

RICHLAND COUNTY MAJOR BENEFITS SUMMARY - 2018

All benefits and payroll processing is handled by the Richland County Clerk's Office and is subject to change. Direct deposit of employee paychecks is required. There are specific limits on when an employee is eligible to first enroll in and/or make changes to some benefits. Contact the County Clerk's Office at (608) 647-2197 for details on this and other benefit questions; including copay and deductible amounts.

- A. Health Insurance:** (Current rates and plans are subject to change) Unity HRA HMO health insurance coverage is effective the first of the month following date of hire. All full-time staff contributes 12% towards their health insurance premium. The employer pays the remaining 88%. There is an up-front maximum deductible of \$1,500 for single coverage and \$3,000 for family coverage (maximum individual out of pocket is \$500). The employer contributes \$1,000 for single coverage and \$2,000 for family coverage. There is a 20% coinsurance after deductible. Single coverage maximum out of pocket is \$3,000 and family maximum out of pocket is \$6,000. Pharmacy benefits are also available.
- B. Dental Insurance:** (Current rates and plans are subject to change) Dental insurance coverage is effective the first of the month following date of hire. All full-time staff contributes 50% towards their dental insurance premium. The employer pays the remaining 50%. There is a \$50 individual deductible with a maximum of a \$150 family deductible.

Plan By County	Single			Family		
	Maximum Employer Share	Minimum Employee Share	Total Premium	Maximum Employer Share	Minimum Employee Share	Total Premium
Delta Dental	\$18.31	\$18.31	\$36.62	\$52.39	\$52.39	\$104.77

- C. Retirement Fund:** Employees are covered by the Wisconsin Retirement Plan. All full-time staff contributes 6.7% towards their retirement fund. The employer pays the remaining 6.7%. Total currently calculated at 13.4% of salary.
- D. Holiday Pay:** Ten paid holidays per year. This includes nine paid holidays designated by the County and one Floating Holiday per calendar year.
- E. Sick Leave:** Employees earn one working day for each complete month of service to a maximum of 126 days.
- F. Vacation:** Employees receive vacations with pay based on length of service:
- | <u>After</u> | <u>Receive</u> |
|---------------------|---------------------|
| 1 year of service | 1 week of vacation |
| 2 years of service | 2 weeks of vacation |
| 6 years of service | 3 weeks of vacation |
| 12 years of service | 4 weeks of vacation |
| 23 years of service | 5 weeks of vacation |
- G. Life Insurance:** After 6 MONTHS, employees are eligible for life insurance coverage equal to one year's salary. This life insurance premium is paid for in part by the County and in part by the employee.
- H. Dependent Life Insurance:** Available as an employee option and entirely at employee expense.
- I. Credit Union/Deferred Compensation:** Employees may have money deducted from their paycheck to go to the Westby Co-op Credit Union for a savings plan or for a Deferred Compensation Plan.
- J. Loss of Time Coverage:** Available as an employee option and entirely at employee expense.
- K. Flexible Spending Account:** Available as an employee option and entirely at employee expense.