

Menominee County, Wisconsin 2024 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:

	Single	Family
Employee Contribution		
▪ Bi-Weekly (payroll deduction)	\$ 95	\$ 241
▪ Monthly	190	481
▪ Annual	2,278	5,773
▪ Annual PPO Deductible	600	1,200
▪ Annual Non-PPO Deductible	900	1,600
Employer Contribution		
▪ Monthly	\$ 1,013	\$ 2,470
▪ Annual	12,160	29,641
▪ County deductible**	4,500	9,000

** County pays up to amount stated after emp. deduct. is met

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, \$50.41 per month; (2) Employee plus spouse, \$100.80/month; (3) Employee plus child, \$110.41/month; and (4) Family, \$179.90/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, \$5.89 per month; (2) Employee and spouse, \$11.78/month; (3) Employee and Child, \$12.02/month; and (4) Family, \$17.91/month. Delta Vision 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 monthly income. The premium for long-term disability is based on the employee's annual income and age. The Hartford 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 6.90% of your annual income, which the County matches equally. This contribution rate can vary from year-to-year. Employees typically become fully vested after five years of employment covered under WRS. 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 your pre-retirement earnings.

Personal Time

Regular full-time and part-time employees earn personal time (PT) starting on day one, which they may begin using after their first payroll period. Employees with 0-4 years of service earn 0.10 hours of PT for each hour worked, plus PT hours taken and holiday hours (about 208 hours per year). Employees with 4-9 years earn 0.12 hours of PT (~250 hrs/yr); 9-14 years earn 0.14 hours (~291 hrs/yr); 14-19 years earn 0.16 hours (~333 hrs/yr); and 19 years plus earn 0.18 hours (~374 hrs/yr). PT carries over and accumulates each year. PT is paid time off that may be used for vacation, illness, appointments, or any other reason. At separation, employees with 1-5 years of service may cash out up to 80 hours of PT; 5-10 years - up to 120 hours; 10-15 years - up to 160 hours; 15-20 years - up to 200 hours; and 20+ years - up to 240 hours.

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.

Pre-Tax Flexible Savings Account

We offer a pre-tax flexible spending account that allows employees to deposit up to \$2,750 each year to cover deductibles/healthcare costs and/or up to \$5,000 to cover dependent care. Our provider is Diversified Benefit

Section 125

Employees can contribute "before-tax" dollars to pay premiums under our benefit plans.

Plus...

Menominee County is a great place to work!

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