



Washington County

Employee Benefits

Washington County offers a benefit package to its employees. The following is a summary of our benefit programs.*

Health Insurance

Coverage is available to regular full time employees, and is effective the 1st of the month following thirty (30) calendar days of employment.

Sick Leave

Upon completion of a six (6) month probationary period, an employee earns one sick day per month, retroactive to the date of hire. Employees can accumulate up to a maximum of 90 days sick leave.

Dental Insurance

Employees are eligible to participate in the dental insurance program. Coverage is effective the 1st of the month following thirty (30) days of employment.

Wisconsin Retirement System (WRS)

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

Holidays

The 9 holidays observed are: 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. Employees may also be eligible to receive up to two (2) floating holidays.

Vacation

The vacation plan is based on length of service and provides vacation benefits in accordance with the following schedule:

After 1 year	Up to 2 weeks
After 7 years	3 weeks
After 14 years	4 weeks
After 25 years	5 weeks

Life Insurance

On the 1st day of the month following thirty (30) calendar days of employment, 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.

Long Term Disability (LTD)

On the 1st day of the month following thirty (30) calendar days of employment, full-time employees (excl. 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.

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 for all employees, and does not replace or reduce any of your Wisconsin Retirement System benefits.

Flexible Spending Accounts (FSA)

All regular employees and County Board members are eligible to participate in the Health Care Reimbursement FSA and the Dependent Care Reimbursement FSA. Sign up occurs annually during open enrollment for next calendar year.

Discount Program

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

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.