

IOWA COUNTY - Highway Department

- Position:** Highway Construction Crew Leadperson
- Hours:** Full-time 40 hours/week (Monday-Friday, Normal schedule is 7:00 a.m.-3:30 p.m. (1/2 hour unpaid lunch). but may vary in summer with 4 day/10 hours schedule, or when weather or other emergencies requires.
- Probation:** 180 calendar days.
- Wages:** \$ 17.10/hr. start, \$17.58 after 90 days, \$18.96 after 180 days, \$19.34 on Jan. 1, 2011.
- Wisconsin Retirement System:** 11.0% of gross wages (2010 rates) Iowa County pays both employer and employee share.
- Health Ins :** Wisconsin Public Employers' Group Health Insurance program - Highway Dept. employees pay 8% of premium for family plan and 3% for single plan coverage for the least costly qualified plan within the service area (i.e. Unit Community in 2010) Coverage effective date-the first of the month after thirty (30) days of employment.
- Life Ins.:** Coverage = 1 X your estimated annual wages (6-month waiting period-enrollment first of following month.) Premium based on employee age, annual wages and the type and amount of coverage employee selects – 100% Employee paid. Employer contributes 20% on top of the Basic premium.
- Dental Ins.:** Iowa County pays 100% of a single plan premium and 85% of a family plan premium employee contribution at 15%. Coverage effective date-the first of the month after thirty days of employment.
- Short & LongTerm Disability:** Employee pays 100% of monthly premium, if he/she chooses to enroll.
- Sick Leave:** Earns 1 day per month** (i.e., 12 days per year).
- Vacation:** 2 weeks (80 hours) after 1 year;
3 weeks (120 hours) after 8 years;
4 weeks (160 hours) after 16 years; and,
5 weeks (200 hours) after 25 years.
- Holidays:** 11 Holidays# per year, which includes 1-Floating Holiday.

** employees during the probationary period accumulate sick leave but can not use it during probation.

employees during the probationary period do not qualify for Holiday pay.

