

# 2024 STATE OF WISCONSIN EMPLOYEE BENEFITS SUMMARY

## STATE GROUP HEALTH INSURANCE

Who is Eligible and When	Benefits You Receive	Employee Pays	State Pays
<p>All employees covered by the Wisconsin Retirement System are eligible for health insurance. The state offers several health plans to choose from that offer the same uniform benefits.</p> <p><b>Must apply within 30 days of hire date</b></p> <p>Employees have the option of starting coverage 1<sup>st</sup> of the month following initial WRS eligibility or when the employer contribution begins ( 1<sup>st</sup> of the month after completion of two months of service).</p>	<p>In-network uniform preventative and medical benefits are offered in all plans. Employees can choose a health plan with or without dental (routine and preventative dental), and the It's Your Choice Health Plan or the It's Your Choice High Deductible Health Plan.</p> <p>Single or family coverage is available.</p> <p>See the following pages for highlights of the two major plan design options of our health plan – It's Your Choice and It's Your Choice High Deductible. The main differences are deductibles, copays, and premiums</p>	<p>The employee has the option to start their coverage immediately and pay the total premium until employer contribution begins. Or the employee can wait to start coverage when the employer contribution starts.</p>	<p>The employer contribution will begin 1<sup>st</sup> of the month after the employee has two months of State WRS service.</p>

Health Insurance Premiums																																						
<p>The state pays a portion of the <a href="#">premium</a> starting first of the month following two months of WRS service.</p> <p>Employee Premium (with state share after two completed months of service):</p> <p><a href="#">Total Monthly Premium (no state share)</a></p> <p>Note: The IYC Access plan offers statewide/nationwide access.</p>	<p align="center"><b>2024 It's Your Choice Health Plan WITH DENTAL</b></p> <p align="center"><b>Employee Monthly Premiums</b></p> <table border="1" data-bbox="764 928 1234 1081"> <thead> <tr> <th></th> <th><i>Single</i></th> <th><i>Family</i></th> </tr> </thead> <tbody> <tr> <td>IYC Plan</td> <td>\$115</td> <td>\$286</td> </tr> <tr> <td>IYC Access</td> <td>\$270</td> <td>\$673</td> </tr> </tbody> </table> <p align="center"><b>2024 It's Your Choice Health Plan WITHOUT DENTAL</b></p> <p align="center"><b>Employee Monthly Premiums</b></p> <table border="1" data-bbox="764 1211 1234 1364"> <thead> <tr> <th></th> <th><i>Single</i></th> <th><i>Family</i></th> </tr> </thead> <tbody> <tr> <td>IYC Plan</td> <td>\$112</td> <td>\$276</td> </tr> <tr> <td>IYC Access</td> <td>\$267</td> <td>\$663</td> </tr> </tbody> </table>		<i>Single</i>	<i>Family</i>	IYC Plan	\$115	\$286	IYC Access	\$270	\$673		<i>Single</i>	<i>Family</i>	IYC Plan	\$112	\$276	IYC Access	\$267	\$663	<p align="center"><b>2024 High Deductible Plan WITH DENTAL</b></p> <p align="center"><b>Employee Monthly Premiums</b></p> <table border="1" data-bbox="1419 928 1890 1097"> <thead> <tr> <th></th> <th><i>Single</i></th> <th><i>Family</i></th> </tr> </thead> <tbody> <tr> <td>IYC HDHP Plan</td> <td>\$42</td> <td>\$107</td> </tr> <tr> <td>IYC Access</td> <td>\$197</td> <td>\$494</td> </tr> </tbody> </table> <p align="center"><b>2024 High Deductible Plan WITHOUT DENTAL</b></p> <p align="center"><b>Employee Monthly Premiums</b></p> <table border="1" data-bbox="1419 1227 1890 1396"> <thead> <tr> <th></th> <th><i>Single</i></th> <th><i>Family</i></th> </tr> </thead> <tbody> <tr> <td>IYC HDHP Plan</td> <td>\$39</td> <td>\$97</td> </tr> <tr> <td>IYC Access</td> <td>\$194</td> <td>\$484</td> </tr> </tbody> </table>		<i>Single</i>	<i>Family</i>	IYC HDHP Plan	\$42	\$107	IYC Access	\$197	\$494		<i>Single</i>	<i>Family</i>	IYC HDHP Plan	\$39	\$97	IYC Access	\$194	\$484
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<b>It's Your Choice Health Plan (IYC)</b>		
<b>Benefit Schedule</b>	<b>Benefits You Receive</b>	<b>Included</b>
<p>The IYC Plan has a deductible, coinsurance and office copays that has a cost sharing plan design.</p> <ul style="list-style-type: none"> <li>• Deductible - \$250 Single / \$500 Family</li> <li>• Coinsurance – 90% / 10% to annual Out of Pocket Limits</li> <li>• Out of Pocket Limit - \$1,250 / Person, \$2,500 / Family</li> <li>• Office Copays – Primary \$15/visit, Specialty \$25/visit</li> <li>• Routine Preventative – 100%</li> </ul>	<ul style="list-style-type: none"> <li>• Preventative care</li> <li>• Medical/surgical services</li> <li>• Telemedicine, telehealth, or e-visit service</li> <li>• Illness/injury services</li> <li>• Urgent care</li> <li>• Emergency care</li> </ul>	<ul style="list-style-type: none"> <li>• <a href="#">Pharmacy Benefits</a></li> <li>• Dental – Employees have the option to elect or waive participation in uniform dental benefits. If an employee waives uniform dental, the employee will have slightly lower premium.</li> </ul>
<b>It's Your Choice High Deductible Health Plan (IYC HDHP)</b>		
<b>Benefit Schedule</b>	<b>Benefits You Receive</b>	<b>Included</b>
<p>The High Deductible Health Plan (HDHP) is a health plan that has a lower premium but higher out-of-pocket costs. An HDHP does not pay any health care costs until the annual deductible has been met (except for preventive services).</p> <ul style="list-style-type: none"> <li>• Deductible - \$1,600 Single, \$3,200 Family</li> <li>• Coinsurance – 10% to annual Out of Pocket Limits</li> <li>• Out of Pocket Limit - \$2,500/Single, \$5,000/Family</li> <li>• Routine Preventative – 100%</li> <li>• Office Copay after Deductible is met <ul style="list-style-type: none"> <li>○ Primary - \$15/visit; Specialty \$25/visit</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Preventative care</li> <li>• Medical/surgical services</li> <li>• Telemedicine, telehealth, or e-visit service</li> <li>• Illness/injury services</li> <li>• Urgent care</li> <li>• Emergency care</li> <li>• Health Savings Account (HSA)</li> </ul>	<ul style="list-style-type: none"> <li>• <a href="#">Pharmacy Benefits</a> (Prescription coverage falls under the Annual Deductible).</li> <li>• Dental – Employees have the option to elect or waive participation in uniform dental benefits. If an employee waives uniform dental, the employee will have slightly lower premium.</li> <li>• Health Savings Account (HSA)-The state will contribute a prorated amount into employee's HSA based on how many pay periods remain after their eligibility date. The contributions will be directed into the account each pay period remaining in the year. The yearly amount the State contributes is: \$750 single / \$1,500 family.</li> </ul>

