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 or have had prior WRS service)**
   a. Total contribution is 13.6% 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 20% 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 or have had prior WRS service)**
   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 and/or

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 per month
    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 1,700 hours