

UW Whitewater Police



Benefits Program

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Special Instructions: CALEA 22.1.3			
Approved By: Chief Kiederlen	Effective Date: 1/31/23	Revised Date: 4/30/2024	Revision number: 1

I. Purpose

To provide basic information on benefits available to personnel upon hire.

II. Policy

It is the policy of the UW-Whitewater Police Department (UWWPD) to work with the UW-Whitewater Human Resources Department to give personnel access to the most up to date benefit information.

III. Procedure

- A. Upon appointment to the UW-Whitewater Police Department, all full-time staff and some limited term employees are eligible for benefits as outlined by UW-Whitewater Human Resources.
 - a. Eligibility time limits may include amount of time from new hire or life changing events such as marriage or the birth of a child.
 - b. In addition, employees are given an opportunity in October of each year to review benefits and make changes to be put in effect January 1st of the upcoming year.
 - c. Student employees are not eligible for benefits, with the exception of illnesses or injuries that would be covered under Workers Compensation Laws.
- B. Benefits Available for Permanent Personnel may Include:
 - 1. UW-Whitewater participates in the State of Wisconsin Retirement System (WRS) managed by The Department of Employee Trust Funds. All permanent employees are required to participate in WRS.
 - 2. Insurance plans are made available to employees based upon job classification.
 - 3. UW-Whitewater policies related to the following disability benefits may include: Income Continuation Insurance (ICI), Duty Disability, Wisconsin Retirement System (WRS) Disability Retirement, Worker's Compensation and Social Security.
 - 4. For all sworn personnel injured or killed in the line of duty, the Law Enforcement Safety Act would be actionable and would be completed for personnel by administrative staff at UWWPD.
 - 5. UW-Whitewater employees generally have liability protection in accordance with Wis. Statute 895.46(1). The state plan protects employees from liability resulting from their conduct while engaging in their duties as employees, regardless of where the incident

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occurs, if the employee is acting within the scope of their employment activities and notifies the University immediately of the incident. Legal defense, judgments, or negotiated settlements then become the state's obligation to either represent the employee or pay reasonable costs of defending the action. However, nothing in this policy prohibits employees from seeking outside liability protection through private organizations such as the Wisconsin Professional Police Association at the employees own expense.

6. Career related education reimbursement may be available through UW-Whitewater, however this is not controlled by UW-Whitewater Police Department and is subject to changes. Further details can be found at the Human Resources Department website in the benefits section. UW-Whitewater Police Department allows officers to chose topics of interest and put in for training through the supervisor in charge of department training for approval.
- C. For specific information for any benefits information, please contact UW-Whitewater Human Resources directly or view their website.