

**2011
BENEFITS SUMMARY FOR
DODGE COUNTY FULL-TIME, REGULAR EMPLOYEES
Highway Bargaining Unit**

HEALTH PLAN BENEFIT

Dodge County's Health Benefit is administered by the Wisconsin Public Employer's Group Health Insurance. Coverage becomes effective the first day of the month following the date of hire. i.e. date of hire = 3/15/11 then coverage becomes effective 4/1/11; date of hire = 3/31/11 then coverage becomes effective 4/1/11; date of hire = 3/1/11 then coverage becomes effective 3/1/11.

<u>Example – Unity-Community (2011 Lowest Cost Plan)</u>			
<u>Enrollment Option</u>	<u>Total</u>	<u>Employer Contribution (105%)</u>	<u>Employee Contribution</u>
Single	\$ 514.00	\$ 514.00	\$ 0.00
Family	\$ 1281.20	\$ 1281.20	\$ 0.00

<u>Example – Network Health Plan</u>			
<u>Enrollment Option</u>	<u>Total</u>	<u>Employer Contribution</u>	<u>Employee Contribution</u>
Single	\$ 649.90	\$ 539.70	\$ 110.20
Family	\$ 1620.90	\$ 1345.26	\$ 275.64

Dodge County pays 100% of the premium, or 105 percent of the lowest cost plan, whichever is lower. The employee pays the remaining amount, if any, and it is taken as a payroll deduction. Part-time employee contributions are pro-rated based on total hours worked the previous pay period.

There are currently six (6) HMO plans that are considered qualified plans in Dodge County. There are seventeen (17) other HMO's available. There is no policy deductible with the HMO plans. Prescription drug copays are: \$5.00 Level 1 Formulary; \$15.00 Level 2 Formulary; \$35.00 Level 3 Non-Formulary. One routine eye exam per contract year is also covered.

The Wisconsin Public Employer's Group Health Insurance also offers a Standard Non-HMO plan. There is a \$250 per person deductible, per calendar year, maximum two per family. After deductible plan pays 80%, you pay 20% until your out-of-pocket maximum is reached. The maximum out-of-pocket is \$1,000 per individual/\$2,000 per family and does not include the deductible.

DENTAL PLAN BENEFIT

Employees are eligible for Dental Plan coverage at the same time as the Health Plan coverage. For full-time employees Dodge County pays eighty one dollars and fifty four cents (\$81.54) per month toward the premium for family coverage and twenty-five dollars and forty three cents (\$25.43) per month toward the premium for single coverage. The employee paid portion of the premium is eight dollars and fifteen cents (\$8.15) for family coverage and two dollars and fifty four cents (\$2.54) for single coverage. Part-time employees pay a pro-rated amount based on hours worked. An employee choosing not to participate in the dental program may not elect this coverage at a later time.

LIFE INSURANCE

New employees are eligible for Life Insurance the first day of the month following six months of continuous employment unless the individual has prior service. The employee may elect to purchase three units of insurance: basic, additional, and supplemental life insurance on their own life. Each unit of insurance is equal to your Wisconsin Retirement System earnings estimated for a full calendar year based on projected earnings at date of hire. An employee may purchase optional

coverage for their spouse and dependents. The County makes a small contribution toward the cost of basic life insurance and all other life insurance is paid by the employee.

WISCONSIN RETIREMENT

All employees meeting eligibility requirements become a participant of the Wisconsin Retirement Fund. The County pays a percentage of salary contribution to the fund, and also pays an employee share of contribution. These amounts may vary depending on the employment category.

SECTION 125 PLAN (FLEXIBLE SPENDING ACCOUNT)

Employees may voluntarily participate in a Section 125 plan for health and dental insurance premiums and basic life insurance premiums, health care expenses not covered by insurance, and child care expenses. The employee may make elections when beginning employment and then will make new elections prior to the beginning of each new plan year. This program allows employees to pay for the above mentioned items pre-tax. A designated amount is deducted from each paycheck reducing his/her taxable income. The employee then submits receipts for allowed expenses for reimbursement.

DEFERRED COMPENSATION PLAN

Employees may voluntarily participate in either of two deferred compensation programs with the monies contributed to be withdrawn at retirement or upon leaving employment with the County. An employee's maximum annual contribution is \$16,500. The amount deducted each pay period is not subject to federal or state taxes; however, it is subject to FICA tax. The employee will be taxed at the time of withdrawal with respect to income level at that time.

LONG TERM DISABILITY

Employees are allowed to enroll in a voluntary long-term disability plan and pay their premiums through payroll deductions. The employee pays the full premium.

HOLIDAYS

Employees are granted 10 holidays each year. They are:

New Year's Day	Thanksgiving Day
Spring Holiday (Friday before Easter)	Day after Thanksgiving
Memorial Day	Day before Christmas
Independence Day	Christmas Day
Labor Day	New Year's Eve Day

To be eligible for holiday pay, the employee must work the scheduled day before and after the holiday unless absent due to verified illness or on approved paid leave, i.e. vacation.

Actual days observed or related policies may be in effect for specific departments.

VACATIONS

Regular full-time Employees earn paid vacations based upon their anniversary date of employment according to the following schedule:

After one (1) year of employment - two (2) weeks of vacation

After seven (7) years of employment - three (3) weeks of vacation

Beginning with the fourteenth (14th) anniversary date of employment, employees earn one (1) additional day of vacation for each additional year of employment up to a maximum of five (5) weeks of vacation after twenty-three (23) years of employment.

SICK LEAVE

Eight (8) hours of sick leave are earned each month and are accrued on the 2nd paycheck of each month. Sick leave may not be used until the probationary period (6 months) has been completed.

POST-EMPLOYMENT HEALTH PLAN

Currently Dodge County is converting unused sick leave of up to 120 hours at retirement to a Post-Employment Health Plan. Hours are converted at 80% value and retirees are allowed to use that money to pay for post-employment insurance premiums.

Note: This Benefit Summary is meant to serve as an explanation of current benefits and does not imply any guarantee of eligibility, or specific benefits. Dodge County reserves the right to amend, delete, or add to benefits in accordance with management rights and labor agreements. Specific benefit information can be obtained from the Dodge County Human Resources Department.