**NAVITUS – PRESCRIPTION PLAN (included in all health plan options)**

Who is Eligible and When	Benefits You Receive	Employee Pays
<p>All employees covered by WRS are eligible.</p> <p>Your prescription plan is part of your health plan election but is managed by a separate company called <a href="#">Navitus</a>.</p> <p>When you elect your health coverage, you automatically are enrolled in this prescription plan.</p>	<p>The It's Your Choice Health plan and the High Deductible (HDHP) plan offer four-level formulary <a href="#">prescription coverage</a> with copayment.</p>	<p>Included in your Health coverage premium <a href="#">coverage details</a></p>

**UNIFORM DENTAL BENEFITS**

Who is Eligible and When	Benefits You Receive	Employee Pays
<p><a href="#">Uniform Dental</a> Benefits can be added to State Group Health Insurance plans for a small increase in premium.</p> <p>You have the option of electing health insurance coverage WITHOUT dental for a reduced premium.</p>	<p>No Deductible</p> <p>\$1,000 Annual Benefit</p> <p>100% coverage for Diagnostic/Preventative</p> <p>100% for Fillings</p> <p>Ortho 50%, \$1,500 life time max</p> <ul style="list-style-type: none"> <li>• Available for dependent children under age 19 only</li> </ul>	<p>Included in your health plan premium.</p>

