

Title and Total Compensation (TTC) Employee Choice University v. Academic/Limited Staff

University Staff who are moving from non-exempt to exempt have the option to move to either Academic Staff or Limited Appointment employee category depending on the designation of their TTC title. Project employees, rehired annuitants, and University Staff-Temporary employees are not eligible to have their positions voluntarily reassigned to either an Academic Staff or Limited Appointment position. Review [UW System Administrative Policy 1287 Voluntary Reassignment of Formerly Classified FLSA Exempt Employees to Academic Staff/Limited Appointment Positions](#) for details.

Below is a summary of information about payroll & leave reporting, paid leave, benefits, appointment terms, and other relevant changes to be aware of before choosing to switch employee categories.

	University Staff - Exempt	Academic/Limited Staff – Exempt							
PAYROLL									
Pay Periods	26 pay periods; paid biweekly	26 pay periods; paid biweekly							
<i>Upcoming changes in the payroll schedule to biweekly pay effective in July 2021 are part of the systemwide Single Payroll Project and are not a result of the TTC Project. Information outlined in this document assumes that all employees are paid biweekly. For more information on the Single Payroll Project visit uwservice.wisconsin.edu/single-payroll.</i>									
Overtime	Not Eligible								
Direct Deposit	NO CHANGE								
Taxes	NO CHANGE								
Garnishments	NO CHANGE in withholding order or the timing of the deduction.								
PAID LEAVE									
Time Reporting	Exempt University Staff employees report total hours worked per day in their time sheet.	Exempt Academic Staff and Limited Appointees are not required to report hours worked.							
Compensatory Time	Not Eligible								
Leave Reporting	Exempt University Staff employees report time off in their timesheet.	Exempt employees report time off as an absence.							
Vacation	Calendar Year Vacation is granted upon hire, provided eligibility requirements are met, and again on January 1 of every year.	Fiscal Year Vacation is granted upon hire, provided eligibility requirements are met, and again on July 1 of every year. Vacation granted during the year of hire is prorated based on the start date of the appointment.							
Vacation - Accrual	<table border="1"> <tr><td>First 5 Years – 120 hours</td></tr> <tr><td>5-10 Years – 160 hours</td></tr> <tr><td>10-15 Years – 176 hours</td></tr> <tr><td>15-20 Years – 200 hours</td></tr> <tr><td>20+ Years – 216 hours</td></tr> <tr><td>25+ Years – 216 hours</td></tr> <tr><td><i>Years calculated by full years of service</i></td></tr> </table>	First 5 Years – 120 hours	5-10 Years – 160 hours	10-15 Years – 176 hours	15-20 Years – 200 hours	20+ Years – 216 hours	25+ Years – 216 hours	<i>Years calculated by full years of service</i>	176 hours
First 5 Years – 120 hours									
5-10 Years – 160 hours									
10-15 Years – 176 hours									
15-20 Years – 200 hours									
20+ Years – 216 hours									
25+ Years – 216 hours									
<i>Years calculated by full years of service</i>									

Title and Total Compensation (TTC)

Employee Choice

University v. Academic/Limited Staff

	University Staff - Exempt	Academic/Limited Staff – Exempt									
PAID LEAVE											
Vacation – Accrual Continued	Vacation granted during the year of hire is prorated based on the start date of the appointment, per the Accrual Bracket Factor Table in this policy . Vacation accruals for university staff are based on years of continuous service, appointment percentage (defined as hours in pay status), and status under the Fair Labor Standards Act (FLSA).	Employees who work less than full-time accrue vacation based on their percentage of appointment (as defined as hours in pay status).									
<i>At re-assignment, any accrued vacation and vacation carryover will transfer to the Academic Staff appointment and you will be granted a pro-rated amount of Academic Staff vacation based on your re-assignment date. If the transferred vacation (including carryover) plus the new Academic Staff vacation hours are greater than 176 hours, any remaining University Staff vacation will be moved to vacation carryover in your Academic Staff appointment and will expire on June 30th following your re-assignment date. Hours moved to vacation carryover that exceed 176 hours will be paid out to you.</i>											
Vacation – Carryover* *Check interim policies for special allowances for 2021	Vacation may be used from the first day of employment (no waiting period before vacation can be used). If vacation is not used within the calendar year it is earned, any remaining vacation may be carried over until December 31 of the following year. Any carried over vacation remaining at the end of the following calendar year (December 31), will be lost.	Vacation may be used from the first day of employment (no waiting period before vacation can be used). If vacation is not used within the fiscal year it is earned, any remaining vacation may be carried over until the end of the following fiscal year. Any carried over vacation remaining at the end of the following fiscal year (June 30) will be lost.									
Vacation - Banking	<table border="1" style="margin-left: auto; margin-right: auto;"> <tr><td style="text-align: center;">First 5 Years – 0 hours</td></tr> <tr><td style="text-align: center;">5-10 Years – 40 hours</td></tr> <tr><td style="text-align: center;">10-15 Years – 40 hours</td></tr> <tr><td style="text-align: center;">15-20 Years – 80 hours</td></tr> <tr><td style="text-align: center;">20-25 Years – 120 hours</td></tr> <tr><td style="text-align: center;">25+ Years – 120 hours</td></tr> </table> <p>*May bank up to 40 hours if you have less than 5 years of service but have at least 520 hours of sick leave.</p>	First 5 Years – 0 hours	5-10 Years – 40 hours	10-15 Years – 40 hours	15-20 Years – 80 hours	20-25 Years – 120 hours	25+ Years – 120 hours	<table border="1" style="margin-left: auto; margin-right: auto;"> <tr><td style="text-align: center;">First 10 Years – 0 hours</td></tr> <tr><td style="text-align: center;">11-25 Years – 40 hours</td></tr> <tr><td style="text-align: center;">25+ Years – 80 hours</td></tr> </table>	First 10 Years – 0 hours	11-25 Years – 40 hours	25+ Years – 80 hours
First 5 Years – 0 hours											
5-10 Years – 40 hours											
10-15 Years – 40 hours											
15-20 Years – 80 hours											
20-25 Years – 120 hours											
25+ Years – 120 hours											
First 10 Years – 0 hours											
11-25 Years – 40 hours											
25+ Years – 80 hours											
<i>Once eligibility requirements are met, employees have the option to “bank” unused vacation. Once vacation is banked, it does not expire.</i>											
<i>If you have hours banked in your University Staff Paid Leave Bank but are not eligible to bank in your Academic Staff appointment (less than 10 years of service), your banked leave will transfer to your new position but you will not be able to bank additional hours in your Academic Staff appointment until you meet the Academic Staff eligibility criteria above.</i>											
Vacation – Cash Payout	May cash out up to 40 hours of unused vacation beginning with your 15 th year of service. The use of a cash payout will reduce the amount that can be placed in that year’s banked leave,	No cash out provision.									

