



2023 MANAGEMENT AND NON-REPRESENTED BENEFIT SUMMARY

Wisconsin State Retirement (WRS)	13.6% (i.e. 2023 rate) of gross wages paid by Iowa County. Iowa County currently pays 50% of that contribution.
Health Insurance	<p>Wisconsin Public Employers' Group Health Insurance Program (ETF) – 2023 Plan – Low Deductible Plan. (Deductible is \$500 – Single/\$1,000 –Family).</p> <p>2023 Monthly Premium Rates: Iowa County contributes 82% of the average premium cost of the qualified plans.</p> <p>2023 monthly employee contributions:</p> <p><u>GHC of South Central Wisconsin:</u> Single: \$75.62 Family: \$183.46</p> <p><u>Dean:</u> Single: \$184.40 Family: \$455.42</p> <p><u>Medical Associates:</u> Single: \$118.38 Family: \$290.36</p> <p><u>Quartz Central:</u> Single: \$532.72 Family: \$1326.22</p> <p><u>Quartz UW:</u> Single: \$152.38 Family: \$375.36</p> <p>*Premium contributions are pro-rated for part-time employees</p> <p>Employees may enroll in a different health plan provider than listed above.</p> <p>Coverage is effective 1st day of the month following thirty (30) days of employment.</p>
Dental Insurance	<p>Iowa County offers a Low and High Dental Plan with Delta Dental. County pays 100% of the Low single plan and 85% of the Low family Plan.</p> <p>2023 Monthly employee contributions: Low Single: \$0.00 High Single: \$21.22 Low Family: \$9.94 High Family: \$68.32</p> <p>*Premium contributions are pro-rated for part-time employees</p> <p>Coverage is effective 1st day of the month following thirty (30) days of employment.</p>
Life Insurance	Basic Plan Coverage is Employee paid, but Iowa County contributes 20% in addition to employee's Basic coverage premium. Additional coverage available.
Vision Insurance	Voluntary. Employees pay premiums, ranging from \$5.67/mo. (Employee Only) to \$14.94/mo. (Employee+Family)
Disability Insurance	Voluntary Short and Long Term disability plans. Monthly premium is 100% Employee paid
Flex Spending	Voluntary. Employees may place qualified unreimbursed medical care and/or qualified dependent care expenses in a pre-tax spending account. Healthcare maximum contribution level is up to \$3,050 per plan year. Dependent Care maximum contribution level if married filing jointly or single is up to \$5,000 per plan year and if married filing separately is up to

	\$2,500 per plan year. Iowa County will pay a \$3 annual enrollment fee and \$3.75 monthly administrative fee for non-represented employees who elect an annual minimum of \$628.														
Section 125 Premium Only	Voluntary. Employees may place health, dental and vision insurance premium contributions in a pre-tax account.														
Deferred Compensation	Optional benefit for employees to defer income tax on some of their earnings.														
Long Term Care Insurance	Voluntary. Employees pay premiums for their own or family members' future long term care needs, such as assisted living, adult day care, in-home care or institutional care.														
Employee Assistance Plan	Confidential consultation provided at no cost to employees.														
Managed Time Off (MTO)	<p>MTO Plan replaces paid time that covered vacation pay, sick pay, bereavement pay and personal holiday pay plans.</p> <table border="1"> <thead> <tr> <th>Accrual Period</th> <th>Maximum Annual Accrual for Employees Working 40 Hours per week</th> </tr> </thead> <tbody> <tr> <td>0-1.99 year</td> <td>136 hours</td> </tr> <tr> <td>2-5 years</td> <td>176 hours</td> </tr> <tr> <td>6-10 years</td> <td>208 hours</td> </tr> <tr> <td>11-15 years</td> <td>248 hours</td> </tr> <tr> <td>16-20 years</td> <td>288 hours</td> </tr> <tr> <td>21 or more years</td> <td>312 hours</td> </tr> </tbody> </table>	Accrual Period	Maximum Annual Accrual for Employees Working 40 Hours per week	0-1.99 year	136 hours	2-5 years	176 hours	6-10 years	208 hours	11-15 years	248 hours	16-20 years	288 hours	21 or more years	312 hours
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Holidays	<p>9 holidays:</p> <ul style="list-style-type: none"> • New Year's Day • Good Friday • Memorial Day • Independence Day • Labor Day • Thanksgiving • Day After Thanksgiving • Christmas Eve • Christmas Day 														