## PREVENTIVE DENTAL BENEFITS

Who is Eligible and When	Benefits You Receive	Employee Pays							
<p>The <a href="#">Preventive plan</a> is available to employees NOT enrolled in group health insurance through the State of Wisconsin who are looking for preventive coverage.</p> <p>Must apply within 30 days of hire. Coverage begins on the first of the month on/after hire date.</p> <p>Once enrolled, must remain covered until the end of the calendar year.</p>	<p>No Deductible</p> <p>\$1,000 Annual Benefit</p> <p>100% coverage for Diagnostic/Preventative</p> <p>100% for Fillings</p> <p>Ortho 50%, \$1,500 life time max</p> <ul style="list-style-type: none"> <li>Available for dependent children under age 19 only</li> </ul>	<p>Employee pays 100% of premium:</p> <table border="1" data-bbox="1377 305 2009 454"> <thead> <tr> <th>Plan</th> <th>Premium</th> </tr> </thead> <tbody> <tr> <td>Single</td> <td>\$36.10</td> </tr> <tr> <td>Family</td> <td>\$90.28</td> </tr> </tbody> </table>		Plan	Premium	Single	\$36.10	Family	\$90.28
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## DELTA DENTAL SUPPLEMENTAL INSURANCE

Who is Eligible and When	Benefits You Receive	Employee Pays		State Pays															
<p>All employees who are covered by WRS are eligible.</p> <p><b>Must apply within 30 days of hire.</b> Coverage begins on the first of the month on/after hire date.</p> <p>Once enrolled, must remain covered until the end of the calendar year.</p> <p>This dental coverage is in addition to and separate from any uniform dental benefit provided with the health insurance or the preventive plan.</p> <p><a href="#">Delta Dental Website</a></p>	<p>Two <a href="#">supplemental plan</a> designs are offered:</p> <ul style="list-style-type: none"> <li>Select</li> <li>Select Plus</li> </ul> <p>Must have preventative dental care in another plan such as the State's Uniform Dental Benefits in the Health Plans</p> <p>The Select Plus plan provides a \$1,500 Orthodontic Lifetime maximum benefit for adults and dependents</p>	<p>100% of premium:</p> <table border="1" data-bbox="1411 792 1831 1187"> <thead> <tr> <th></th> <th>Select</th> <th>Select Plus</th> </tr> </thead> <tbody> <tr> <td>Employee</td> <td>\$9.08</td> <td>\$21.60</td> </tr> <tr> <td>Employee + Children</td> <td>\$12.24</td> <td>\$40.12</td> </tr> <tr> <td>Employee + Spouse</td> <td>\$18.16</td> <td>\$43.22</td> </tr> <tr> <td>Family</td> <td>\$21.76</td> <td>\$66.20</td> </tr> </tbody> </table>			Select	Select Plus	Employee	\$9.08	\$21.60	Employee + Children	\$12.24	\$40.12	Employee + Spouse	\$18.16	\$43.22	Family	\$21.76	\$66.20	<p>0%</p>
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Employee + Spouse	\$18.16	\$43.22																	
Family	\$21.76	\$66.20																	

**DELTAVISION SUPPLEMENTAL INSURANCE - EyeMed**

Who is Eligible and When	Benefits You Receive	Employee Pays	State Pays								
<p>All employees who are covered by WRS are eligible.</p> <p><b>Must apply within 30 days of hire.</b> Coverage begins on the first of the month on/after hire date.</p> <p>Once enrolled, must remain covered until the end of the calendar year.</p> <p><a href="#">DeltaVision Website</a></p>	<p>The plan provides partial payment to offset the costs of annual eye exams, frames, lenses and contact lenses. Benefits are greater if a DeltaVision provider is used.</p>	<p>100% of premium</p> <table border="1" data-bbox="1451 277 1787 540"> <tr> <td>Employee</td> <td>\$5.72</td> </tr> <tr> <td>Employee + Spouse</td> <td>\$11.42</td> </tr> <tr> <td>Employee + Child(ren)</td> <td>\$12.88</td> </tr> <tr> <td>Family</td> <td>\$20.58</td> </tr> </table>	Employee	\$5.72	Employee + Spouse	\$11.42	Employee + Child(ren)	\$12.88	Family	\$20.58	<p>0%</p>
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**PRE-TAX SAVINGS ACCOUNTS**

