madison, see the Unclassified Title Guidelines: <http://www.ohr.wisc.edu/polproced/UTG/Tblcnts.htm>

Appointment percentages used to determine eligibility are found on pages 3 and 4. Calculation notes for unclassified appointment percentages appear on page 14.

Benefit Eligibility Decision Table

Continuity Codes (CC)

01 - Ongoing

02A - Fixed Terminal¹

If Academic Year appointment [C-Basis]: < 1 Semester.
If Annual appointment [A or H-basis]: <6 Months.

02B - Fixed Terminal¹

If Academic Year appointment [C-Basis]: ≥1 Semester, but ≤ Academic Year with **no** expectation of renewal.
If Annual appointment [A or H-basis]: ≥ 6 Months, but < 12 Months with **no** expectation of renewal.

02C - Fixed Terminal^{1,2}

If Academic Year appointment [C-Basis]: ≥ Academic Year with expectation of renewal the following Semester.³
If Annual appointment [A or H-basis]: ≥ 12 Months.

03 - Fixed Renewable

04 - Limited

05A - Acting/Interim

If Academic Year appointment [C-Basis]: < 1 Semester.
If Annual appointment [A or H-basis]: <6 Months.

05B - Acting/Interim

If Academic Year appointment [C-Basis]: ≥1 Semester, but ≤ Academic Year with **no** expectation of renewal.
If Annual appointment [A or H-basis]: ≥ 6 Months, but < 12 Months with **no** expectation of renewal.

05C - Acting/Interim

If Academic Year appointment [C-Basis]: ≥ Academic Year with expectation of renewal the following Semester.³
If Annual appointment [A or H-basis]: ≥ 12 Months.

None - No Continuity

Typically used for Student Help appointments.

Footnotes:

1. If Continuity Code is 02A, 02B, or 02C (Summer Session and Summer Service), the Faculty member is required to have an Expected Job End Date.
2. 02C may be used for Student Assistants (Graduate Assistants) and Employees-in-Training. Graduate Assistants are not WRS eligible; however, this continuity status may be used for their duration if the terms of the contract meet the 02C criteria.
3. In order for the duration requirement to be met, the employee must be expected to be employed for at least one year (365 consecutive days, 366 in a leap year) from employee's date of hire. If the employee is an Academic Year employee and works both Fall and Spring Semester and then is expected to return to work the following Fall Semester, this employee would meet the duration requirement.

Please refer to HRS Knowledge Base Document 21642 for the relationship between Continuity Codes and benefit eligibility.

This document is located at: <https://kb.wisc.edu/hrs/page.php?id=21642>

Benefit Eligibility Decision Table

4. **WRS participation requirements** are established under Wisconsin Statutes § 40.22 (<http://docs.legis.wisconsin.gov/statutes/statutes/40/II/22>) and described by the Department of Employee Trust Funds (ETF) in the Wisconsin Retirement System Administration Manual (<http://etf.wi.gov/employers/wrschap3.pdf>).

a. The following employee classes are eligible for WRS participation:

- Classified Permanent, Project, and Limited Term Employee (LTE): CP, CJ, CL
- Unclassified Academic Staff, Faculty, Limited, and Other: FA, AS, LI, OT

b. The following employee classes are not eligible for WRS participation:

- Graduate Assistant appointees (Student Assistant, Employee-in-Training) and Student Help: SA, ET, SH

c. A new employee in a WRS-eligible employee class must satisfy the following requirements in order to be covered by the WRS:

- An employee who begins employment **on or after July 1, 2011** must work at least two-thirds of full-time employment.¹
- The employee must be expected to be employed at least one year (365 consecutive days, 366 days in leap year), or for 9 month employees, one academic year with the expectation that the employee will return to employment the following academic year;

