

## COUNTY OF DANE BENEFITS OVERVIEW

### 1) WORK HOURS

- a. Monday through Friday (schedules vary for 24/7 work locations, ie. Sheriff's office, Badger Prairie nursing home, Public Safety Communications)
- b. 7:45 A.M. - 4:30 P.M.
- c. 45 Minute lunch break
- d. 15 minute break both during the morning and the afternoon (based on eight hour day)
- e. Flex time at the discretion of management.

### 2) PAY

- a. Employees are paid bi-weekly
- b. Twice throughout the year, three checks are issued per month

### 3) Wisconsin Retirement System (must be at least 60% employee)

- a. Total contribution is 13.1% of gross salary.
- b. Employee's pays employee portion.
- c. County contributes the employer portion.

### 4) Health Insurance – Dean Health Inc.

- a. HMO plan within Dean Network
- b. Point of Service Plan (POS) - Can go outside of the Dean network. Employee pays 25% of the difference in cost between the HMO and POS single or family premiums.

(Premiums pro-rated for part-time positions, i.e. Work 50%, pay 50% of the premium. Part time employee would pay this plus cost in b above)

### 5) Dental Insurance

- a. Premiums paid by County (pro-rated for part time positions, i.e. Work 50%, pay 50% of premium)

### 6) Disability Insurance (must be at least half time 50% employee):

- a. Premiums paid by employee based on prior year sick time used, or options elected for tax reporting purposes
- b. One options allow for up to 3 wellness days that can be used as leave time.

### 7) Life Insurance (must be at least 60% employee)

- a. Premium paid by Employee based on salary and age.

### 8) Long-Term Care Insurance (must be at least half time 50% employee)

- a. Premium paid by Employee

### 9) Vision Care

- a. Premium paid by Employee

**10) Tax Deferred Compensation Plan (457)**

- a. Wisconsin Deferred Compensation Plan

**11) Flexible Spending Accounts**

- a. Provides a deduction of pre-tax dollars for Dependent Care and Uninsured Medical & Dental expenses, e.g., eye glasses

**12) Parking, Rideshare and Bus Passes**

- a. Parking is available in County Ramp for \$15.00 to \$23.00 per month (depends on union or employee group)
- b. Bus Passes are available through City of Madison Treasurer's office
- c. Rideshare provides for free parking in County Ramp for employees who carpool

**13) Combined Campaign**

**14) Direct Deposit**

**15) LEAVE TIME**

**a. VACATION**

- i. 1st thru 5th year: 2 or 3 weeks dependent upon employee group or union contracts (managerial start at 3 weeks)

**b. HOLIDAYS:**

- i. \*Total of 32 Hours of Floating Holiday
- ii. \*10 Fixed Holidays (Office is Closed)
  - 1. January 1
  - 2. Martin Luther King, Jr. Birthday (third Monday in January)
  - 3. Last Monday in May (Memorial Day)
  - 4. July 4
  - 5. First Monday in September (Labor Day)
  - 6. Fourth Thursday of November (Thanksgiving Day)
  - 7. Day after Thanksgiving
  - 8. December 24
  - 9. December 25
  - 10. December 31

**c. SICK LEAVE**

- i. Earned at the rate of four hours per pay-period (pro-rated for part time), up to a maximum accumulation of 1,740 hours.

**d. PAID PARENTAL LEAVE**

- i. Employees get 240 hours of paid parental leave for the birth or adoption of a child to use within 6 months of the event.