Who is Eligible and When	Benefits You Receive	Employee Pays	State Pays
<p>All permanent and project employees are eligible for <a href="#">Pre-Tax Savings Accounts</a>. <b>New employees must enroll within 30 days of employment.</b></p> <p>Coverage begins on the first of the month on/after hire date.</p> <p>Change in family or employment status may create an enrollment/change opportunity under one or both accounts.</p> <p><b>Employees must complete a new enrollment during Its Your Choice Open Enrollment for the next calendar year.</b></p> <p>State Group Health Insurance, Delta Vision (EyeMed), Delta Dental Supplemental premiums and Hills Farms Parking are automatically taken pre-tax unless this option is waived or, for the optional plans, you are covering a non-tax dependent.</p> <p><a href="#">Optum Financial Website</a></p>	<p>Flexible Spending Account (FSA) plan that allows you to set up an account for eligible medical and dependent care expenses. Deductions taken before tax.</p> <p>Health Care FSA: used to pay for eligible medical, dental, vision and prescription expenses that are an out of pocket expense to the employee.</p> <p>Dependent Care FSA: used to pay for dependent care expenses.</p> <p>LPFSA – Limited Purpose Flex Spending Account: Available with HDHP only. Eligible expenses for vision, dental, post-deductible expenses, and dependent care.</p>	<p><b>Employees must complete a new enrollment during Its Your Choice Open Enrollment for the next calendar year.</b></p> <p><b>Annual contribution maximums:</b></p> <p>Health Care FSA/LPFSA: \$3,050</p> <p>Dependent Care FSA: \$5,000 (restrictions may apply)</p> <p><b>Annual contribution minimums:</b></p> <p>Health Care FSA/LPFSA:</p> <p>\$50 minimum annual contribution amount</p> <p>\$50 minimum account balance required to qualify for carryover to 2025</p>	<p>Program administrative cost</p>

## ACCIDENT PLAN (SECURIAN FINANCIAL)

Who is Eligible and When	Benefits You Receive	Employee Pays	State Pays								
<p>All employees who are covered by WRS are eligible.</p> <p><b>Must apply within 30 days of hire.</b> Coverage begins on the first of the month following 30 days of employment.</p> <p>Once enrolled, must remain covered until the end of the calendar year.</p> <p><a href="#">Securian Financial Website</a></p>	<p>Provides lump sum cash payment directly to participants to cover the unexpected, such as concussion, burns, dislocation, fracture, emergency care, hospitalization, loss of a limb, surgery, accidental death and dismemberment.</p> <p>Can offset out of pocket costs for HDHP enrollees</p> <p>Dependents eligible for same benefit amounts as employee except for AD&amp;D</p>	<p>100% of monthly premium</p> <table border="1" data-bbox="1398 272 1728 537"> <tr> <td>Employee</td> <td>\$3.72</td> </tr> <tr> <td>Employee + Spouse</td> <td>\$5.32</td> </tr> <tr> <td>Employee + Child(ren)</td> <td>\$7.17</td> </tr> <tr> <td>Family</td> <td>\$10.47</td> </tr> </table>	Employee	\$3.72	Employee + Spouse	\$5.32	Employee + Child(ren)	\$7.17	Family	\$10.47	<p>0%</p>
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Family	\$10.47										

## INCOME CONTINUATION INSURANCE

Who is Eligible and When	Benefits You Receive	Employee Pays	State Pays
<p>Employees are initially eligible for <a href="#">Income Continuation Insurance</a> coverage <b>after 30 days of WRS participation at any WRS employer. Must apply in the first 30 days of employment if a new hire.</b> Coverage is effective the first of month after 30 days of employment.</p> <p><b>Current employees at any time</b> may apply for coverage through Medical Evidence of Insurability (acceptance not guaranteed).</p> <p>Deferred enrollment opportunities maybe available after accumulating specific amounts of sick leave.</p>	<p>Disability/income replacement insurance that replaces up to 75% of salary if unable to work due to short or long term disability. If enrolled in the standard plan, the first \$64,000 of salary is insured.</p> <p>Benefits begin after 30 consecutive calendar days or use of all accumulated sick leave (up to 130 days), whichever is greater.</p> <p>State and federal entitlements or payments from other employer-sponsored programs may reduce benefits.</p>	<p>Basic ICI: 0% - 100% of premium depending upon sick leave balance/accumulation.</p> <p>Supplemental Plan: 100% of premium</p>	<p>Basic ICI: 0% - 100% of premium depending upon sick leave balance and accumulation.</p> <p>Supplemental ICI Plan: 0%</p>

