



TIME OFF		
Benefit	Details	Eligibility
Holidays	New Year’s Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve (1/2 day), Christmas Day, New Year’s Eve Day (1/2 day). Paid on Pro-Rated Basis	Date of Hire
Floating Holidays	5 paid days off	After 90 days
Vacation	1 week paid time off	If hired between Jan 1 and June 30 th Available after 90 days.
	2 weeks paid time off	2 nd Calendar year of employment if hired after June 30; Less than 8 years of employment!
	3 weeks paid time off	8 – 14 years employed
	4 weeks paid time off	15-19 years employed
	5 weeks paid time off	20+ years employed

INSURANCE			
Benefit	Who Pays	Details	Eligibility
Health Insurance Auxiant	City pays 80% of Monthly Premium. Participation in Health Risk Assessment increases City contribution to 84%. Reduced Employee Monthly Premium \$133 Single \$1,438 Family	<ul style="list-style-type: none"> In-Network deductible \$1,000 Single/\$2,000 Family Co-insurance : 90/10 PPO Network Covered Services performed at Corporate Care Clinic covered at 100% Teladoc physical and mental health covered at 100% Prescriptions \$10/\$30/\$60 	First of the month following Date of Hire. If hired on the 1 st , benefits are effective Date of Hire.
Flexible Spending Accounts (FSA)	Elect up to \$3,050 for healthcare expenses and up to \$5,000 for dependent care expenses can be deducted pretax for expenses in accordance with plan document.		
Dental Insurance Delta Dental EPO Low Plan	Employee pays 100% Monthly Premium \$39.85/Single \$81.18 EE/Spouse \$85.62 EE/Child(ren) \$142.75/Family	EPO Low Plan <ul style="list-style-type: none"> Individual max per year \$750 Deductible \$50 Individual \$150 Family 	
Dental Insurance Delta Dental PPO High Plan	Employee pays 100% Monthly Premium \$47.78/Single \$96.68 EE/Spouse \$107.40 EE/Child(ren) \$177.75/Family	EPO Plan <ul style="list-style-type: none"> Individual max per year \$1,000 Deductible \$25 Individual \$75 Family 	
Vision Insurance Delta Dental through Eye Med	Employee pays 100% Monthly Premium \$6.24/Single \$12.48 EE/Spouse \$12.74 EE/Child(ren) \$18.98/Family	PPO High Plan <ul style="list-style-type: none"> \$10 copay \$150 Frame/Contact allowance 	

Benefit	Details		Eligibility
Life Insurance AD&D The Hartford	City pays 100% of premium	Coverage level: <ul style="list-style-type: none"> • Employee - 1.5x annual salary with max \$250,000 • Spouse - \$10,000 • Child \$5,000 (age 6 months – 18) 	Date of Hire
Optional Life Insurance The Hartford	Employee pays 100% Monthly Premium. Premium is based on age and coverage level	Coverage level: <u>Employee</u> – Elect between \$10,000 - \$500,000 or 5 times your annual earnings <u>Spouse</u> – Elect between \$5,000 and \$250,000 <u>Child</u> – Elect \$5,000 or \$10,000	
Accident The Hartford	Employee pays 100% Monthly Premium \$6.24/Single \$12.48 EE/Spouse \$12.74 EE/Child(ren) \$18.98 Family	Helps you pay for out of pocket costs you may experience after an accident. This is a supplement to your health plan.	First of the month following Date of Hire. If hired on the 1 st , benefits are effective Date of Hire.
Critical Illness The Hartford	Employee pays 100% Monthly Premium Premium is based on employee age and level of coverage	Supplement to your health plan and pays a lump sum benefit upon a verified diagnosis.	
Hospital Indemnity The Hartford	Employee pays 100% Monthly Premium \$6.24/Single \$12.48 EE/Spouse \$12.74 EE/Child(ren) \$18.98 Family	Supplement to your health plan and will pay the member directly when they have an overnight hospital stay.	
INCOME PROTECTION			
Benefit	Details		Eligibility
Sick Leave	Earn one day of sick leave per month to max of 135 days		1 ST Full month of employment
Short Term Disability	Employee pays 100% of monthly premium. Eligible for 60% of your total weekly earnings up to a weekly maximum of \$1,500 when not able to work due to an injury, sickness, or disability for up to 13 weeks.		First of the month following Date of Hire. If hired on the 1 st , benefits are effective Date of Hire.
Long Term Disability	Employee pays 100% of monthly premium. Eligible for 60% of your monthly up to \$5,000 when not able to work due to an injury, sickness, or disability. 90 day elimination period.		
Retirement Wisconsin Retirement System (WRS)	Eligible to participate in WRS if working at least 1200 hours. Employee & City each contribute.		Date of Hire
Retirement Mission Square (ICMA)	Eligible to participate in 457 plan (Pre-Tax & Roth) and Roth IRA. This is 100% employee funded		
Educational Assistance	Based on department need, education & training assistance may be available.		