



2025 BENEFITS SUMMARY

This is a brief description of the State of Wisconsin comprehensive benefits package for eligible employees. The intent of this sheet is to provide a high-level summary of benefits. For more detailed information, click on the hyperlinks within the document.

Note: Trades worker benefits are agreed upon by the Wisconsin State Building Trades Collective Bargaining Unit.

BENEFIT	DESCRIPTION	EMPLOYEE CONTRIBUTION
Health Insurance¹ Uniform benefit coverage on all health plans. Can elect single or family coverage.	Offers hospital, surgical, medical and prescription coverage. Each health plan offers a regular and a High Deductible Health Plan (HDHP) and optional preventative dental coverage.	You have the option to start coverage immediately and pay the total premium until employer contribution begins. Or defer coverage until the employer contribution starts (first of the month following two months of service). Premium Rates
Health Insurance Opt-Out Incentive	You can opt out of health insurance coverage and receive a bi-weekly stipend (up to \$2000/year), if eligible. Prorated based on hire date	100% State-paid
Supplemental Dental/Vision Plans	Coverage through Delta Dental and Delta Vision (EyeMed).	100% Employee-paid
Pre-Tax Savings Accounts	<ul style="list-style-type: none">• Medical FSA• Dependent Care Spending Account• Health Savings Account• Parking and Transit	100% Employee-paid
Accident Plan	Provides a lump sum cash payment for covered injuries, emergency and hospital care, surgery, and follow-up care. It also includes Accidental Death & dismemberment coverage, Identity Theft Services , and Travel Assistance .	100% Employee-paid
Life Insurance	State provides life insurance coverage for eligible employees up to five times the employee's salary (Basic, Supplemental, and Additional). There is also an option for spouse and dependent coverage.	100% Employee-paid (State employer does pay an additional amount of premiums for Basic and Supplemental coverage).
Income Continuation Insurance (ICI)	Short- and long-term disability benefit provides up to 75% of your salary if you are medically unable to work.	100% Employee-paid
Retirement/Pension Plan Wisconsin Retirement System (WRS)	Mandatory participation. The WRS provides retirement (pension), separation, disability, and death benefits.	Employee and state employer each contribute 6.95% of earnings per pay period.
Wisconsin Deferred Compensation Plan	Voluntary pre-tax or post tax payroll deductions to a 457(b) account with multiple investment options.	100% Employee-paid



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Employee Assistance Program(EAP)	Confidential service available 24/7 that provides personal/work-related concerns, legal/financial situations, and work-life balance	100% State employer paid
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BENEFIT	DESCRIPTION	EMPLOYER CONTRIBUTION
Vacation ²	Based on election at hire and at the beginning of each year. Leave rates: 100, 140, and 180 hours.	100% State Employer paid
Sick Leave	Earn up to five hours per pay period. Maximum 130 hours/year.	100% State Employer paid
Holidays	The State recognizes 9 paid holidays per year.	100% State employer paid

¹Employees can choose from several health plans. All health plans have uniform benefits (all offer same type of medical coverage). Select your health plan based on provider and/or coverage area.

²Vacation entitlement and rate of pay based on Building Trades Adjusted Hourly Booklet.