## STATE GROUP LIFE INSURANCE

Who is Eligible and When	Benefits You Receive	Employee Pays	State Pays
<p><b>Must apply in the first 30 days of employment if a new hire.</b> Coverage is effective the first of month after 30 days of employment.</p> <p><b>Current employees at any time</b> may apply for coverage through Medical Evidence of Insurability (acceptance not guaranteed).</p> <p>Employees experiencing qualifying events will have the opportunity to make changes or elect coverage for spouse and dependents.</p>	<p>Term <a href="#">group life insurance</a> with coverage option of up to five times annual salary (Basic, Supplemental, and three levels of Additional). Coverage reduces after age 70 for active employees.</p> <p>After termination with 20 years of WRS service or at retirement, coverage can be continued. Premium ends at age 65 and your coverage reduces to 75% of your basic coverage, if retired, and at age 66 coverage drops to one-half of the original Basic coverage; any coverage in addition to Basic coverage ceases at age 65 (if retired).</p> <p>Spouse and Dependent coverage available. Accidental Death and Dismemberment and Living Benefits are included.</p>	<p>Basic &amp; Supplemental: Premium cost based on age of employee and amount of coverage.</p> <p>Additional levels of employee coverage and Spouse &amp; Dependent Coverage: 100%</p> <p>Premiums for coverage up to \$50,000 are deducted pre-tax.</p>	<p>Basic: Additional 65.25% of employee's premium amount.</p> <p>Supplemental: Additional 37.25% of employee's premium amount.</p> <p>Additional levels of employee coverage and Spouse &amp; Dependent Coverage: 0%</p>

## WISCONSIN RETIREMENT SYSTEM (WRS)

Who is Eligible and When	Benefits You Receive	Employee and State Contributions												
<p><a href="#">WRS</a> coverage is immediate and <b>mandatory</b> for those hired with permanent status in a position with a .58 FTE or greater.</p> <p>Employees not immediately eligible will be placed under WRS after one year of employment, if they have worked at least 1200 hours in the previous 12 months.</p> <p>Must have five years of creditable WRS service to be vested in the WRS (may take more than five years if working part-time).</p>	<p>Vested after five years of continuous service.</p> <p>General/Executive class minimum retirement age is 55 years. Protective class minimum retirement age is 50 years.</p> <p>WRS also provides death, permanent disability, and separation benefits.</p>	<p>Percent of gross wages depending on the WRS category. See chart below.</p> <p>Deductions taken on a pre-tax basis for state and federal tax purposes.</p> <p>Employees are eligible to contribute additional amounts to their account (post-tax).</p> <table border="1" style="margin-top: 10px;"> <thead> <tr> <th style="text-align: center;">Employee Category</th> <th style="text-align: center;">Employee Contribution 2024</th> <th style="text-align: center;">Employer Contribution 20.24</th> </tr> </thead> <tbody> <tr> <td>General/Teacher</td> <td style="text-align: center;">6.90%</td> <td style="text-align: center;">6.90%</td> </tr> <tr> <td>Elected Official/Executive/Judge</td> <td style="text-align: center;">6.90%</td> <td style="text-align: center;">6.90%</td> </tr> <tr> <td>Protective</td> <td style="text-align: center;">6.90%</td> <td style="text-align: center;">14.30%</td> </tr> </tbody> </table>	Employee Category	Employee Contribution 2024	Employer Contribution 20.24	General/Teacher	6.90%	6.90%	Elected Official/Executive/Judge	6.90%	6.90%	Protective	6.90%	14.30%
Employee Category	Employee Contribution 2024	Employer Contribution 20.24												
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Protective	6.90%	14.30%												

## WISCONSIN DEFERRED COMPENSATION (WDC)

Who is Eligible and When	Benefits You Receive	Employee Pays	State Pays
<p>All employees are eligible and <b>can enroll at any time.</b></p> <p>For more information see the WDC web site at <a href="http://www.wdc457.org">www.wdc457.org</a></p> <ul style="list-style-type: none"> <li>Under age 50 contribution limit: \$22,500 in 2023</li> <li>Age 50 &amp; Over contribution limit: \$30,000 in 2023</li> </ul>	<p>This voluntary <a href="#">supplemental retirement savings program</a> (457) allows employees to invest pre-tax or post-tax (Roth). Funds are chosen and monitored by the State of Wisconsin Deferred Compensation Board.</p>	<p>Total contribution on pre-tax and/or post-tax (Roth option) basis.</p> <p>Administrative fee based on account balance (\$0 - \$17.25 per month).</p>	<p>0%</p>





## STATE OF WISCONSIN EMPLOYEE PAID LEAVE

Employees earn paid leave based on their full-time equivalency (FTE) at the beginning of each year. If you terminate employment or work less than your FTE through the year, vacation and legal holiday hours will be adjusted accordingly. New hires are entitled to a prorated amount of vacation and based on their hire date.