Title and Total Compensation (TTC) Employee Choice University v. Academic/Limited Staff

	University Staff - Exempt	Academic/Limited Staff – Exempt
PAID LEAVE		
Legal Holidays	9 Paid Holidays	
Personal Holidays	Granted 36 hours of Personal Holidays on January 1 st of every calendar year.	Granted 36 hours of Personal Holiday on July 1 st of every fiscal year.
<i>If re-assignment to Academic Staff is effective on July 1 – January 1, will be granted new 36 Personal Holiday allocation and any unused Personal Holiday from University Staff position will be paid out.</i>		
Sick Leave	Earn 5 hours per pay period totaling 130 hours per year.	Receive initial entitlement of 176 hours of sick leave for the first 18 months, begin to earn 8 hours per pay period totaling 96 hours per year.
<i>The hours outlined in this document are based on full-time employment. If you are not full-time, hours are based on appointment percentage (number of hours for which you are paid).</i>		
<i>If you retire within 18 months of re-assignment, only the amount of sick leave considered “earned” will be certified.</i>		

INSURANCE		
Health Insurance	NO CHANGE	
Dental & Vision	NO CHANGE	
Life Insurance	NO CHANGE	Eligible for University Insurance Association Life Insurance
<i>Coverage is automatic for University Insurance Association Life Insurance (no enrollment application needed) on January 1st following your voluntary re-assignment date, provided you meet the annual salary requirements of the plan.</i>		
AD&D and Accident Insurance	NO CHANGE	
Disability & Income Continuation	Premiums are based on eligible earnings and your accrued unused sick leave hours. The more sick-leave hours you retain, the lower your premium.	Premiums are based on eligible earnings and elimination period elected. The longer the waiting period, the lower the premium.
<i>There are other Disability & Income Continuation Insurance differences than the above with enrollment window and when the employer starts to contribute to premiums. Please reach out to institution HR for more details.</i>		

SPENDING & SAVINGS	
Health Care Flexible Spending Account (FSA)	NO CHANGE
Dependent Day Care Flexible Spending Account (FSA)	NO CHANGE
Health Savings Account (HSA)	NO CHANGE
Parking & Transit Accounts	NO CHANGE

Title and Total Compensation (TTC) Employee Choice University v. Academic/Limited Staff

	University Staff - Exempt	Academic/Limited Staff – Exempt
RETIREMENT		
Wisconsin Retirement System (WRS)	Calendar Year – Service and earnings based on calendar year (January 1 – December 31). Category – General WRS category. Creditable Service – Must be paid for 1904 hours to earn 1 year of WRS creditable service per calendar year.	Fiscal Year – Service and earnings based on fiscal year (July 1 – June 30). Category – Teacher WRS category. Creditable Service – Must be paid for 1320 hours to earn 1 year of WRS creditable service per fiscal year.
UW Tax-Sheltered Annuity (TSA) 403(b) Program*	NO CHANGE	
Wisconsin Deferred Compensation (WDC) 457 Program*	NO CHANGE	
*Contribution will automatically continue at current contribution election.		

Appointment Terms and Designation of Positions

Academic staff as defined in [Wis. Stat. § 36.05\(1\)](#) means professional and administrative personnel with duties and appointment types that are primarily associated with higher education institutions or their administration but does not include faculty or university staff. Generally, Academic Staff are exempt from the overtime provisions of the Fair Labor Standards Act (FLSA). Wisconsin Administrative Code [UWS 10](#) directs each institution to develop guidelines for designating Academic Staff positions as fixed term, probationary or indefinite appointments.

Limited appointment as defined under [Wis. Stat. § 36.17](#) and [Wis. Adm. Code UWS 15.01](#) means a special appointment to a designated administrative position, the holder of which serves at the pleasure of the authorized official who made the appointment. Certain positions must be designated as limited appointments under [Wis. Stat. § 36.17\(2\)](#), while others may be designated by the employer as limited appointments at the time of the appointment.

Generally, a limited appointee has no minimum notice period rights should he or she be terminated. If the limited appointee holds a concurrent appointment in the faculty, academic staff or university staff service, the appointee has no minimum notice rights but does have the right to assume the concurrent appointment without a separation in service.

University staff means the university workforce who contribute in a broad array of positions in support of the University's mission. University staff appointments may also be made on a temporary or project basis. See [SYS 1256, University Staff Temporary & Project Appointments](#), for further guidance on temporary and project appointments.