

FITNESS REIMBURSEMENT PROGRAM

All benefit eligible regular employees are encouraged to participate in the Fitness Center Reimbursement Program. Eligible employees will be reimbursed up to 100% based on usage. Facilities include Planet Fitness or the YMCA. Membership registration is available annually during open enrollment.

HOLIDAYS

Full-time employees will be granted ten (10) full paid holidays. Part-time employees will be granted the same holidays, but the holiday pay will be prorated based on hours paid.

CONTINUING EDUCATION

Discounted tuition rates through Lakeland College are available to employees and their immediate family members. (20% off undergraduate courses, 10% off graduate courses).

Business community partner with Concordia University Wisconsin, offering continuing education scholarships and professional development opportunities.

VACATION PROGRAM

All full-time and part-time employees are eligible to earn vacation.

Year 0 through 4 years of completed service -15 Days

Years 5 through 9 years of completed service - 20 Days

Years 10 through 14 years of completed service - 25 Days

Years 15 and above years of completed service - 30 Days

Newly hired employees shall be granted 10 days of vacation at time of hire with the remaining eligible days will begin to accrue.

EMPLOYEE ASSISTANCE PROGRAM (EAP)

Access to EAP services is provided through Aurora Medical Center. This no cost benefit is offered to employees, immediate family, and any household member.

DIRECT DEPOSIT

Sheboygan County requires direct deposit. This program deposits the net pay directly into the financial institution of your choice.

PARKING

Parking is provided for employees in the lot behind the Court House and at the Health and Human Services Building. A parking sticker is available at a cost of \$1.00 for both lots to employees.

DISCLAIMER

Please note that all employee benefits are subject to change at any time as may be directed by the Human Resources Committee or the Sheboygan County Board of Supervisors. This document is not intended to create a contract or to represent a commitment to continue to provide any particular benefit; its purpose is merely to illustrate some of the benefits that are currently being provided.

*Suggested website - **Someplace Better**. One stop resource for insight involving Sheboygan County with information on each community and local municipalities livability. Links for housing, schools, recreation, nightlife, food, shopping, art/culture, sports and clubs.*



SHEBOYGAN COUNTY

2020 Employee Benefits Overview

Sheboygan County Human Resources Department

508 New York Avenue, Room

336 Sheboygan, WI 53081

Phone: (920) 459-3105 ~ Fax: (920) 459-4306

Email: hr@sheboygancounty.com

MISSION

The mission of Sheboygan County is to provide courteous, responsive, efficient and effective services to those we serve.

VISION

The vision of Sheboygan County is to be recognized as a leader of responsive and cost-effective local government.

GUIDING PRINCIPLES

The guiding principles of Sheboygan County are:

- 1) to provide leadership,
- 2) to be dedicated to the concept of democratic local government,
- 3) to maintain a constructive, objective, and creative attitude,
- 4) to maintain a deep sense of social responsibility as a trusted public servant,
- 5) to be dedicated to the highest ideals of honor and integrity in all public and personal relationships,
- 6) to recognize that the chief function of local government is to serve the best interest of all citizens,
- 7) to improve the quality and image of public service, to encourage regular communication between citizens and county officials,
- 8) to emphasize friendly and courteous service to the public,
- 9) to treat your colleagues and staff with respect and courtesy,
- 10) to foster problem-solving and continuous learning in the work environment,
- 11) to train and empower staff to attain high standards of professionalism, and to actively seek shared services opportunities with local, state, and federal agencies,
- 12) to actively seek shared services opportunities with local, state, and federal agencies.

A full range of employee benefits is provided to regular benefit eligible employees of Sheboygan County. This brochure is a summary of the major benefits.

HEALTH INSURANCE

Health insurance coverage is provided through Group Health Trust GHT/UMR. Single or family coverage is available with the employee paying up to 20% of the premium cost. Coverage begins the first of the month following 30 days of employment.