	Years of Service	Hours Entitlement (FSLA Non-Exempt)	Years of Service	Hours Entitlement (FSLA Exempt)
	<b>Vacation</b>	<b>0-5 Years</b>	104	<b>0-5 Years</b>
<b>5 – 10 Years</b>		144	<b>5 – 10 Years</b>	160
<b>10 – 15 Years</b>		160	<b>10 – 15 Years</b>	176
<b>15 – 20 Years</b>		184	<b>15 – 20 Years</b>	200
<b>20 -25 Years</b>		200	<b>20+ Years</b>	216
<b>25+ Years</b>		216		
		<ul style="list-style-type: none"> <li>• Entitlements will be prorated in the following situations:               <ul style="list-style-type: none"> <li>○ Part time employees</li> <li>○ Employees working less than their FTE.</li> <li>○ Based on last day in pay status when ending employment</li> </ul> </li> <li>• This policy does not apply to Crafts Workers</li> </ul>		
<b>Sick Leave</b>	Full time employees can earn up to five hours per pay period. A maximum of 130 hours per year (16.25 days)			
<b>Personal Holidays</b>	36 hours of personal holiday are given per calendar year. These hours expire at the end of the calendar year and do not carry over. <ul style="list-style-type: none"> <li>• Personal holidays are pro-rated for part-time employees.</li> <li>• Crafts workers are not eligible for personal holiday.</li> </ul>			
<b>Legal Holidays</b>	There are 9 legal holidays (72 hours) during the year: New Year’s Day, Martin Luther King Jr. Day, Memorial Day, July 4th, Labor Day, Thanksgiving Day, Christmas Eve, Christmas Day, and New Year’s Eve. These hours expire at the end of the calendar year and do not carry over. <ul style="list-style-type: none"> <li>• Legal Holiday entitlements will be prorated in the following situations:               <ul style="list-style-type: none"> <li>○ Based on hire date</li> <li>○ Part time employees</li> <li>○ Employees working less than their FTE</li> <li>○ Based on last day in pay status when ending employment</li> </ul> </li> </ul>			
<b>Sabbatical</b>	Eligibility is based on the amount of annual vacation hours earned and/or accumulating a sick leave balance of at least 520 hours at the end of the “B” pay period in October. Eligible unused vacation hours can be transferred into sabbatical hours and/or a cash payout.			
<b>Exam/Interview Time</b>	Permanent, classified employees completing interviews for transfer, demotion or promotional opportunities within state government are allowed up to 16 hours (up to two interviews) of paid leave time each calendar year to be used during an employee’s regular scheduled work time.			
<b>Military Leave</b>	All employees are eligible for job-protected leave for active duty or required field training. Eligible employees will receive differential pay for up to 30 days per calendar year for duty or training lasting 3 days or more. Eligible employees will also receive up to 4 years of differential pay and eligible benefits if on active duty.			
<b>Jury Duty</b>	Employees will receive paid leave when summoned as a witness for the employer or impaneled as a jurist.			
<b>Voting</b>	An employee who is eligible to vote but is unable to vote outside of work hours shall be granted time off with pay not to exceed three consecutive hours upon approval from the appointing authority at least two working days prior to the election date.			
<b>Election Official Time Off</b>	Paid leave time for employees who serve as an election official during standard office hours on a public, special, primary, or general election day.			

<b>Bone Marrow and Human Organ Donation</b>	Employees who request to serve as a bone marrow donor, may receive up to 5 workdays off with pay. Employees who request to serve as a human organ donor, may receive up to 30 days off with pay.
<b>Catastrophic Leave Program</b>	This program helps support employees who need an extended, unpaid leave of absence due to illness/injury that incapacitates the employee or an immediate family member. Employees can donate certain types of paid leave to other employees granted an unpaid leave due to a catastrophic need.
<b>Bereavement Leave</b>	Sick leave may be used upon death of an immediate family member (defined per <a href="#">ER18.01(4)</a> )
<b>Family Medical Leave (FMLA)</b>	All employees who meet the eligibility requirements of 1,250 hours of state employment in the preceding 12 months (FMLA) and/or 1,000 hours of state employment in the preceding year (WFMLA) are eligible for up to 12 weeks of unpaid, job-protected leave each calendar year for specified family and medical reasons.