AND,

- The employee must be expected to work the following number of hours per year (two-thirds of full-time employment):
 - Classified employees: 1,200 hours per year (**58%** Full Time Equivalent appointment %)
 - Unclassified 12 month employees: 880 hours per year (**42%** Full Time Equivalent appointment %)
 - Unclassified 9 month employees: 880 hours per year (**56%** Full Time Equivalent appointment %)

OR

If the employee has **prior WRS service before July 1, 2011** (and has not taken a WRS separation or lump sum benefit), the employee must be expected to work the following number of hours per year (one-third of full-time employment):

- Classified employees: 600 hours per year (**29%** Full Time Equivalent appointment %)
- Unclassified 12 month employees: 440 hours per year (**21%** Full Time Equivalent appointment %)
- Unclassified 9 month employees: 440 hours per year (**28%** Full Time Equivalent appointment %)

Footnotes:

1. For a new employee hired on or after July 2, 2013, the eligibility requirement was modified by 2013 Wisconsin Act 20; if the new employee has prior WRS service before July 1, 2011 (and has not taken a WRS separation or lump sum benefit) they must work at least one third of full-time employment to qualify.
2. From July 1, 2011 to July 1, 2013, the one-third of full-time employment requirement was extended to a new employee who had been employed by a WRS participating employer, regardless of the employee's actual prior WRS participation. As stated in the note above, beginning July 2, 2013 any employee who is not a WRS participating employee must meet the two-thirds of full-time employment requirement, *unless* they have WRS service prior to July 1, 2011.

Benefit Eligibility Decision Table

4. WRS participation requirements (continued)

d. Graduate Assistant, Teaching Assistant and Employee-in-Training eligibility for State Group Health Insurance is established under Wisconsin Statutes § 40.02(25)(b) (<http://docs.legis.wisconsin.gov/statutes/statutes/40/1/02/25/b>).

- A Graduate Assistant, Teaching Assistant or Employee-in-Training is required to have an appointment of **at least 1/3 of full-time** to be eligible for the State Group Health Insurance. The Board of Regents in 1973 defined 1/3 of full-time employment as 33% or greater.
- Graduate Assistants or Short-term Academic Staff are not eligible for the Graduate Assistant premium rates for State Group Health Insurance if they are already covered under WRS at a UW institution or state/local WRS employer.

e. Rehired Annuitants. For more information, see ETF Rehired Annuitant Questions and Answers: <http://etf.wi.gov/news/ht-act20faqs.htm>

- For an employee who retired **on or after July 2, 2013**: If the annuitant is **not** expected to work at least 2/3 of full-time employment and at least 12 months, they are eligible for the benefits identified in Section 10 of the table. If the annuitant is expected to work at least 2/3 of full-time employment and at least 12 months, their annuity will be suspended and they will be covered by WRS, and therefore eligible for the same benefits as an active employee.
- For an employee who retired **prior to July 2, 2013**: The annuitant is not subject to the rules in effect for employees who retired on or after July 2, 2012. If the annuitant is **not** expected to work at least 1/3 of full-time employment and at least 12 months, they are eligible for the benefits identified in Section 10 of the table. If the annuitant is expected to work at least 1/3 of full-time employment and at least 12 months, they may choose whether or not to be covered by WRS. If they choose to be covered by WRS, they are eligible for the same benefits as an active employee.

5. Adding Appointment Percentages together: when using this table, two jobs with different percentages can be added together to make the employee eligible if the two jobs would be eligible for WRS **or** if the two jobs are Student Assistant positions. You cannot add WRS and Student Assistant job percentages together to meet benefit eligibility requirements.

Examples:

- A Classified Permanent job of 20% can be added to an Academic Staff job of 30% since both jobs could be WRS eligible.
- A Student Assistant job of 25% can be added to another Student Assistant job of 8% to make the required 33% since both appointments are SA.

Benefit Eligibility Decision Table

6. **Determine the benefit program** the employee is eligible to enroll in. Read the table left to right to determine the benefit program(s) the employee is eligible to enroll in. If there is a “Y” in the benefit plan column, the employee is eligible; if there is an “N” in this column, the employee is not eligible. The benefit program abbreviations are displayed out below.