Monthly Rate	\$170.07/single	\$421.87/family
Deductible	\$1,000/person	\$2,000/family
In-Network Out of Pocket	N/A	N/A
Out-of-Network Out of Pocket	N/A	N/A
In-Network Coinsurance	90%	
Out-of-Network Coinsurance	N/A	

Prescription drug coverage is provided through CVS/Caremark. This program is part of the health insurance coverage, with a separate out of pocket maximum of \$1,000/person and \$2,000/family.

DENTAL INSURANCE

Dental insurance coverage is provided through Delta Dental. Single or family coverage is available with the employee paying 60% of the premium cost. Coverage begins the first of the month following 30 days of employment.

Monthly Rate	\$32.43/single	\$81.23/family
Deductible	\$25/person	\$75/family
Maximum Annual Benefit	\$2,000/person	
Diagnostic & Preventative Procedures	100%	
Basic & Restorative Procedures	90%	
Orthodontic Maximum Benefit (per dependent child, per lifetime to age 19)	\$1,500	

VISION INSURANCE

Vision insurance coverage is provided through Delta Vision (Eye Med). Single or family coverage is available with the employee paying 100% of the premium cost. Coverage begins the first of the month following 30 days of employment.

Monthly Rate	\$8.45/single	\$21.04/family
In-Network Frame Allowance	\$130, then 20% off balance	
In-Network Standard Lenses	covered 100%	
In-Network Exam	covered 100%	

BESTFlex PLAN / FLEXIBLE SPENDING ACCOUNT (FSA)

Employees may elect to have dollars deducted from their pay check pre-tax to be placed into a Flexible Spending Account to cover unreimbursed medical, dental, vision and dependent care expenses. Healthcare FSA limit is \$2,750 and Dependent care limit is \$5,000.

WISCONSIN RETIREMENT BENEFITS (WRS)

The retirement program through the Wisconsin Retirement Fund is provided for all county employees (not to include the County Board of Supervisors, with the exception of the present and prior County Board Chairs.) The cost of this benefit, currently 13.5% of each general employee's wages; 6.75% is paid by Sheboygan County with the remaining being paid by the employee.

EMPLOYEE LIFE INSURANCE

Term Life insurance of up to five times the employee's annual earnings is available through the Wisconsin Retirement Fund on a voluntary basis. The premiums are paid by the employee through payroll deduction, and are calculated based on employee's age and each \$1,000 of earnings (example: age 55, annual salary of \$50,000/1000 *.39 = \$19.50 per month).

SPOUSE AND DEPENDENT LIFE INSURANCE

Life insurance is available to the employees spouse and dependents for the cost of \$1.75/month (provides \$10,000 coverage for the spouse and \$5,000 coverage for each dependent) or \$3.50/month (provides \$20,000 coverage for spouse and \$10,000 coverage for each dependent).

BOSTON MUTUAL LIFE INSURANCE PROGRAM

Boston Mutual Life Insurance is available to employees and family members of Sheboygan County. Policies are guaranteed with no qualifying medical questions for employees, children to age 25 and grandchildren to age 15. Enrollment is available annually during open enrollment.

DEFERRED COMPENSATION PROGRAM

Deferred Compensation Program allows employees to defer pre-tax dollars into deferred compensation programs. Quarterly changes are allowed.

VOLUNTARY SHORT TERM DISABILITY

Voluntary Short Term Disability Program provides employees 60% of weekly earnings to a maximum weekly benefit of \$1,000. The maximum benefit period is 9 weeks. Eligible employees are responsible for the premium cost on an after-tax basis, with the premiums based on gross annual salary.

VOLUNTARY LONG TERM DISABILITY

Voluntary Long Term Disability Program provides employees with continued income of 66.67% of monthly salary, in the event a disability exceeds 60 continuous days. Eligible employees are responsible for the premium cost on an after-tax basis, with the premiums based on the employees monthly salary.

INCOME PROTECTION PROGRAM

The County has an Income Protection Program in lieu of sick days for full-time supervisory/management employees.

SICK LEAVE PROGRAM

For those employees not covered by the Income Protection Program, benefit eligible employees will earn the sick (hour's) accrual balance up to 9 days' of pay per year.