



Washington County

Summary of Employee Benefits

Full Time

Washington County offers a comprehensive benefit package to its employees. A summary of each is listed below.*

On the first day of the month, following thirty (30) calendar days of employment, the following coverage is available to employees:

Health Insurance

Plan includes a high deductible PPO Plan along with the option of contributing to a Health Savings Account (HSA). The health insurance plan includes a large network of providers that an employee may select from.

Dental Insurance

Employees are eligible to participate in the employee paid dental insurance program.

Life Insurance

Full-time employees are provided with a County paid \$15,000 Term Life Insurance Policy, with an option to purchase up to an additional \$35,000 at their own expense. Coverage is also available for the employee's spouse and dependents at the employee's expense.

Short Term Disability (STD)

Benefited employees (excluding Deputy Sheriff Union & Elected) are provided with a County paid Short Term Disability insurance benefit. This plan covers 66-2/3% of weekly pre-disability earnings, to a maximum benefit duration of the lesser of 12 weeks or until eligible to receive benefits under the Long Term Disability Plan.

Long Term Disability (LTD)

Full-time employees (excluding Deputy Sheriff Union & Elected) are provided with a County paid \$15,000 Long Term Disability insurance benefit. This core plan covers 66-2/3% of the annual base salary to a maximum covered salary of \$15,000. Employees have the option of enrolling in the optional buy-up, equal to their full salary.

Flexible Spending Accounts (FSA)

All regular employees and County Board members are eligible to participate in the Health Care FSA (limited or general purpose) and the Dependent Care Reimbursement FSA.

Wisconsin Retirement System (WRS)

Eligible employees are automatically enrolled in the Wisconsin Retirement System (the pension plan for state and local government employees). Both the County and the employee contribute an amount equal to a set percentage of each employee's earnings into the system.

This summary is intended to give only a brief overview of the benefits available. It should not be considered a complete or definitive source of information. Please refer to your employee handbook for clarification of benefit information.

*Contract employees should refer to their labor contracts for stipulations regarding available benefits.

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Deferred Compensation

Employees have the option of participating in the Wisconsin Deferred Compensation Program. The Deferred Comp. Program is a voluntary supplemental retirement savings program authorized under Section 457 of the Internal Revenue Code.

Paid Time Off (PTO)

The PTO plan is based on length of service and provides paid time off benefits in accordance with the following schedule:

Calculation: Full Time Grade 12 & Below

<u>Completed Years of Service</u>	<u>Maximum Accrual Per Year</u>		<u>Maximum Hours Accrued each Pay Period</u>	<u>Accrual per Hour Worked (approx.)</u>	<u>Maximum in Bank</u>	
	<u>Days</u>	<u>Hours</u>			<u>Days</u>	<u>Hours</u>
0 - 6.9	20	160	6.16	0.08	30	240
7 - 13.9	25	200	7.70	0.10	37.5	300
14 - 24.9	30	240	9.24	0.12	45	360
25 +	35	280	10.77	0.14	52.5	420

Holidays

The County observes 9 holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the day after Thanksgiving Day, Christmas Eve, Christmas Day, and New Year's Eve.

Tuition Reimbursement

Washington County supports employees in reaching their career potential by providing Tuition Reimbursement.

Discount Program

Participating businesses offer discounts including fitness centers and eye care facilities, in an effort to promote health and wellness among Washington County employees.