



Work. Thrive. Belong.

Employee Benefits Quick Guide

FOR STUDENT HELP, RESIDENT ASSISTANTS, AND NON-BENEFIT ELIGIBLE EMPLOYEE APPOINTMENTS

Payroll Information

Most employees, except most students, have FICA taxes withheld from their paycheck. For Social Security, you and the Universities of Wisconsin each pay 6.2% on covered compensation up to \$184,500. For Medicare, you pay 1.45% on covered compensation up to \$200,000 and 2.35% on covered compensation thereafter. The Universities of Wisconsin pays 1.45% on covered compensation up to \$200,000.

Parking and Transit Accounts

These accounts allow you to set aside pre-tax income for work-related parking and transit expenses.

Retirement Plans

Most employees are eligible for the supplemental retirement savings programs which offer pre-tax and after-tax (Roth) options. You may enroll, change your contribution amount, or stop your contribution at any time. There is no minimum contribution amount. Participation is voluntary. These programs do not have an employer contribution. IRS annual contribution limits apply.

UW 403(B) SUPPLEMENTAL RETIREMENT PROGRAM (SRP)

Investment options include a wide array of mutual funds. Fixed annuity fund options are available. A quarterly fee may apply depending on the value of the account.

WISCONSIN DEFERRED COMPENSATION (WDC) 457 PROGRAM

Investment options include a wide array of lifecycle funds, mutual funds, commingled trust options, a stable value option and a FDIC-insured bank option. A monthly fee may apply depending on the value of the account.

Other Benefits

529 COLLEGE SAVINGS PLAN

Allows you to save for educational expenses. Funds can cover tuition, books, room and board, computers, and other expenses. The program allows you to do so directly from your paycheck.

EMPLOYEE ASSISTANCE PROGRAM (EAP)*

Provides confidential resources at no cost to you and members of your household. The EAP may help with personal/work-related concerns, legal/financial situations, and work-life balance.

**Student help employees are not eligible. Similar services may be available through your university's student health services.*

More Information

Employees in Student Help, Resident Assistant and Non-Benefit Eligible positions are not eligible for most benefits (for example: health, dental, vision, life insurance). If a change of appointment occurs, employees in these positions may become eligible. For more information, review the [Universities of Wisconsin Employee Benefits website](#).