

EMPLOYEE BENEFITS SUMMARY

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

Available benefits include:

Health Insurance

Offered through the Wisconsin Department of Employee Trust Funds. The State offers a number of different 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
\$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** in employer name.

Dental Insurance

The Commission offers Delta Dental of Wisconsin with an 80/20 employer – employee cost share.

Plans are:

Single \$8.60/mo.
Employee/Spouse \$17.20/mo.
Employee/Child \$16.47/mo.
Family \$30.29/mo.

\$3,000 annual benefit maximum with a \$75 or \$150 deductible

Delta Vision – premium cost is paid by employee, there is no employer cost share.

Plans are:

Single \$5.00/mo.
Employee/spouse \$10.01/mo.
Employee/child \$10.23/mo.
Family \$15.23/mo.

The Commission's health insurance will cover the cost of an annual exam, but not the cost of glasses or contacts.

Wisconsin Retirement System

Mandatory participation in the Wisconsin Retirement System
2023 Employer contribution 6.8 %/Employee contribution 6.8%
The contribution is pre-tax, more information can be found [here](#)

Term Life Insurance

Term life in the amount of your salary
90/10 Employer-employee cost share of basic insurance
Can increase insurance an additional 5 times at employee cost

Long Term Disability

Premium is 100% paid by Commission; 90 day waiting period.

GAP Insurance – cost is determined by age and coverage

Critical Illness
Hospital Indemnity
Accident
The premium is paid by the employee

Wisconsin Deferred Compensation Program

Voluntary participation in this program by the employee. No contribution from the Commission. This is a Section 457 Plan; employees are able to contribute to their account either pre or post tax.

Sick Leave

Sick leave is accrued per paycheck at a rate of 4 hours per check or 13 days per year.
Can accrue up to 1,040 hours of sick leave before time is lost.

Vacation Leave

Vacation leave is accrued per paycheck at the rates below.

Years of Service	Hours of Paid Vacation Leave Credited per Biweekly Payroll Period	Equivalent Days Annually
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

Employees can accrue up to 240 hours before time is lost, which is the equivalent of 6 weeks of vacation leave.

Holidays

11 paid holidays:

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, and New Year's Eve Day, plus one floating holiday.

Flex Hours

At Managers discretion, employees 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. Employees must work 8 hours per day. With a ½ hour lunch, or hour lunch at times if needed.

Friday Leave

Employees who have worked the 40 hour work week by noon on Friday may leave early on Friday. This must be approved by the Manager and may not interfere with a work commitment.

Medial Insurance at Retirement

Employees who retire from the Commission at retirement age from the Commission as defined by the Wisconsin Department of Employee Trust Funds, will have all 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.

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 must be within the SEWRPC flexible hours and allows for a maximum of three days per week to work outside the office.