WRS	Wisconsin Retirement System
SGH Reg	State Group Health Insurance (Regular)
SGH Grad	State Group Health Insurance (Graduate Assistant)
ICI Unc	Income Continuation Insurance (Unclassified)
ICI Cls	Income Continuation Insurance (Classified)
SGL	State Group Life Insurance
Ind & Fam Life	Individual & Family Group Life Insurance
UW Empl Inc	UW Employees Inc. Life Insurance
EPIC Benf+	EPIC Benefits+
UIA	University Insurance Association Life Insurance
AD&D	Accidental Death and Dismemberment
Dental Wisc	Dental Wisconsin
TSA	Tax Sheltered Annuity 403(b)
WDC	Wisconsin Deferred Compensation
LTC	Long Term Care Insurance
Vision	Vision Insurance
ERA	Employee Reimbursement Accounts

Benefit Eligibility Decision Table

1. Empl Class = FA (Faculty)															
a. Duration ≥ 1 academic year with expectation of returning the following year (CC: 01, 02A);	PLANS														
	WRS	SGH Reg	SGH Grad	ICI Unc	ICI Cls	SGL	Ind & Fam Life	UW Empl Inc	EPIC Benf+	UIA	AD &D	Dental Wisc	TSA WDC LTC	Vision	ERA
i. Sum of appointment(s) ≥ 28%	Prior to 7/1/11 Y	Y	N	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
ii. Sum of appointment(s) ≥ 56%	7/1/11 & after Y	Y	N	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y

2. Empl Class = AS (Academic Staff) or LI (Limited)															
A. Job Code is not 'Visiting' (Title Code does not begin with D11, D12, D13, D14, D81, or E11)															
I. Salary Basis is C	PLANS														
a. Duration ≥ 1 academic year with the expectation of returning the following year (CC: 01, 02C, 03, 05C);	WRS	SGH Reg	SGH Grad	ICI Unc	ICI Cls	SGL	Ind & Fam Life	UW Empl Inc	EPIC Benf+	UIA	AD &D	Dental Wisc	TSA WDC LTC	Vision	ERA
i. Sum of appointment(s) ≥ 28%	Prior to 7/1/11 Y	Y	N	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
ii. Sum of appointment(s) ≥ 56%	7/1/11 & after Y	Y	N	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Duration ≥ 1 semester (CC: 02B, 05B);															
i. Sum of appointment(s) ≥ 28%	N	N	Y	N	N	N	Y	Y	Y	Y	Y	Y	Y	Y	Y
II. Salary Basis is A or H															
a. Duration ≥ 12 months (CC: 01, 02C, 03, 04, 05C);															
i. Sum of appointment(s) ≥ 21%	Prior to 7/1/11 Y	Y	N	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
ii. Sum of appointment(s) ≥ 42%	7/1/11 & after Y	Y	N	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Duration ≥ 6 months (CC: 02B, 05B);															
i. Sum of appointment(s) ≥ 21%	N	N	Y	N	N	N	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. If other duration or appt %	N	N	N	N	N	N	N	N	N	Y	N	N	Y	N	Y
III. Salary basis is L															
All	N	N	N	N	N	N	N	N	N	Y	N	N	Y	N	Y

