



EMPLOYEE
RELATIONS

2025 SHERIFF'S OFFICE – PATROL DEPUTY BENEFIT SUMMARY

Probation	12 months
Wages:	<p>January 1, 2025: \$26.91 hourly starting wage \$27.64 12-months wage increase \$28.68 24-months wage increase \$29.55 36-months wage increase \$30.46 48-months wage increase</p> <p>Effective March 1, 2025: \$27.45 hourly starting wage \$28.19 12-months wage increase \$29.25 24-months wage increase \$30.14 36-months wage increase \$31.07 48-months wage increase</p> <p>Effective September 27, 2025: \$28.00 hourly starting wage \$28.75 12-months wage increase \$29.84 24-months wage increase \$30.74 36-months wage increase \$31.69 48-months wage increase</p> <p>Effective October 25, 2025: \$28.50 hourly starting wage \$29.25 12-months wage increase \$30.34 24-months wage increase \$31.24 36-months wage increase \$32.19 48-months wage increase</p> <p>**Applicants with lateral experience may receive a higher starting hourly rate of pay.</p> <p>Shifts that start after 11 a.m.: shift differential (\$.45/hour) 5 p.m.: shift differential (\$.55/hour)</p> <p>Additional Experience Pay: 1.50% increase @ 5 years, 2.00% increase @ 10 years, 2.50% increase @ 15 years, and 3.00% increase @ 20 years.</p>
Wisconsin State Retirement (WRS)	21.9% (i.e. 2025 rate) of gross wages paid by Iowa County. Iowa County currently pays 14.95 % of that contribution and Employee is must pay 6.95% of their gross wages into their WRS Pension Fund
Health Insurance	<p>Wisconsin Public Employers' Group Health Insurance Program (ETF) – 2025 Plan – Low Deductible Plan. (Deductible is \$500 – Single/\$1,000 –Family).</p> <p>2025 Monthly Premium Rates (employee monthly contributions):</p> <p><u>GHC Neighbors:</u> Single: \$99.34 Family: \$241.98</p> <p><u>Dean:</u> Single: \$176.20 Family: \$434.12</p>

	<p><u>Medical Associates:</u> Single: \$15.32 Family: \$31.92</p> <p><u>State Maintenance Plan:</u> Single: \$156.48 Family: \$384.86</p> <p><u>Quartz UW:</u> Single: \$23.28 Family: \$51.82</p> <p><u>GHC Dane Choice:</u> Single: \$0 Family: \$0</p> <p><u>Quartz Central:</u> Single: \$437.28 Family: \$1,086.82</p> <p>*Premium contributions are pro-rated for part-time employees</p> <p>Employees may enroll in a different health plan provider than listed above.</p> <p>Coverage is effective 1st day of the month following thirty (30) days of employment.</p>
Dental Insurance	<p>Iowa County offers a Low and High Dental Plan with Delta Dental. County pays 100% of the Low single plan and 85% of the Low family Plan.</p> <p><u>2025 Monthly employee contributions:</u> Low Single: \$0.00 High Single: \$24.29 Low Family: \$11.38 High Family: \$78.22</p> <p>*Premium contributions are pro-rated for part-time employees</p> <p>Coverage is effective 1st day of the month following thirty (30) days of employment.</p>
Life Insurance	<p>Basic Plan Coverage is Employee paid, but Iowa County contributes 20% in addition to employee's Basic coverage premium. Additional coverage available.</p>
Vision Insurance	<p>Voluntary. Employees pay premiums, ranging from \$5.67/mo. (Employee Only) to \$14.94/mo. (Employee+Family)</p>
Disability Insurance	<p>Voluntary Short and Long Term disability plans. Monthly premium is 100% Employee paid</p>
Flex Spending	<p>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 \$3,200 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.</p> <p>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.</p>
Section 125 Premium Only	<p>Voluntary. Employees may place health, dental and vision insurance premium contributions in a pre-tax account.</p>
Deferred Compensation	<p>Optional benefit for employees to defer income tax on some of their earnings.</p>
Long Term Care Insurance	<p>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.</p>
Employee Assistance Plan	<p>Confidential consultation provided at no cost to employees.</p>
Managed Time Off (MTO)	<p>Effective July 2, 2022: MTO Plan replaces paid time that covered vacation pay, sick pay, bereavement pay and personal holiday pay plans.</p>

		Accrual Period	Maximum Annual Accrual for Employees Working 40 Hours per week
		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
Sick Leave	Earns 8 hours per month.		
Holidays	11 holidays: <ul style="list-style-type: none"> • New Year's Day • Easter • Memorial Day • July Fourth • Labor Day • Columbus Day • Veteran's Day • Thanksgiving Day • Christmas Day 		
Clothing Allowance	\$500 per year (Voucher System)		