

2025 BENEFIT INFORMATION

All newly hired employees are subject to a 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 Forest 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 County pays 92.5% of the Sheriff's Department union employee's full premium with the employee paying the remainder. The plan is a high deductible health plan, supplemented by a County HRA. The County will pay a monthly incentive payment (\$300/month Single, \$500/month Single + 1 or Family) to employees who are covered by the health plan of a spouse, domestic partner or parent in lieu of accepting coverage under the County's health plan.

The monthly premium rates for 2025 are as follows:

GENERAL EMPLOYEE- Monthly Premiums

	Employer	Employee	Total
Single Premium	\$ 579.86	\$ 83.59	\$ 663.45
Single + 1 Premium	\$ 1159.77	\$ 167.20	\$ 1326.97
Family Premium	\$ 1559.75	\$ 224.86	\$ 1784.61

SHERIFF'S DEPARTMENT-Monthly Premiums

	Employer	Employee	Total
Single Premium	\$ 613.69	\$ 49.76	\$ 663.45
Single + 1 Premium	\$ 1227.45	\$ 99.52	\$ 1326.97
Family Premium	\$ 1650.76	\$ 133.85	\$ 1784.61

**Amounts are subject to change

DENTAL INSURANCE:

Dental insurance is available at the employee's expense. Coverage will begin at the beginning of the month after 90 days of initial employment with the County. Premiums paid by the employee are listed below.

Single	\$43.31/month	Single + Children	\$78.23/month
Single +1	\$86.62/month	Family	\$131.14/month

LIFE INSURANCE:

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

VOLUNTARY BENEFIT OPTIONS:

Forest County offers voluntary benefit options through Advantage Group at the employee's expense. These options include Accident, Critical Illness, Hospital Indemnity, Disability Income, Cancer Expense, Whole Life and Term Life Insurance. Coverage will begin after 90 days of initial employment.

RETIREMENT:

Forest County and the employee each pay 50% of the actuarially required contribution to the Wisconsin Retirement Fund. 2025 General Rate is: Employer Share 6.95%, Employee Share 6.95%.

OTHER BENEFITS PROVIDED:

Funeral Leave

Regular full-time employees shall be entitled **up to three days to attend the funeral or services of employee's spouse, child, parent, sibling, grandparent and grandchild or the employee's spouse's parent, grandparent or sibling.

In the case of a family member, friend, partner, or significant other not listed above, the employee will be allowed to use **up to one day of leave for the purpose of funeral.

Vacation Leave

- 1 week paid vacation at 90-days of continuous service
- 2 weeks paid vacation at 1-year of continuous service
- 3 weeks paid vacation at 5-years of continuous service
- 4 weeks paid vacation at 10-years of continuous service
- 5 weeks paid vacation at 15-years of continuous service
- 6 weeks paid vacation at 20-years of continuous service

**Upon separation of employment, employees who have served ten (10) or more continuous years of service with the County and who retire or resign in good standing or who are part of workforce reduction will be paid for any unused vacation days from the balance granted on their anniversary date. Upon the death of an employee who has served ten (10) or more continuous years of service, the employee's heirs will be paid the balance of any unused vacation days from the balance granted to the employee on his or her anniversary date. This vacation payout is not intended to constitute deferred compensation or a vested benefit and may be changed or eliminated at any time. There shall be no pay out for any vacation days carried over from a prior year under an extension granted by the Personnel Committee.

Sick Leave

**After one month of continuous employment, the employee will receive one day of sick leave and one day on the first day of every month thereafter. Sick leave accrual is based on 7, 7.5 or 8 hour days.

**Employees who retire from the County and qualify for retirement benefits under the Wisconsin Retirement System as well as employees whose employment is terminated because the County has eliminated their positions shall receive payout equal to one hundred percent (100%) for any unused sick leave hours banked prior to and including November 30, 2011 and fifty percent (50%) of any unused sick leave hours banked on or after December 1, 2011, as a separation benefit. Sick leave shall be paid out at the employee's rate of pay at retirement or death to his/her survivors. In the alternative, any employee who retires or has his or her employment terminated because the County eliminated the employee's position may have all unused sick leave remaining in his/her account converted to a monetary value under the formula set forth in this paragraph, and said amount shall be deposited into an account to be used to pay for health insurance coverage for both the employee and his/her dependents then being carried by the County, or for the supplement to Medicare, if over sixty-five (65) until such time the employee and his/her spouse are deceased or the employee fund is depleted. The full premium payment shall be paid out of the employee account and the County shall not be obligated to contribute on a percentage basis as currently done for those active employees who are on the payroll.

8 ½ Paid Holidays -Courthouse/Highway

New Year's Day	The Day After Thanksgiving
Memorial Day	Christmas Eve Day
Independence Day	Christmas Day
Labor Day	Good Friday afternoon
Thanksgiving	Two Floating Holidays

**Holidays are based on 7, 7.5 or 8 hour days.

10 ½ Days Holiday Pay – Jail

New Year's Day	Thanksgiving Day
Good Friday (1/2 day)	The Day After Thanksgiving
Easter Sunday	Christmas Eve
Memorial Day	Christmas Day
Independence Day	New Year's Eve
Labor Day	

**Holidays are based on 8 hour days.

10 ½ Days Holiday Pay (beginning at 6 months) – Sheriff Union

New Year's Day	Thanksgiving
Good Friday (1/2 day)	The Day After Thanksgiving
Easter Sunday	Christmas Eve
Memorial Day	Christmas Day
Independence Day	New Year's Eve
Labor Day	

**Holidays are based on 8 hour days.

Tax Deferred Compensation Program

Eligible employees may elect to participate in the Wisconsin Deferred Compensation Program. This WDC program allows employees to invest pre-tax and after-tax dollars through voluntary paycheck deductions.

This illustration summarizes the benefits presently by Forest County and is not a guarantee of benefits. 1/2025