



FRINGE BENEFITS - 2016

HEALTH INSURANCE

Eligible employees may enroll (with an effective date the first of the month following thirty (30) days of employment) with a choice of health providers, as offered by the Wisconsin Retirement System (Employee Trust Funds). Enrollment on the first of the month following the hire date is available, with the entire premium amount paid by the employee for the applicable coverage and carrier. (Please see additional documentation for current carriers and rates.)

DENTAL INSURANCE

Jefferson County is self-funded for Dental Insurance coverage and offers it to eligible employees at ***no cost***. Effective date for coverage is the same as Health Insurance: the first of the month following thirty (30) days of employment.

WISCONSIN RETIREMENT SYSTEM

6.6% of earnings paid by County as a fringe benefit, with employees contributing an equal amount, 6.6%.

LIFE INSURANCE

Administrator: Department of Employee Trust Funds; Underwriter: Minnesota Life Insurance Co. Elected coverage effective date is the first of the month following date of hire. Insurance value equal to earnings paid during the previous calendar year, rounded to the next higher thousand dollars. (**MAXIMUM COVERAGE ELECTION: 3 TIMES ANNUAL SALARY**). Also available: Spousal and/or Dependent life insurance coverage.

SICK

One (1) day per month, up to a maximum of 108 days. Pay outs - Retirement: 65% of accumulated (108) days; Death Benefit: 65% of accumulated (108) days.

VACATION – prorated for employees working half-time or more

10 days, pro-rated upon hire (*Refer to Personnel Ord. H/R 0690 for additional details governing first year participation.*)

15 days after 6 Years

20 days after 13 Years

25 days after 19 Years

(Pro-rated in years that hit the milestone, including first year receiving vacation.)

HOLIDAYS

Nine (9) paid holidays, ***plus*** one (1) floating holiday per year. (Pro-rated for employees working half-time or more.)

COUNTY OFFERS

- Deferred Compensation Programs (2)
- City-County Credit Union Deductions
- Section 125 Flex Spending Plan
- Universal Life Insurance Program
- Long-Term Disability
- Vision Insurance
- Employee Assistance Program