

# EMPLOYEE BENEFITS SUMMARY

The Commission offers a comprehensive benefits package. As the Commission is a quasi-governmental agency, we offer some of the State of Wisconsin benefits as a “local government employer.”

Available benefits as of January 1, 2024, include:

## HEALTH INSURANCE

The Commission offers health insurance through the Wisconsin Department of Employee Trust Funds. The State offers a variety of HMO or PPO plans to ensure availability to all employees throughout the State. The Commission will offer to employees those plans that have providers within the Counties the Commission employees reside. All plans have the same benefits; the difference is cost and providers (doctors, clinics, and hospitals).

- 80/20 Employer/Employee cost share of the full premium, for most plans.
- \$500 single or \$1,000 family deductible reimbursed to the employee after the cost is incurred.
- More information on the State plans can be found [here](#). Type in **Southeastern Wis Reg Plan Comm** for the employer name.

## DENTAL INSURANCE

The Commission offers Delta Dental of Wisconsin with an 80/20 Employer/Employee cost share. Plans provide a \$3,000 annual benefit maximum with a \$75 or \$150 deductible with the following monthly employee costs:

- Single \$8.82/month
- Employee/Spouse \$17.57/month
- Employee/Child \$16.98/month
- Family \$31.18/month

## VISION INSURANCE

The Commission offers Delta Vision. The premium cost is paid by the employee; there is no employer cost share. Plans have the following monthly employee costs:

- Single \$5.00/month
- Employee/Spouse \$10.01/month
- Employee/Child \$10.23/month
- Family \$15.23/month

## **WISCONSIN RETIREMENT SYSTEM**

The Commission maintains mandatory participation in the Wisconsin Retirement System. For 2024:

- Employer contribution 6.9 %/Employee contribution 6.9%
- The contribution is pre-tax. More information can be found [here](#).

## **WISCONSIN DEFERRED COMPENSATION PROGRAM**

The Commission participates in the Wisconsin Deferred Compensation Program (Program). This Program maintains voluntary participation by the employee. The Commission does not contribute to this Program. The Program is a Section 457 Plan; employees can contribute to their account either pre- or post-tax.

## **TERM LIFE INSURANCE**

The Commission offers term life insurance in the amount of the employee's salary.

- 90/10 Employer/Employee cost share of basic insurance
- Can increase insurance an additional 5 times at employee cost

## **LONG TERM DISABILITY**

The Commission provides long-term disability coverage for employees. The premium is 100% paid by the Commission with a 90-day waiting period.

## **GAP HEALTH INSURANCE**

The Commission offers gap health insurance; the premium is paid by the employee. Cost is determined by age and coverage selected. Gap health insurance options include:

- Critical Illness
- Hospital Indemnity
- Accident

## **SICK LEAVE**

The Commission offers sick leave accrued by an employee per paycheck at a rate of 4 hours per check or 13 days per year. An employee can accrue up to 1,040 hours of sick leave before time is lost.

## **MEDICAL INSURANCE AT RETIREMENT**

Employees who retire from the Commission at retirement age as defined by the Wisconsin Retirement System will have their unused vacation leave and unused sick leave converted to a dollar amount that is equal to their rate of pay at the time of retirement. This amount will be placed tax-free into an account with the International County/City Management Association to be used for IRS approved medical expenses.

## VACATION LEAVE

The Commission offers vacation leave accrued by an employee per paycheck at the rates below. An employee can accrue up to 240 hours before time is lost (the equivalent of 6 weeks of vacation leave).

<b>Years of Service</b>	<b>Hours of Paid Vacation Leave Credited per Biweekly Payroll Period</b>	<b>Equivalent Days Annually</b>
0-2	3	9.75
3-5	4	13.00
6-15	5	16.25
16-20	6	19.50
21-25	7	22.75
Over 25	8	26.00

## Holidays

The Commission provides 11 paid holidays annually. Non-traditional holidays may be observed in lieu of the referenced list.

- New Year's Day
- Martin Luther King, Jr. Day
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day
- The day after Thanksgiving Day
- Christmas Eve Day
- Christmas Day
- New Year's Eve Day
- One floating holiday

## FLEX HOURS

The Commission acknowledges flexible hours for employees. At the Division Head's discretion, an employee may flex their hours with a start time between 7:00 am to 9:00 am and an end time of 3:30 pm to 6:00 pm. Full-time employees are expected to work 8 hours per day.

## FRIDAY LEAVE

The Commission offers Friday Leave to full-time employees. Full-time employees who have worked the 40-hour work week by noon on Friday may conclude conducting business for the week at that time. Friday Leave must be approved in advance by the Division Head and may not interfere with a work commitment.

## REMOTE WORK SCHEDULE

Remote work is available to Commission staff provided their position allows for the ability to work outside the office. The remote workday is expected to occur within the Commission's Flex Hours and allows for a maximum of three days per week to work outside the office, at the discretion of the employees' Division Head.