Benefit Eligibility Decision Table

2. Empl Class = AS (Academic Staff) or LI (Limited)															
B. Job Code is 'Visiting' (Title Code begins with D11, D12, D13, D14, D81, or E11)															
I. Salary Basis is C	PLANS														
	WRS	SGH Reg	SGH Grad	ICI Unc	ICI Cls	SGL	Ind & Fam Life	UW Empl Inc	EPIC Benf+	UIA	AD &D	Dental Wisc	TSA WDC LTC	Vision	ERA
a. Duration ≥ 1 semester (disregard leave status from other institution);															
i. Sum of appointment(s) ≥ 28%	N	N	Y	N	N	N	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Duration ≥ 1 academic year and on LOA from another educational institution (WRS begins the 13th month);															
i. Sum of appointment(s) ≥ 28%	Prior to 7/1/11 N	Y	N	N	N	N	Y	Y	Y	Y	Y	Y	Y	Y	Y
ii. Sum of appointment(s) ≥ 56%	7/1/11 & after N	Y	N	N	N	N	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Duration ≥ 1 academic year and NOT on LOA from another educational institution with expectation of returning the following year;															
i. Sum of appointment(s) ≥ 28%	Prior to 7/1/11 Y	Y	N	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
ii. Sum of appointment(s) ≥ 56%	7/1/11 & after Y	Y	N	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
d. If other duration or appt %	N	N	N	N	N	N	N	N	N	Y	N	N	Y	N	Y
II. Salary Basis is A															
a. Duration ≥ 6 months (disregard leave status from other institution);															
i. Sum of appointment(s) ≥ 21%	N	N	Y	N	N	N	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Duration ≥ 12 mos. and on LOA from another educational institution (WRS begins the 13th month);															
i. Sum of appointment(s) ≥ 21%	Prior to 7/1/11 N	Y	N	N	N	N	Y	Y	Y	Y	Y	Y	Y	Y	Y
ii. Sum of appointment(s) ≥ 42%	7/1/11 & after N	Y	N	N	N	N	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Duration ≥ 12 mos. and NOT on LOA from another educational institution;															
i. Sum of appointment(s) ≥ 21%	Prior to 7/1/11 Y	Y	N	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
ii. Sum of appointment(s) ≥ 42%	7/1/11 & after Y	Y	N	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
d. If other duration or appt %	N	N	N	N	N	N	N	N	N	Y	N	N	Y	N	Y
III. Other Salary Basis (visiting titles)															
All	N	N	N	N	N	N	N	N	N	Y	N	N	Y	N	Y

Benefit Eligibility Decision Table

3. Empl Class = OT (Other)															
A. Ad Hoc Program Specialist (Z91NN)															
I. Salary Basis is C	PLANS														
a. Duration ≥ 1 academic year with expectation of returning the following year	WRS	SGH Reg	SGH Grad	ICI Unc	ICI Cls	SGL	Ind & Fam Life	UW Empl Inc	EPIC Benf+	UIA	AD &D	Dental Wisc	TSA WDC LTC	Vision	ERA
i. Sum of appointment(s) ≥ 28%	Prior to 7/1/11 Y	Y	N	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
ii. Sum of appointment(s) ≥ 56%	7/1/11 & after Y	Y	N	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Duration ≥ 1 semester															
i. Sum of appointment(s) ≥ 28%	N	N	Y	N	N	N	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. If other duration or appt %	N	N	N	N	N	N	N	N	N	Y	N	N	Y	N	Y
II. Salary Basis is A or H															
a. Duration ≥ 12 months															
i. Sum of appointment(s) ≥ 21%	Prior to 7/1/11 Y	Y	N	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
ii. Sum of appointment(s) ≥ 42%	7/1/11 & after Y	Y	N	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Duration ≥ 6 months															
i. Sum of appointment(s) ≥ 21%	N	N	Y	N	N	N	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. If other duration or appt %	N	N	N	N	N	N	N	N	N	Y	N	N	Y	N	Y
B. Teaching Supervisor (Z50NN)															
All	N	N	N	N	N	N	N	N	N	N	N	N	Y	N	Y

