

VACATION

All full-time and part-time employees are eligible to earn vacation.

- Year 0 through 4 years of completed service - 15 Days
- Years 5 through 9 years of completed service - 20 Days
- Years 10 through 14 years of completed service - 25 Days
- Years 15 and above years of completed service - 30 Days

Newly hired employees shall be granted ten (10) days of vacation at the time of hire and the remaining eligible days will begin to accrue.

HOLIDAYS

Full-time employees will be granted ten (10) full paid holidays. Part-time employees will be granted the same holidays, but the holiday pay will be prorated based on hours paid.

INCOME PROTECTION PROGRAM

The County has an Income Protection Program in lieu of sick days for full-time supervisory/management employees.

SICK LEAVE

For those employees not covered by the Income Protection Program, benefit eligible employees will earn a sick accrual balance (in hours) up to 9 days of pay per year.

FITNESS CENTER REIMBURSEMENT PROGRAM

All benefit eligible employees are encouraged to participate in the Fitness Center Reimbursement Program. Eligible employees will be reimbursed based on usage. Facilities include Planet Fitness, YMCA, as well as other fitness centers. Program registration is available annually during open enrollment.

CONTINUING EDUCATION

Discounted tuition rates through Lakeland University are available to employees and their immediate family members (20% off undergraduate courses, 10% off graduate courses).

In partnership with Concordia University, continuing education scholarships and professional development opportunities are also offered.

CHILDCARE

Growing Generations offers an onsite daycare center at Rocky Knoll Healthcare Center. Sheboygan County employees receive a 25% discount off of Growing Generations regular childcare rates.

DISCLAIMER

Please note that all employee benefits are subject to change at any time as may be directed by the Human Resources Committee or the Sheboygan County Board of Supervisors. This document is not intended to create a contract or to represent a commitment to continue to provide any particular benefit; its purpose is merely to illustrate some of the benefits that are currently being provided.

Revision Date: 1/2023



SHEBOYGAN COUNTY

2023 EMPLOYEE BENEFITS OVERVIEW

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MISSION

The mission of Sheboygan County is to provide courteous, responsive, efficient and effective services to those we serve.

VISION

The vision of Sheboygan County is to be recognized as a leader of responsive and cost-effective local government.

GUIDING PRINCIPLES

The guiding principles of Sheboygan County are:

- to provide leadership,
- to be dedicated to the concept of democratic local government,
- to maintain a constructive, objective, and creative attitude,
- to maintain a deep sense of social responsibility as a trusted public servant,
- to be dedicated to the highest ideals of honor and integrity in all public and personal relationships,
- to recognize that the chief function of local government is to serve the best interest of all citizens,
- to improve the quality and image of public service, to encourage regular communication between citizens and county officials,
- to emphasize friendly and courteous service to the public,
- to treat your colleagues and staff with respect and courtesy,
- to foster problem-solving and continuous learning in the work environment,
- to train and empower staff to attain high standards of professionalism, and
- to actively seek shared services opportunities with local, state, and federal agencies.

A full range of employee benefits is provided to regular benefit eligible employees of Sheboygan County. This brochure is a summary of the major benefits.

HEALTH INSURANCE

Health insurance coverage is provided through WCA/Group Health Trust/UMR. Single or family coverage is available with the employee paying up to 20% of the premium cost. Coverage begins the first of the month following 30 days of employment.

Monthly Rate	\$203.14/single	\$503.90/family
Deductible	\$1,350/person	\$2,700/family
In-Network Maximum Out-of-Pocket	\$3,000/person	\$6,000/family
In-Network Coinsurance Tier 1	90%	
In-Network Coinsurance Tier 2	40%	
Out-of-Network	N/A	

PRESCRIPTION DRUGS

Prescription drug coverage is provided through CVS/Caremark.

Maximum Out-of-Pocket	\$1,000/person	\$2,000/family
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DENTAL INSURANCE

Dental insurance coverage is provided through Delta Dental. Single or family coverage is available with the employee paying 60% of the premium cost. Coverage begins the first of the month following 30 days of employment.

Monthly Rate	\$32.43/single	\$81.23/family
Deductible	\$25/person	\$75/family
Maximum Annual Benefit	\$2,000/person	
Diagnostic & Preventative Procedures	100%	
Basic & Restorative Procedures	90%	
Orthodontic Maximum Benefit (per dependent child, per lifetime to age 19)	\$1,500	

VISION INSURANCE

Vision insurance coverage is provided through Delta Vision (Eye Med). Single or family coverage is available with the employee paying 100% of the premium cost. Coverage begins the first of the month following 30 days of employment.

Monthly Rate	\$8.45/single	\$21.04/family
In-Network Frame Allowance	\$130, then 20% off balance	
In-Network Standard Lenses	covered 100%	
In-Network Exam	covered 100%	

FLEXIBLE SPENDING ACCOUNT (FSA)/SECTION 125

A Flexible Spending Account is provided through the Employee Benefits Corporation. Employees may elect to have dollars deducted from their pay check pre-tax to be placed into an FSA to cover unreimbursed medical, dental, vision and dependent care expenses.

INHEALTH CLINIC

Sheboygan County offers an employer-funded, near site clinic for the benefit of employees and their family members covered under the health plan. Services offered include primary medical care and chiropractic care.

DEFERRED COMPENSATION

Deferred Compensation allows employees to defer pre-tax dollars into deferred compensation programs. Quarterly changes are allowed.

WISCONSIN RETIREMENT SYSTEM (WRS)

The retirement program through WRS is provided for all employees. The cost of this benefit, currently 13.6% of each general employee's wages, 6.8% is paid by Sheboygan County with the remaining being paid by the employee.

LIFE INSURANCE

Employee Term Life Insurance is available through WRS on a voluntary basis, up to five times the employee's annual earnings. The premiums are paid by the employee through payroll deduction, and are calculated based on employee's age and each \$1,000 of earnings (example: age 55, annual salary of \$50,000/1,000 *.39 = \$19.50 per month).

Spouse and Dependent Life Insurance is available to the employees' spouse and dependents for the cost of \$1.75/month (provides \$10,000 coverage for spouse and \$5,000 coverage for each dependent) or \$3.50/month (provides \$20,000 coverage for spouse and \$10,000 coverage for each dependent).

BOSTON MUTUAL WHOLE LIFE INSURANCE

Boston Mutual Whole Life Insurance is available to employees and family members. Policies are guaranteed with no qualifying medical questions for employees, children to age 25 and grandchildren to age 15.

FAMILY AND MEDICAL LEAVE ACT (FMLA)

FMLA, provided through FMLASource, provides eligible employees with up to 12 work weeks of protected leave each year for specified family and medical reasons. Must be employed by the County for 1 year and 1,250 hours for eligibility.

VOLUNTARY LONG-TERM DISABILITY

Voluntary Long-Term Disability is provided through New York Life. It provides employees with continued income of 66.67% of their monthly salary. Eligible employees are responsible for the premium cost on an after-tax basis, with the premiums based on the employee's monthly salary.

TELEDOC

Teledoc provides access to doctors 24/7 anytime, anywhere via phone or video. Services offered include everyday medical care, mental health, and dermatology.

EMPLOYEE ASSISTANCE PROGRAM

The Employee Assistance Program is provided by ComPsych and offers counseling, legal and financial consultation, work-life assistance, and crisis intervention services. This no cost, confidential benefit is offered to employees and household family members.