

Institution Administrator Call

February 3, 2022

Agenda

- Follow-up / Questions from January 20th call
- Portal Articles
- TAM – Removal of Salary Offer Warning Messages
- Policy Updates
- UW System America Saves Week 2022

ICI Earnings for Determination of Benefit Payments

Question: When reviewing average monthly earnings for an ICI claim, we typically look at the projected earnings from the year in which the disability occurred and the previous year. If an employee becomes disabled in 2022, is the ICI benefit to be based on either their 2021 or 2022 earnings, whichever is higher?

Answer:

Average monthly earnings on first date of disability shall be:

- Total earnings paid to the employee during the previous calendar year (reported WRS earnings) rounded to the next higher thousand and divided by 12

Exception – If employee has had:

- A permanent change in their rate of pay **and**
- No change in percentage appointment

Then the average monthly earnings shall be based on the higher of the options below, rounded to the next higher thousand divided by 12:

- Previous calendar year earnings (reported WRS earnings), or
- Projected base salary earnings

ICI Earnings for Determination of Benefit Payments

Resources:

- [ICI Plan Certificate](#)
- [ICI Employer Statement \(ET-5351\)](#)

Portal Articles

Recently posted articles:

JANUARY 25: [Updated ICI Premiums Effective Feb. 1, 2022](#)

JANUARY 18: [W-2 Forms Now Available Online](#)

JANUARY 15: [ICI Deferred Enrollment through March 1, 2022](#)

Upcoming articles:

- Form 1095-C Now Available Online
- Summer Prepay Insurance Premium Deductions
- Well-being Webinars
- Updated State Group Life Insurance Premiums Effective April 1, 2021

TAM – Removal of Salary Offer Warning Messages

- On January 24, 2022 the custom warning messages for when a salaried amount was entered outside of the range have been removed.
- Salary plan and grade ranges display as annual on the Job Details ‘Salary Information’ section (no change made).
- The warning messages were also based on annual amounts and did not account for different pay basis, particularly C basis/Academic.
- Be sure to calculate salaries appropriately based on pay basis. Warning messages will no longer appear as a reminder of the salary range.
- Reminder: Be sure to review the UW HR OVERMAX UNDERMIN report on the HRS Workflow Exception Dashboard (WED).

Questions?



Policy Updates

- **SYS 1277 – Compensation**

The purpose of this policy is to outline procedures to be used when setting and adjusting salaries of UW System employees. These policies support the compensation philosophy described below and apply regardless of the source of funds supporting the salaries. Revisions to this policy are as follows:

- Updated language in Salary Adjustments Outside of Pay Plan section to reflect that salary progression within range no longer presumes rank or title series progression.
- Updated language in 6.D.III.8, Summer Payments for Academic Year Appointments to reflect the transition to biweekly pay periods for all employees.
- Updated the descriptions of the Compensation Categories to reflect the new title and job classification structure implemented as part of the Title and Total Compensation project.
- Added a definition of FLSA.

- **SYS 1237 Student Employment**

The purpose of this policy is to outline the University of Wisconsin System (UW System) provisions specific to student employment and to provide guidance to university departments in complying with the Patient Protection and Affordable Care Act of 2010 (“ACA”) as those requirements relate to student workers. This version of the policy includes the following revisions:

- The standard measurement period is fixed at October 1 through September 30, annually.



**AMERICA
SAVES
WEEK**

FEBRUARY 21 - FEBRUARY 25, 2022

TAKE THE AMERICA SAVES PLEDGE

americasaves.org

UW System America Saves Week 2022

- The UW System web address is www.wisconsin.edu/ohrwd/americasaves/
- Webinars will be offered by participating vendors during the week of February 21 – 25, 2022
- Vendors likely participating this year include: Fidelity, TIAA, UW Credit Union, Edvest, WDC/Empower, Summit Credit Union, and Kepro
- Employees will receive emails and portal articles will be posted as we approach this week

America Saves Week Daily Themes

Save Automatically | Monday, February 21, 2002

Save For The Unexpected | Tuesday, February 22, 2002

Save For Retirement | Wednesday, February 23, 2002

Save By Reducing Debt | Thursday, February 24, 2022

Save as a Family | Friday, February 25, 2022

Questions?

