



FRINGE BENEFITS - 2021

HEALTH INSURANCE

Eligible employees have a choice between two (2) high-deductible plans offered by Dean Health Plan. Effective date is the first of the month following thirty (30) days of employment.

Enrollment in the high-deductible plan may make employee eligible for a County contribution to a health savings account. Contributions are calculated and made on a quarterly basis.

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

6.75% of earnings paid by County as a fringe benefit, with employees contributing an equal amount, 6.75%.

LIFE INSURANCE

Administrator: Department of Employee Trust Funds; Underwriter: Securian Life Insurance Co. Elected coverage effective date is the first of the month following thirty (30) days of employment. 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: Spouse/ Dependent life insurance coverage.

SICK

One (1) day per month, up to a maximum of 108 days. An additional ½ day per month, up to a maximum of 120 days.

Sick leave earned during the first 6 calendar months of employment shall not be available to an employee until the first of the month following completion of the 6 month probationary period.

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

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. (*Refer to Personnel Ord.HR 0690 for additional details*)

HOLIDAYS

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

COUNTY OFFERS

- Health Savings Account
- Deferred Compensation Programs – Nationwide and Wisconsin Deferred Comp
- Section 125 Flex Spending Plan – Limited, Medical and/or Dependent Care
- Universal Life Insurance Program
- Long-Term Disability
- Vision Insurance
- City-County Credit Union Deductions
- Employee Assistance Program