



**State of Wisconsin**  
**State Income Continuation Insurance**  
**Program**  
**Fact Sheet 2024**

---

Income continuation insurance (ICI) is an optional insurance that provides replacement income for disabilities that are considered short term in nature, as well as those which may last for extended periods.

### **Program Review**

- Created by Wis. Stat. § 40.62.
- The Department of Employee Trust Funds and the Wisconsin Group Insurance Board (Board) have statutory authority for program administration and oversight [Wis. Stat. § 40.03 (6)].
- The program is self-insured, financed by employer and employee premium contributions.
- State agencies perform enrollment and premium collection.
- Most of the premium income is allocated to pay benefits and establish reserves.
- The Board contracts with a third-party administrator to issue eligibility determinations and process claims.

### **Eligibility and Enrollment**

- State employees, University of Wisconsin (UW) faculty and academic staff and employees of UW Hospital and Clinics who participate in the Wisconsin Retirement System are eligible. Individuals who hold positions listed under Wis. Stat. § 40.02 (25) (a) 2 and 3 are eligible regardless of their participation in the WRS.
- There is an initial opportunity to enroll within 30 days of hire.
- There are additional enrollment opportunities available by demonstrating good health through evidence of insurability or by accruing sufficient sick leave to qualify.
- Coverage may continue during authorized leaves of absence and layoffs.
- The ICI program covers an employee's earnings up to a maximum of \$120,000 per year.

### **Benefits**

- Disability means the inability to perform the duties of the claimant's position (short-term) or the complete inability to engage in any substantial gainful activity for which the claimant is reasonably qualified (long-term).
- The monthly benefits equal 75% of the previous calendar year's WRS-reported earnings (rounded to the next highest \$1,000) divided by 12. Beginning in the second year of disability, a \$75 supplement is added to the normal monthly benefit amount.

# State Income Continuation Insurance Program

## Benefits, continued

- The maximum monthly benefit for covered employees is \$7,500.
- Benefits begin after a minimum of a 30-calendar day elimination period (or completion of an employee-selected elimination period for UW faculty and academic staff) or upon exhaustion of accumulated sick leave, up to 130 days, whichever is later.
- Benefits are payable for the length of disability or until age 65. There is an exception for disabilities beginning after an employee's 60<sup>th</sup> birthday.
- The program may pay the cost of rehabilitative training.
- Benefits will not duplicate benefits available from other state or federal programs (e.g., WRS, Social Security, Worker's Compensation, etc.).

## Premium

- The monthly premium for all employees, other than UW faculty and academic staff, is based on their previous calendar year's WRS-reported earnings (rounded to the next highest \$1,000) and their accumulated sick leave balance. The state will pay all or part of the premium for employees who accumulate sufficient sick leave.
- UW faculty and academic staff premiums are based on the employee's previous calendar year WRS-reported earnings and their selected elimination period. Employees who have one year of state creditable service receive a state contribution equivalent to 100% of the total premium for the 180-calendar day elimination period.

## Statistics

### Total Paid in Year Ended December 31

	2023	2022	2021	2020	
Number of Claims	1775	1,947	2,038	2,055	
Average Monthly Benefit	\$2,249	\$2,175	\$2,083	\$2,060	

Financial information is available in ETF's [Annual Comprehensive Financial Report \(ACFR\)](#).