State of Wisconsin

OFFICE OF STATE EMPLOYMENT RELATIONS

- COMPENSATION & LABOR RELATIONS BULLETIN -

Date: September 19, 2014

Locator No: OSER-0377-CLR

Subject: 2015 Health Insurance Premium Rates

The purpose of this bulletin is to inform appointing authorities of the monthly employee contribution rates for health insurance coverage in calendar year 2015. These rates are set in accordance with s. 40.05, Wis. Stats.

Beginning January 1, 2015, the health insurance options for certain state employees will include a High Deductible Health Plan (HDHP). Those who enroll in an HDHP will also be eligible to set up a Health Savings Account (HSA). Information about HDHP coverage and HSAs may be found in the ***It's Your Choice 2015 Decision Guide***.

SECTION I. HEALTH INSURANCE PREMIUMS FOR 2015

A. Craft-Related Employees

All represented and nonrepresented employees in craft-related classifications will continue to pay 100% of the total monthly premium for the health insurance coverage selected, including 100% of the total monthly HDHP premium for coverage under an HDHP.

B. Teaching and Graduate Assistants

All Teaching Assistants and Graduate Assistants, both formerly represented and nonrepresented, will pay the following new tier rates:

	Employee Monthly Premium	
	Single	**Family**
Tier 1	$46.00	$115.00
Tier 2	$68.00	$170.50
Tier 3	$133.50	$333.00

Teaching Assistants and Graduate Assistants are not eligible for HDHP coverage.

C. State Patrol Titled Classifications

All employees in State Patrol titled classifications appointed to work 1,044 hours (half-time) or more will pay the following tier rates:

	Employee Monthly Premium	
	Single	**Family**
Tier 1	$31	$78
Tier 2	$69	$173
Tier 3	$164	$412

NOTE: For the purposes of this bulletin, "State Patrol titled classifications" include the following:

State Patrol Trooper	*State Patrol Sergeant*	*State Patrol Major*
State Patrol Trooper – Conf	*State Patrol Lieutenant*	*State Patrol Lieutenant Colonel*
State Patrol Inspector	*State Patrol Captain*	*State Patrol Colonel*

Employees in the State Patrol Trooper and State Patrol Inspector classifications (i.e., employees represented by the Public Safety bargaining unit) are not eligible for HDHP coverage.

D. Employees Appointed to Work Less Than 1,044 Hours

Except as noted in A. and B., above, employees appointed to work less than 1,044 hours will continue to pay 50% of the total monthly premium for the health insurance coverage selected, including coverage under an HDHP.

E. Employees Appointed to Work 1,044 Hours or More

Except as noted in A., B., and C., above, all represented and nonrepresented employees appointed to work 1,044 hours or more will pay the following new tier rates:

***Regular Coverage*:**

	Employee Monthly Premium	
	Single	**Family**
Tier 1	$92	$230
Tier 2	$136	$341
Tier 3	$267	$666

HDHP Coverage:

	Employee Monthly Premium	
	Single	**Family**
Tier 1	$32	$81
Tier 2	$76	$192
Tier 3	$207	$517

SECTION II. STATE HSA CONTRIBUTIONS

Except as noted below, on January 1, 2015, the State will contribute $170 toward the HSA for single coverage and $340 for family coverage for employees covered by a high deductible health plan. Employees who obtain coverage after January 1 (for example, employees new to state service in 2015), will receive a contribution of $14 for single coverage and $28 for family coverage multiplied by the number of months from the effective date of coverage until the end of the calendar year.

Employees appointed to work less than 1,044 hours will receive one-half of the State HSA contribution noted above. Craft-related employees will not receive a State HSA contribution.

SECTION III. EFFECTIVE DATE

Health insurance premiums for January 2015 coverage will first be deducted from paychecks dated December 23, 2014, for employees on biweekly payroll, and from paychecks dated January 2, 2015, for employees on monthly payroll.

SECTION IV. REFERRAL OF QUESTIONS

Employee Questions:
Employees with questions regarding the contents of this bulletin should contact their agency Human Resources or Payroll Office directly.

Employer Questions:
Employer questions regarding the contents of this bulletin should be directed to Paul Ostrowski by phone at (608) 267-0343 or by e-mail at paul.ostrowski@wisconsin.gov, or Lynn Maulbetsch by phone at (608) 267-5164 or by e-mail at lynn.maulbetsch@wisconsin.gov.

Employer questions regarding ***payroll processing*** should be directed to the appropriate payroll center:

DOA Central Payroll:	**Nancy Krueger at (608) 264-9571**
UW-Processing Center:	**Payroll and Financial Services (608) 262-3558**

Kathy Kopp

Kathy Kopp, Administrator
Division of Compensation and Labor Relations