Benefit Eligibility Decision Table

4. Empl Class = SA (Student Assistant)															
A. Job Code is Research Assistant (Y41NN)															
I. Salary Basis is C	PLANS														
a. Duration ≥ 1 semester	WRS	SGH Reg	SGH Grad	ICI Unc	ICI Cls	SGL	Ind & Fam Life	UW Empl Inc	EPIC Benf+	UIA	AD &D	Dental Wisc	TSA WDC LTC	Vision	ERA
i. Sum of appointment(s) ≥ 33 %	N	N	Y	N	N	N	Y	Y	Y	N	Y	Y	Y	Y	Y
II. Salary Basis is A															
a. Duration ≥ 6 months															
i. Sum of appointment(s) ≥ 33 %	N	N	Y	N	N	N	Y	Y	Y	N	Y	Y	Y	Y	Y
III. If other basis or duration or appt %															
All	N	N	N	N	N	N	N	N	N	N	N	N	Y	N	N

B. Job Code is Fellow (Y21NN), Advanced Opportunity Fellow (Y26NN), Scholar (Y22NN), or Trainee (Y23NN)															
I. Salary Basis is C															
a. Duration ≥ 1 semester															
i. Salary Rate is ≥ 33 % of a C Basis Research Assistant Rate	N	N	Y	N	N	N	Y	Y	Y	N	Y	Y	N	Y	N
II. Salary Basis is A															
a. Duration ≥ 6 months															
i. Salary Rate ≥ 33 % of a A Basis Research Assistant Rate	N	N	Y	N	N	N	Y	Y	Y	N	Y	Y	N	Y	N
III. If other basis or duration or appt %															
All	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N

C. Job Code Is Housefellow/Resident Assistant (Y80NN)															
All	N	N	N	N	N	N	N	N	N	N	N	N	Y	N	Y

D. Job Code Is Undergrad Assistant (Y51NN) or Undergrad Intern (Y52NN)															
All	N	N	N	N	N	N	N	N	N	N	N	N	Y	N	Y

Benefit Eligibility Decision Table

4. Empl Class = SA (Student Assistant) continued															
E. Job Code Is Teaching Assistant (Y32NN, Y33NN or Y33ND)															
	PLANS														
	WRS	SGH Reg	SGH Grad	ICI Unc	ICI Cls	SGL	Ind & Fam Life	UW Empl Inc	EPIC Benf+	UIA	AD &D	Dental Wisc	TSA WDC LTC	Vision	ERA
a. Duration ≥ 1 semester															
i. Sum of appointment(s) ≥ 33 %	N	N	Y	N	N	N	Y	Y	Y	N	Y	Y	Y	Y	Y
b. If other duration or appt %	N	N	N	N	N	N	N	N	N	N	N	N	Y	N	Y

F. Job Code is Project Assistant or Program Assistant (Title Codes begin with Y42 or Y43)															
I. If Salary Basis is A or H															
a. Duration ≥ 6 months															
i. Sum of appointment(s) ≥ 33 %	N	N	Y	N	N	N	Y	Y	Y	N	Y	Y	Y	Y	Y
b. If other duration or appt %	N	N	N	N	N	N	N	N	N	N	N	N	Y	N	Y
II. If Salary Basis is C															
a. Duration is ≥ 1 semester															
i. Sum of appointment(s) ≥ 33 %	N	N	Y	N	N	N	Y	Y	Y	N	Y	Y	Y	Y	Y
III. If other duration or appt %															
All	N	N	N	N	N	N	N	N	N	N	N	N	Y	N	Y

G. Other SA Job Codes															
I. If Salary Basis is C															
a. Duration is ≥ 1 semester															
i. Sum of appointment(s) ≥ 33 %	N	N	Y	N	N	N	Y	Y	Y	N	Y	Y	Y	Y	Y
II. If Salary Basis is A															
a. Duration ≥ 6 months															
i. Sum of appointment(s) ≥ 33 %	N	N	Y	N	N	N	Y	Y	Y	N	Y	Y	Y	Y	Y
III. If other basis or duration or appt %															
All	N	N	N	N	N	N	N	N	N	N	N	N	Y	N	Y

