

## **BENEFIT INFORMATION**

### HOURLY RATE EFFECTIVE:

Work hours will vary depending on education and experience, full-time hours are based on 35 to 40 hours. All newly hired employees shall receive ten percent (10%) less than their classified rate during the probationary period, which is the first year of employment.

### HEALTH INSURANCE:

Health insurance is offered to all full-time employees after 90 days of employment with the County. The County pays 87.4% of the full premium with the employee paying the remainder, which is 12.6% of the full monthly premium. The plan is a high deductible health plan, supplemented by an H S A, and County HRA. The County H S A contribution is pro-rated based on insurance start date. The monthly premium rates for 2020 are as follows:

#### **GENERAL EMPLOYEE- Monthly Premiums**

	Employer	<b>Employee</b>	Total
Single Premium	\$ 488.02	<b>\$ 70.36</b>	\$ 558.38
Single + 1 Premium	\$ 976.10	<b>\$ 140.72</b>	\$ 1116.82
Family Premium	\$ 1312.71	<b>\$ 189.25</b>	\$ 1501.96

#### **SHERIFF'S DEPARTMENT-Monthly Premiums**

	Employer	<b>Employee</b>	Total
Single Premium	\$ 516.50	<b>\$ 41.88</b>	\$ 558.38
Single + 1 Premium	\$ 1033.06	<b>\$ 83.76</b>	\$ 1116.82
Family Premium	\$ 1389.31	<b>\$ 112.65</b>	\$ 1501.96

\*\*Amounts are subject to change

### LIFE INSURANCE:

Life insurance is available at the employee expense. Coverage will begin the beginning of the month after 30 days of initial employment with County. Premiums paid by the employee vary based upon yearly income and age.

### RETIREMENT:

Forest County and the employee each pay 50% of the actuarially required contribution to the Wisconsin Retirement Fund. 2020 General Rate is: Employer Share 6.75%, Employee Share 6.75%

### OTHER BENEFITS PROVIDED:

- Funeral Leave (paid benefit after 1 year)
- Vacation Leave (after 1 year)
- Sick Leave (after 6 months)
- 8 ½ Paid Holidays (beginning at 6 months) -Courthouse/Highway
- 10 ½ Days Holiday Pay (beginning at 6 months) – Jail
- 9 ½ Days Holiday Pay (beginning at 6 months) – Sheriff Union
- 2 -Floating Holidays (pro-rated the first year, at 6 months)-Courthouse/Highway
- H S A (pro-rated based on insurance start date)
- Tax Deferred Compensation Programs

This illustration summarizes the benefits presently by Forest County and is not a guarantee of benefits. 1/2020