



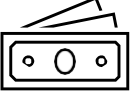












Benefits at a Glance











All Employees | 2025

Benefit Type	Plan Details & What You Receive	Eligibility Details	Premiums, Contributions & Other Notes
 <p>Medical & Prescription Drugs</p>	<ul style="list-style-type: none"> Health Insurance carrier is WCA Group Health Trust (GHT) Claims paid by UMR <p style="text-align: center;">Deductibles</p> <p>HDHP – See County HSA Contribution</p> <ul style="list-style-type: none"> \$3,500 Individual \$7,000 Family Deductible <p>Traditional – Not eligible for HSA</p> <ul style="list-style-type: none"> \$1,500 Individual \$3,000 Family Traditional Copay Plan 	<p>Available to employees averaging a minimum of 30 hours per week.</p> <p>Begins on first of the month following 30 days of employment</p> <p>\$200/month Spousal Surcharge will apply for spouses having access to other coverage.</p>	<ul style="list-style-type: none"> County pays 85% of premium Employee pays 15% of premium <p style="text-align: center;">HDHP Plan</p> <ul style="list-style-type: none"> Employee only \$126.71 Employee & Spouse \$265.99 Employee & Child(ren) \$228.93 Family \$380.89 <p style="text-align: center;">Traditional Plan</p> <ul style="list-style-type: none"> Employee only \$136.31 Employee & Spouse \$286.15 Employee & Child(ren) \$246.29 Family \$409.76 <p>50% of premium deducted 1st & 2nd pay period of each month.</p>
 <p>Health Savings Account (HSA)</p>	<p>Annual Maximums:</p> <ul style="list-style-type: none"> \$4,300 – Single HSA Plan \$8,550 – Family HSA Plan <p>County contributes up to* \$2,130/year (Single plan) & \$4,260/year (Family plan).</p>	<p>For those enrolled in HDHP only</p> <p>Begins on the first of the month following 30 days of employment</p> <p>*County contribution is subject to employee participation in wellness program.</p>	<p>County Contributions</p> <p>EE only = \$177.50/month; \$2,130/year All others = \$355/month; \$4,260/year</p> <p>Employees may contribute funds up to an additional:</p> <ul style="list-style-type: none"> \$2,170/single \$4,290/family <p>Deposited on 2nd payroll of each month</p>
 <p>Dental Insurance</p>	<p>Dental Insurance carrier is Humana</p> <p>2 plans available</p> <ul style="list-style-type: none"> Preventive Plus Traditional Preferred <p>Preventive Plus Deductible: Individual \$50, Family \$150</p> <p>Traditional Preferred Deductible: Individual \$25, Family \$75</p>	<p>Available to Employees averaging a minimum of 20 hours per week.</p> <p>First of the month following 30 days of employment.</p>	<p>Employee Premium</p> <p style="text-align: center;">Preventive Plus</p> <ul style="list-style-type: none"> Employee only \$23.61 Employee & Spouse \$53.48 Employee & Child(ren) \$62.75 Family \$98.82 <p style="text-align: center;">Traditional Preferred</p> <ul style="list-style-type: none"> Employee only \$49.59 Employee & Spouse \$99.19 Employee & Child(ren) \$135.86 Family \$187.47 <p>50% of premium deducted 1st & 2nd pay period of each month.</p>

Benefit Type	Plan Details & What You Receive	Eligibility Details	Premiums, Contributions & Other Notes
 <p>Vision Insurance</p>	<ul style="list-style-type: none"> Insurance carrier is Humana <p>Co-Pays:</p> <ul style="list-style-type: none"> Exam: \$10 Lenses & Frames: \$25 Contact Lens Fitting: \$25 	<p>Available to employees averaging a minimum of 20 hours per week.</p> <p>First of the month following 30 days of employment.</p>	<p>Employee Premium:</p> <ul style="list-style-type: none"> Employee only \$7.72 Employee & Spouse \$15.42 Employee & Child(ren) \$16.24 Family \$24.62 <p>50% of premium deducted 1st & 2nd pay period of each month.</p>
 <p>Flexible Spending Accounts (FSA) Administered by Wage Works via AFLAC</p>	<ul style="list-style-type: none"> Limited FSA - Available for employees enrolled in HDHP Eligible Expenses: <ul style="list-style-type: none"> Dental and vision expenses Medical FSA – Available to employees enrolled in Traditional Eligible Expenses: <ul style="list-style-type: none"> Medical Plan Deductibles, Copays, Rx drug expenses, dental & vision expenses 	<p>Available to Employees averaging a minimum of 30 hours per week.</p> <p>First of the month following 30 days of employment.</p>	<p>Two Types of Flexible Spending Accounts</p> <p>Limited FSA –</p> <ul style="list-style-type: none"> Available to employees enrolled in HDHP Annual Maximum: \$3300 <p>Medical FSA –</p> <ul style="list-style-type: none"> Available to employees enrolled in Traditional Annual Maximum: \$3300
 <p>Dependent Care FSA</p>	<p>Flexible Spending Account: Administered by Wage Works via AFLAC</p> <p>Eligible Expenses:</p> <ul style="list-style-type: none"> Pre-School Charges Before and After-School Care Day Care & Summer Day Camps 	<p>Available to all employees</p>	<p>Annual Maximum: \$5000</p>
 <p>AFLAC</p>	<p>A section 125 plan is offered through AFLAC. See AFLAC Rep for more details.</p> <p>Bi-weekly, post-tax deductions.</p>	<p>Anytime.</p>	<p>Employee pays 100% Deducted each pay period.</p>
 <p>Life/Accidental Death & Dismemberment (AD&D)</p>	<p>Voluntary Deduction</p> <p>Basic, Additional (1 unit), and Spouse/Dependent plans.</p> <p>Enrollment in Wisconsin Retirement System (WRS) is necessary for life insurance eligibility.</p>	<p>First of the month following 30 days of employment.</p>	<p>Employee pays premium.</p> <p>Cost varies based on age and annual earnings.</p> <p>Deducted 2nd pay period of month (2 months in advance)</p>
 <p>Post Employment Health Plan (PEHP)</p>	<p>Funds for future medical premiums/expenses upon termination or retirement.</p>	<p>Exempt/Salaried Employees are in a mandatory PEHP program.</p>	<ul style="list-style-type: none"> \$49.60 per pay period County contributes each pay period.

