

Menominee County, Wisconsin

2018 Employee Benefits Summary*

Health Insurance

We have a platinum grade healthcare plan providing over 90% of the average overall cost of providing essential health benefits to employees and their families. The plan is managed by the Wisconsin Group Health Trust. Our rates and deductibles are as follows:

Employee's Contribution/Premium	Single	Family
▪ Bi-Weekly (payroll deduction)	\$ 82	\$ 209
▪ Monthly	164	418
▪ Annual	1,963	5,014
▪ Annual PPO Deductible	400	800
▪ Annual Non-PPO Deductible	700	1,200

Employer's Contribution/Premium	Single	Family
▪ Monthly	\$ 697	\$ 1,781
▪ Annual	8,369	21,374
▪ County deductible (after emp. ded.)	4,700	9,400

The County's premium and deductible on--

- A single plan is equal to \$4.02 per hour and \$2.26 per hour, respectively, in indirect wages, or \$6.28 per hour in total.
- A family plan is equivalent to \$10.28 per hour and \$4.52 per hour, respectively, in indirect wages, or \$14.80 per hour in total.

Prescription Drug Plan

Our prescription drug plan is included with the Health Insurance package described above. It provides 100% coverage after the co-pays: (1) Generic, no co-pay; (2) Formulary (blend of brand and generic), \$15.00 co-pay; and (3) Non-Formulary, \$30.00 co-pay.

Dental

Our dental plan is optional and utilizes the following rate schedule: (1) Employee, \$42.29 per month; (2) Employee plus spouse, \$84.57/month; (3) Employee plus child, \$83.78/month; and (4) Family, \$139.06/month. Monthly payments are made through bi-weekly payroll deductions. Our dental plan is provided by Delta Dental and is part of the Delta Dental network.

Vision

Our Vision plan is optional and utilizes the following rate schedule: (1) Employee only, \$7.80 per month; (2) Employee and spouse, \$11.31/month; and (3) Family, \$20.28/month. Vision Service Plan is our provider and network.

Short and Long Term Disability

Our short-term disability plan is standard for all employees and provides \$200 each week for up to 26 weeks at no cost to the employee. Employees may purchase a buy-up option providing up to 60% of an employee's weekly pay. The premium for the buy-up option is based on the employee's annual income. In addition, employees can purchase long-term disability coverage providing 60% of an employee's weekly income. The premium for long-term disability is based on the employee's annual income and age. Lincoln Financial is our provider.

Life Insurance

Our optional life insurance plan provides a benefit of 100% of an employee's annual income. The County covers 20% of the basic plan. Monthly premiums range in price between \$2.00 and \$70.00 per month based on income and age. There are buy-in/buy-up options for the employees and family members. Minnesota Life is our provider.

Retirement

Regular full and part-time employees are eligible to enroll in the Wisconsin Retirement System. There is an employee-required contribution of 6.7% of your annual income, which the County matches equally. This contribution rate varies each year. Employees become fully vested after five years. WRS provides a formula-based retirement benefit that, when coupled with Social Security benefits, will produce a total retirement income between 50% and 85% of pre-retirement earnings. Employees can also contribute to the Wis. Deferred Compensation Program.

Vacation

On the anniversary date of hire after one year of employment, and each year thereafter, full-time employees receive 80 hours of vacation; 120 hours after 5 years; 160 hours after 10 years; and 200 hours after 15 years. Part-time employees receive a pro-rated share of the allotted hours. Employees can accumulate up to 200 hours of vacation. Vacation is paid out upon separation.

Paid Time Off (PTO)

Employees who cannot use their vacation balance by their next anniversary date can convert their vacation into PTO at a ratio of 1:1. Up to 200 hours of PTO can be banked. New employees w/in their 1st year receive 16 hours of PTO if full-time and 8 hours of PTO if they are part-time. More, exempt employees who physically work in excess of 45 hours each week earn PTO at a 1:1 ratio. PTO is not paid out upon separation.

Sick Leave

Employees earn 8 hours of sick leave every month. Sick leave accrued beyond 480 hours is applied towards the employer's share of COBRA premiums upon retirement.

Holidays

We observe 12 holidays: New Years Day; President's Day; Friday before Easter; Memorial Day; July 4th; Labor Day; Veterans Day; Thanksgiving Day; Friday after Thanksgiving; December 24th and 25th; and New Years Eve. We also provide four floating holidays that employees can use whenever they need a little extra "holiday" time.

Pre-Tax Health Savings Account

We offer a pre-tax health savings account that allows employees to deposit up to \$2,650 each year into the account to cover deductibles and other healthcare costs. Our provider is Benefit Advantage.

Most Importantly...

Menominee County is a great place to work and live.
Come join us!

* This is a summary of benefits only. Eligibility and other limits and restrictions may apply.