

IOWA COUNTY
2010 Benefit Summary

**For full-time, Regular Non-Elected Management/Non-
Represented Employees**

- Wisconsin Retirement System (WRS):** 11.0% of the gross salary (i.e., 2010 rates) Iowa County currently pays both employee and employer shares.
- Health Ins.:** Wisconsin Public Employers' Group Health Insurance Program (ETF)-Full time employees pay 8% of premiums for family plan(\$97.21/mo.)and 3% of premiums for single plan(\$14.63/mo)for least costly ETF plan. Employees who wish to subscribe to more expensive plans must pay the difference in addition to the \$97.21/\$14.63 payment. Coverage effective date-the first of the month after thirty days of employment.
- Dental Ins.:** Iowa County pays 100% of a single plan monthly premium; and, 85% of a family plan monthly premium (i.e., employee contributes 15% of the monthly premium.) Coverage effective date-the first of the month after thirty days of employment.
- Life Ins.:** Coverage = 1 X your estimated annual wages (6-month waiting period-enrollment first of following month unless prior WRS service.)

Premium based on employee age, annual wages and the type and amount of coverage employee selects - Employee paid, however County contributes post-retirement premiums.
- Short/Long Term Disability:** Optional. Employee pays 100% of monthly premium.
- Sick Leave:** Earns 8 hours/1 day per month (i.e., 96 hours/12 days per year).

Employees who retire from the County and are eligible for Wisconsin Retirement Fund annuity and/or Social Security, or who die while in the employ of the County **are allowed to convert their accumulated sick leave to purchase health and dental insurance or may receive a cash payment for their accumulated sick leave based on their final base wage rate. Maximum of 120 days for payout.**
- Vacation:** 80 hours / 2 weeks after 1 year;
120 hours / 3 weeks after 8 years;
160 hours / 4 weeks after 16 years; and,
200 hours / 5 weeks after 25 years
- Longevity Pay:** Employees who have completed five (5) or more years of service with the County shall receive an annual longevity payment of ten dollars (\$10.00) per year of service.

Holidays: 11 Holidays per year, which includes 2 - Floating Holidays.

Bereavement Leave: Paid leave up to three (3) consecutive working days will be granted for necessary absence from work caused by death in an employee's immediate family. Immediate family shall be limited to parents, step-parents, brother, sister, step-sibling, spouse, children, step-children, mother-in-law, father-in-law, brother and sister of spouse, grandparents, and grandchildren. One (1) day off with pay shall be allowed for attendance at the funeral of aunts, uncles, nieces, nephews, spouse's grandparents, spouse's aunt, spouse's uncle, daughter-in-law, and son in-law.

Flexible Spending Plan Optional. Employees may place qualified unreimbursed medical care and/or qualified dependent care expenses in a pre-tax spending account.

Section 125 Premiums-Only Plan Optional. Employees may place health insurance premium contributions in a pre-tax account

Deferred Compensation Plan Optional. Employees may place portion of income in a tax deferred retirement savings account.