

How to Determine Benefit Effective Dates for Classified Employees Covered under the WRS with No Prior WRS service

EXAMPLE A – Classified Employee Hired on the 1st of the Month

Facts: Employee begins University employment on January 1, 2XXX
 Employee will complete first two months under WRS on 3/01/XX
 Employee will complete first six months under WRS on 7/01/XX

Enrollment Periods and Coverage Effective Dates	State Group Health Insurance Dental & Excess Medical (EPIC) Dental Insurance (Anthem DentalBlue)	
Any time on or before 30 days after WRS begin date OR any time on or before the 1 st of the month following the date on which 2 months (or 6 months for LTE's) of WRS coverage is complete	Classified Permanent & Project Employees	LTE's covered under the WRS
Application received on or before 1/1/XX for coverage effective (<i>no employer contribution</i>)	1/1/XX*	1/1/XX**
Application received from 1/2/XX to 1/31/XX for coverage effective (<i>no employer contribution</i>)	2/1/XX*	2/1/XX**
Application received on or before 3/1/XX for coverage effective (<i>with employer contribution</i>)	3/1/XX*	NA
Application received on or before 7/1/XX for coverage effective (<i>with employer contribution</i>)	NA	7/1/XX**

* Classified Permanent & Project employees are eligible for employer contribution toward health insurance premiums AFTER completion of 2 months WRS State service.

** Classified LTE's are eligible for employer contribution toward health insurance premium AFTER completion of 6 months of WRS State service.

NOTE: Union Sponsored Dental Coverage may or may not be included with specific bargaining unit contracts. Union determines application deadline.

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Facts: Employee begins University employment on January 1, 2XXX
 Employee will complete first two months under WRS on 3/01/XX
 Employee will complete first six months under WRS on 7/01/XX

Enrollment Periods and Coverage Effective Dates	Applicable to All Employees
Any time on or before 30 days after the 1st of the month following the date on which 6 months of WRS coverage is complete	Income Continuation Insurance State Group Life Insurance
Application received on or before 7/1/XX for coverage effective	7/1/XX
Application received from 7/2/XX to 7/31/XX for coverage effective	8/1/XX
Any time on or before 30 days after the WRS begin date	Individual & Family Group Life Insurance UW Employees Inc Life Insurance Vision Insurance Employee Reimbursement Account Program
Application received on or before 1/1/XX for coverage effective	1/1/XX
Application received from 1/2/XX to 1/31/XX for coverage effective	2/1/XX
No specific enrollment periods	AD&D Life Insurance (<i>coverage effective 1st of the month on or following receipt of application</i>) TSA & Deferred Comp Long Term Care Insurance <i>ERA and Spectera will have an open enrollment period every October</i>

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EXAMPLE B – Classified Employee Hired on the 2nd of a 31 Day Month

Facts: Employee begins University employment on January 2, 2XXX
 Employee will complete first 2 months under WRS on 3/2/XX
 Employee will complete first six months under WRS on 7/02/XX

Enrollment Periods and Coverage Effective Dates	State Group Health Insurance Dental & Excess Medical (EPIC) Dental Insurance (Anthem DentalBlue)	
Any time on or before 30 days after WRS begin date OR any time on or before the 1 st of the month following the date on which 2 months (or 6 months for LTE's) of WRS coverage is complete	Classified Permanent & Project Employees	LTE's covered under the WRS
Application received on or before 2/1/XX for coverage effective (<i>no employer contribution</i>)	2/1/XX*	2/1/XX**
Application received on or before 4/1/XX for coverage effective (<i>with employer contribution</i>)	4/1/XX*	NA
Application received on or before 8/1/XX for coverage effective (<i>no employer contribution</i>)	NA	8/1/XX**

* Classified Permanent & Project employees are eligible for employer contribution toward health insurance premiums AFTER completion of 2 months WRS State service.

** Classified LTE's are eligible for employer contribution toward health insurance premium AFTER completion of 6 months of WRS State service.

NOTE: Union Sponsored Dental Coverage may or may not be included with specific bargaining unit contracts. Union determines application deadline.

