

**2015 MANAGEMENT/NON-REPRESENTED EMPLOYEE  
BENEFITS SUMMARY**

**Health Ins.:** Wisconsin Public Employers' Group Health Insurance Program (ETF) – 2016 Plan – Low  
**2016** Deductible Plan. (Deductible is \$500 – Single/\$1,000 –Family). **2016 Monthly Premiums Rates-** Iowa County contributes 85% of the average premium cost of qualified plans. 2015 Employee contribution for least expensive plan, Medical Associates: Family plan (\$159.84/mo.) and Single plan (\$64.46/mo.). Employees who wish to subscribe to more expensive plans must pay the difference in addition to the \$159.84/\$64.46 payment. Coverage is effective 1<sup>st</sup> day of the month after 30 days of employment. Premium contributions are pro rated for part-time employees.

**Dental Ins.:** Iowa County offers a Low and High Dental Plan. County pays 100% of the Low single plan of  
**2016** \$18.65/month and pays \$18.11 towards the High single plan, \$16.07 is the monthly employee cost. County pays 85% of the Low family plan. Total for Low family plan is \$51.17/month with \$43.49 monthly employer cost and \$7.68 is monthly employee cost. The total for the High family plan is \$99.08/month with \$43.49 monthly employer cost and \$55.59 is monthly employee cost. Coverage is effective 1<sup>st</sup> day of the month after 30 days of employment.

**Life Ins.:** Basic Plan Coverage is Employee paid, but Iowa County contributes 20% in addition to employee's Basic coverage premium. Additional coverage available.

**Disability Insurance:** Voluntary Short and Long Term disability plans. Monthly premium is 100% Employee paid

**Wisconsin Retirement System** 13.2% (i.e. 2016 rate) of gross wages paid by Iowa County.  
 Iowa County currently pays 50% of that contribution.

**Managed: Time Off Plan** MTO Plan implemented January 1, 2013 replaces paid time that had previously been covered by separate vacation pay, sick pay, bereavement pay and personal holiday pay plans. In addition to the MTO pay schedule that follows, the MTO Plan provides paid time off for FMLA-qualified absences. Please see MTO Policy on County web site for complete details.

<b>Accrual Periods</b>	<b>Maximum Annual Accrual for Employees Working 40 Hours per Week</b>
0-1.99 year	136 hours
2 – 5 years	176 hours
6 – 10 years	208 hours
11-15 years	248 hours
16-20 years	288 hours
21 or more years	312 hours

**Holidays:** 9 full day holidays

**Deferred Compensation Plan** Optional benefit for employees to defer income tax on some of their earnings.

- Flexible Spending Plan** Voluntary. Employees may place qualified unreimbursed medical care and/or qualified dependent care expenses in a pre-tax spending account. Healthcare maximum contribution level is up to \$2,500 per plan year. Dependent Care maximum contribution level if married filing jointly or single is up to \$5,000 per plan year and if married filing separately is up to \$2,500 per plan year. Iowa County will pay a \$3 annual enrollment fee and \$3.75 monthly administrative fee for non-represented employees who elect an annual minimum of \$628.
- Health Ins.: Section 125 Premium Only Plan** Voluntary. Employees may place health, dental and vision insurance premium contributions in a pre-tax account.
- Vision Plan:** Voluntary. Employees pay premiums, ranging from \$4.81/mo. (Employee Only) to \$12.66/mo. (Employee+Family)
- Voluntary Employee Assistance Plan** Confidential consultation provided at no cost to employees.
- Long Term Care Insurance** Voluntary. Employees pay premiums for their own or family members' future long term care needs, such as assisted living, adult day care, in-home care or institutional care.