Benefit Type	Plan Details & What You Receive	Eligibility Details	Premiums, Contributions & Other Notes
 <p>Wisconsin Retirement System</p>	<p>Pension plan provides a lifetime retirement payment</p>	<p>Available immediately to employees averaging over 1200 hours annually.</p>	<p>Employee contribution</p> <ul style="list-style-type: none"> 6.95% of earnings every pay period <p>County contribution</p> <ul style="list-style-type: none"> 6.95% for General Employees 15.01% for Protected Employees <p>Deducted each pay period.</p>
 <p>Deferred Compensation</p>	<p>Available plans:</p> <ul style="list-style-type: none"> Section 457(b) and ROTH option available. Allows you to invest today for retirement. 	<p>Anytime.</p>	<ul style="list-style-type: none"> Employee pays 100% Deducted each pay period.
 <p>Short-Term Disability</p>	<p>County offers a group plan to help replace lost income should a covered employee become disabled.</p>	<p>Employees averaging a minimum of 30 hours per week.</p> <p>First of the month following 30 days of employment.</p>	<ul style="list-style-type: none"> County pays 100% of premium Employee pays tax on premium <p>Deducted 1st pay period of month.</p>
 <p>Earned Time Off*</p>	<p>Earned Time Off (ETO) accrues every pay period at .05 x hours worked.</p> <p>Earned Time off allows employees to take paid time off for things like sick time without using vacation</p>	<p>Available for regular full-time employees.</p> <p>Part-time employees working may be eligible on a pro-rated basis.</p>	<ul style="list-style-type: none"> ETO accrues every pay period at .05 x hours worked. You may accrue up to a maximum of 88 hours in your bank.
 <p>Vacation*</p>	<p>Hourly Employees</p> <ul style="list-style-type: none"> During 1st Year: 1 week After 2nd Year: 2 weeks After 7th Year: 3 weeks After 12th Year: 4 weeks <p>Exempt Employees</p> <ul style="list-style-type: none"> During 1st Year: 2 weeks After 1st Year: 3 weeks After 7th Year: 4 weeks After 12th Year: 5 weeks 	<p>Available for regular full-time employees.</p> <p>Accrual begins on Start Date-Must be here 6 months to begin utilizing accrued time.</p> <p>Computes on Anniversary Date.</p>	<p>No vacation time will be paid out if employment terminates for any reason within the 12 months of employment.</p>
 <p>Holidays*</p>	<p>New Year's Day, Friday before Easter, Memorial Day, July Fourth, Labor Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve, Christmas Day</p>	<p>Available to regular full-time employees.</p>	<p>Part-time employees working 1200-1560 hours/year are eligible on a pro-rated basis.</p>

Benefit Type	Plan Details & What You Receive	Eligibility Details	Premiums, Contributions & Other Notes
 Jury Duty	Employees will be granted their regular wages for each day of duty served, up to a maximum of 3 days per year.	Employees dismissed prior to normal work shift will return to work to complete said shift.	Any compensation (excluding mileage) from the Courts, must be turned over to Administration, in order to receive daily wages.
 Bereavement Leave	<p>Employees may be granted up to 3 days of paid leave of a member of the employee's immediate family.</p> <p>Employees may be granted 1 day of paid leave for a great grandparent, uncle, aunt, nephew or niece.</p>		Please review details in Personnel Policy Handbook or contact your supervisor or Human Resources for details.
 Military Leave	Employees entering military services shall be granted a leave of absence in compliance with state and federal statutes.	Wauhara County complies with all USERRA regulations.	Please review details in Personnel Policy Handbook or contact your supervisor or Human Resources for details.
 Family Medical Leave	The FMLA entitles eligible employees of covered employers to take unpaid, job-protected leave for specified family and medical reasons with continuation of benefits.	Employees who have been employed for 12 months, worked over 1280 hours and eligible for leave.	Please review details in Personnel Policy Handbook or contact your supervisor or Human Resources for details.
 General Leave	General Leave may be granted for our employees who do not qualify for other leave types but need time away from work for various reasons.		Please review details in Personnel Policy Handbook or contact your supervisor or Human Resources for details.
 (EAP) Employee Assistance Program	A voluntary, confidential program that offers services to employees and their families to help with personal and work-related issues.	Available for regular full-time employees & family members at no cost.	Please review details in Personnel Policy Handbook or contact your supervisor or Human Resources for details.
 Health Coach	<p>One on One Health Coaching sessions are available at no cost to you.</p> <p>Yoga classes, nutritional education and more!</p>	Available to employees at no cost.	To encourage employee health awareness and preventative care, Wauhara County offers a wellness program which employees can voluntarily participate in to earn maximum HSA County contribution.
 Employee Newsletter	Employee Newsletter is published monthly with details of activities, news, important dates and more!		To encourage employee awareness of community activities, county discounts , and other programs and offerings.

*Exception for Sheriff's Union and EMS Union employees for Holidays, ETO and Vacation accrual.

DISCLAIMER: This is a summary of the official Summary Plan Documents (SPD) that legally govern the terms and operations of their respective plans. If there is a conflict between this summary and the plan document, the plan document prevails.