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EXAMPLE B – Classified Employee Hired on the 2nd of a 31 Day Month

Facts: Employee begins University employment on January 2, 2XXX
 Employee will complete first 2 months under WRS on 3/2/XX
 Employee will complete first six months under WRS on 7/02/XX

Enrollment Periods and Coverage Effective Dates	Applicable to All Employees
Any time on or before 30 days after the 1st of the month following the date on which 6 months of WRS coverage is complete	Income Continuation Insurance State Group Life Insurance
Application received on or before 8/1/XX for coverage effective	8/1/XX
Application received from 8/2/XX through 8/31/XX for coverage effective	9/1/XX
Any time on or before 30 days after the WRS begin date	Individual & Family Group Life Insurance UW Employees Inc Life Insurance Vision Insurance Employee Reimbursement Account Program
Application received on 2/1/XX for coverage effective	2/1/XX
No specific enrollment periods	AD&D Life Insurance (<i>coverage effective 1st of the month on or following receipt of application</i>) TSA & Deferred Comp Long Term Care Insurance <i>ERA and Spectera will have an open enrollment period every October</i>

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EXAMPLE C – Classified Employee Hired on the 2-30th of a 30 day month and on the 3-31st of a 31 day month

Facts: Employee begins University employment on January 15, 2XXX
 Employee will complete first two months under WRS on 3/15/XX
 Employee will complete first six months under WRS on 7/15/XX

Enrollment Periods and Coverage Effective Dates	State Group Health Insurance Dental & Excess Medical (EPIC) Dental Insurance (Anthem DentalBlue)	
Any time on or before 30 days after WRS begin date OR any time on or before the 1 st of the month following the date on which 2 months (or 6 months for LTE's) of WRS coverage is complete	Classified Permanent & Project Employees	LTE's covered under the WRS
Application received on or before 2/1/XX for coverage effective (<i>no employer contribution</i>)	2/1/XX*	2/1/XX**
Application received from 2/2/XX through 2/14/XX for coverage effective (<i>no employer contribution</i>)	3/1/XX*	3/1/XX**
Application received on or before 4/1/XX for coverage effective (<i>with employer contribution</i>)	4/1/XX*	NA
Application received on or before 8/1/XX for coverage effective (<i>with employer contribution</i>)	NA	8/1/XX**

* Classified Permanent & Project employees are eligible for employer contribution toward health insurance premiums AFTER completion of 2 months WRS State service.

** Classified LTE's are eligible for employer contribution toward health insurance premium AFTER completion of 6 months of WRS State service.

NOTE: Union Sponsored Dental Coverage may or may not be included with specific bargaining unit contracts. Union determines application deadline.

How to Determine Benefit Effective Dates for Classified Employees Covered under the WRS with No Prior WRS service

EXAMPLE C – Classified Employee Hired on the 2-30th of a 30 day month and on the 3-31st of a 31 day month

Facts: Employee begins University employment on January 15, 2XXX
 Employee will complete first two months under WRS on 3/15/XX
 Employee will complete first six months under WRS on 7/15/XX

Enrollment Periods and Coverage Effective Dates	Applicable to All Employees
Any time on or before 30 days after first of month following the date on which 6 months of WRS coverage is completed	Income Continuation Insurance State Group Life Insurance
Application received on or before 8/1/XX for coverage effective	8/1/XX
Application received from 8/2/XX through 8/31/XX for coverage effective	9/1/XX
Any time on or before 30 days after the WRS begin date	Individual & Family Group Life Insurance UW Employees Inc Life Insurance Vision Insurance Employee Reimbursement Account Program
Application received on or before 2/1/XX for coverage effective	2/1/XX
Application received on 2/2/XX through 2/14/XX for coverage effective	3/1/XX
No specific enrollment periods	AD&D Life Insurance (<i>coverage effective 1st of the month on or following receipt of application</i>) TSA & Deferred Comp Long Term Care Insurance <i>ERA and Spectera will have an open enrollment period every October</i>