Benefit Eligibility Decision Table

5. Empl Class = ET (Employee-in-Training)															
A. Job Code is Grad Intern/Trainee (X75), Postdoc Fellow (X10), or Postdoc Trainee (X30)															
I. If Salary Basis is C	PLANS														
a. Duration is ≥ 1 semester	WRS	SGH Reg	SGH Grad	ICI Unc	ICI Cls	SGL	Ind & Fam Life	UW Empl Inc	EPIC Benf+	UIA	AD &D	Dental Wisc	TSA WDC LTC	Vision	ERA
i. Sum of appointment(s) ≥ 33 %	N	N	Y	N	N	N	Y	Y	Y	N	Y	Y	N	Y	N
II. If Salary Basis is A															
a. Duration ≥ 6 months															
i. Sum of appointment(s) ≥ 33 %	N	N	Y	N	N	N	Y	Y	Y	N	Y	Y	N	Y	N
III. If other basis or duration or appt %															
All	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N

B. Job Code is Postgrad Trainee/1-7 (X61-X67), Intern [Non-Physician] (X70), Research Intern (X50), or Research Associate (X01)															
I. If Salary Basis is C															
a. Duration is ≥ 1 semester															
i. Sum of appointment(s) ≥ 33 %	N	N	Y	N	N	N	Y	Y	Y	N	Y	Y	Y	Y	Y
II. If Salary Basis is A															
a. Duration ≥ 6 months															
i. Sum of appointment(s) ≥ 33 %	N	N	Y	N	N	N	Y	Y	Y	N	Y	Y	Y	Y	Y
III. If other basis or duration or appt %															
All	N	N	N	N	N	N	N	N	N	N	N	N	Y	N	Y

C. All other Title Codes															
I. If Salary Basis is C															
a. Duration is ≥ 1 semester															
i. Sum of appointment(s) ≥ 33 %	N	N	Y	N	N	N	Y	Y	Y	N	Y	Y	Y	Y	Y
II. If Salary Basis is A															
a. Duration ≥ 6 months															
i. Sum of appointment(s) ≥ 33 %	N	N	Y	N	N	N	Y	Y	Y	N	Y	Y	Y	Y	Y
III. If other basis or duration or appt %															
All	N	N	N	N	N	N	N	N	N	N	N	N	Y	N	Y

Benefit Eligibility Decision Table

6. Empl Class = SH (Student Help)															
All	PLANS														
	WRS	SGH Reg	SGH Grad	ICI Unc	ICI Cls	SGL	Ind & Fam Life	UW Empl Inc	EPIC Benf+	UIA	AD &D	Dental Wisc	TSA WDC LTC	Vision	ERA
	N	N	N	N	N	N	N	N	N	N	N	N	N	Y	N

7. Empl Class = CP (Classified Permanent)																
A. Sum of appointment(s) ≥ 29%	Prior to 7/1/11 Y	Y	N	N	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y
B. Sum of appointment(s) ≥ 58%	7/1/11 & after Y	Y	N	N	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y

8. Empl Class= CJ (Classified Project)																
A. Duration ≥ 12 months																
I. Sum of appointment(s) ≥ 29% (600 hours)	Prior to 7/1/11 Y	Y	N	N	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y
II. Sum of appointment(s) ≥ 58% (1200 hours)	7/1/11 & after Y	Y	N	N	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y
B. If other duration or appt %	N	N	N	N	N	N	N	N	N	N	N	N	Y	N	Y	

9. Empl Class = CL (Classified Limited Term Employee)																
A. Duration ≥ 12 months																
I. Sum of appointment(s) ≥ 29% (600 hours)	Prior to 7/1/11 Y	Y	N	N	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	N
II. Sum of appointment(s) ≥ 58% (1200 hours)	7/1/11 & after Y	Y	N	N	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	N
B. If other duration or appt %	N	N	N	N	N	N	N	N	N	N	N	N	Y	N	N	

Benefit Eligibility Decision Table

10. Rehired Annuitant															
A. Empl Class = AS, LI, CP, CJ (Academic Staff, Limited, Classified Permanent, Classified Project)															
	PLANS														
	WRS	SGH Reg	SGH Grad	ICI Unc	ICI Cls	SGL	Ind & Fam Life	UW Empl Inc	EPIC Benf+	UIA	AD &D	Dental Wisc	TSA WDC LTC	Vision	ERA
Retired on or after July 2, 2013; expected not to work at least 2/3 of full-time, and at least 12 months	N	N	N	N	N	N	N	N	N	N	N	N	Y	N	Y
Retired on or after July 2, 2013; expected to work at least 2/3 of full-time, and at least 12 months (covered by WRS)	See the corresponding WRS covered position in the employee classes above.														

B. Empl Class is CL (Classified Limited Term Employee)															
Retired prior to July 2, 2013; expected not to work at least 1/3 of full-time, and at least 12 months	N	N	N	N	N	N	N	N	N	N	N	N	Y	N	N
Retired prior to July 2, 2013; expected to work at least 1/3 of full-time, and at least 12 months (elects to be covered by WRS)	See the corresponding WRS covered position in the employee classes above.														

Benefit Eligibility Decision Table

Notes regarding the calculation of unclassified appointment percentages:

- ◆ There are **2,088 work hours in a calendar year**, or **174 hours per month**. For WRS purposes, unclassified employees are categorized as teachers, and are therefore required to work **1,320 hours in a calendar year** to receive one year of WRS service credit.
- ◆ Unclassified 12 Month (A Basis) Employee Calculation:
 - If the employee was ***hired on or after July 1, 2011 and has never worked for a WRS participating employer***, the appointment percentage calculation is: 1,320 hours multiplied by 0.6666... (two thirds) equals 880 hours; 880 hours divided by 2,088 hours equals a **42% FTE** appointment.
 - If the employee was ***hired on or after July 2, 2013 and has prior WRS service before July 1, 2011*** (and has not taken a WRS separation or lump sum benefit), or if the employee was ***hired before July 2, 2013 and worked for a WRS participating employer prior to July 1, 2011***, the appointment percentage calculation is: 1,320 hours multiplied by 0.3333... (one third) equals 440 hours; 440 hours divided by 2,088 hours equals a **21% FTE** appointment.
- ◆ Unclassified 9 Month (C Basis) Employee Calculation:
 - An unclassified C Basis employee works **1,566 hours in a calendar year** (174 hours per month multiplied by 9 months).
 - If the employee was ***hired on or after July 1, 2011 and has never worked for a WRS participating employer***, the appointment percentage calculation is: 1,320 hours multiplied by 0.6666... (two thirds) equals 880 hours; 880 hours divided by 1,566 hours equals a **56% FTE** appointment.
 - If the employee was ***hired on or after July 2, 2013 and has prior WRS service before July 1, 2011*** (and has not taken a WRS separation or lump sum benefit), or if the employee was ***hired before July 2, 2013 and worked for a WRS participating employer prior to July 1, 2011***, the appointment percentage calculation is: 1,320 hours multiplied by 0.3333... (one third) equals 440 hours; 440 hours divided by 1,566 hours equals a **28% FTE** appointment.

Note: **174 hours per month** is used for calculation of appointment percentage and sick leave conversion value.

176 hours per month is used for calculation of WRS service credit. See Financial and Administrative Policies: <http://www.uwsa.edu/fadmin/fppp/fppp29.htm>

- ◆ Fellows, Advanced Opportunity Fellows, Scholars, and Trainees are **not** covered by WRS. Benefit eligibility is based on earnings that are $\geq 33\%$ of a Research Assistant C-Basis salary. For more information see Salary Ranges and Minima for Unclassified Staff at: <http://www.ohr.wisc.edu/polproced/UTG/SalRng.html#stuasst>