



# 2024 Benefits Summary



BENEFIT PLAN	EMPLOYEE COST	ELIGIBILITY	BENEFITS																				
<p>Group Health Trust Health Benefit Plan</p> <p>Employee contributes 15% of total premium</p> <p>Or</p> <p>10% of total premium with Wellness Incentive</p>	<p>2024 Monthly Health Benefit Plan Premiums</p> <table border="1"> <thead> <tr> <th></th> <th>FT 100%</th> <th>PT 90%</th> <th>PT 80%</th> <th>PT 75%</th> </tr> </thead> <tbody> <tr> <td>Single</td> <td>\$127.92</td> <td>\$200.42</td> <td>\$272.91</td> <td>\$309.16</td> </tr> <tr> <td>EE + 1</td> <td>\$307.04</td> <td>\$481.03</td> <td>\$655.02</td> <td>\$742.01</td> </tr> <tr> <td>Family</td> <td>\$360.78</td> <td>\$565.23</td> <td>\$769.67</td> <td>\$871.90</td> </tr> </tbody> </table> <p>Access to <b>Employee Health &amp; Wellness Center</b> – at <b>no cost</b> to you and covered dependents</p> <p><b>Teladoc</b> Telehealth Services with 24/7 access – at <b>no cost</b> to you and covered dependents</p>		FT 100%	PT 90%	PT 80%	PT 75%	Single	\$127.92	\$200.42	\$272.91	\$309.16	EE + 1	\$307.04	\$481.03	\$655.02	\$742.01	Family	\$360.78	\$565.23	\$769.67	\$871.90	<p>1st day of month following date of employment. Must apply within 30 days of date of hire or through Special Enrollment provision. Must work 30 hours/week (75%) to be eligible for Health Benefit Plan</p> <p><b>Annual Open Enrollment</b></p>	<p>Deductibles: \$2,000 single with \$750 <b>H</b> health  \$2,750 EE + 1 with \$1,125 <b>R</b> reimbursement  \$3,500 family with \$1,500 <b>A</b>rrangement</p> <p>Major Medical Services covered 90% in-network and 70% out-of-network after deductible is met. \$25 copay for office visits. Preventative Care Benefit offers 100% in-network coverage – deductible is waived (no maximum)</p> <p>Prescription Drugs:  Generic - \$5 copay  Preferred Brand - \$20 copay  Non-Preferred Brand – \$40 copay</p>
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<p>Flexible Spending Accounts (FSA)</p>	<p>100% Employee funded.</p> <p>Administrative costs paid by Marathon County.</p>	<p>First payroll following receipt of signed application.</p> <p><b>Annual Open Enrollment</b></p>	<p>Pre-tax Group Insurance Premiums</p> <p>Out-of-pocket Medical Expenses - \$3,200 annual maximum</p> <p>Dependent Daycare Expenses - \$5,000 annual maximum</p>																				
<p>Wisconsin Public Employers Group Life Insurance</p>	<p>100% Employee funded, amount dependent upon selected plan, age, and amount of coverage.</p>	<p>1st day of month following 1 month from date of hire.</p> <p>Must be enrolled in the WRS.</p>	<p>Basic, Supplemental, Additional 1, 2, 3-each unit equal to 1 year retirement earnings. Spouse/Dependent Coverage:  \$20,000-spouse / \$10,000-each dependent-\$3.20 per month  \$10,000-spouse / \$5,000-each dependent-\$1.60 per month</p>																				
<p>Income Continuation Insurance (ICI)</p>	<p>Dependent upon selected plan, and amount of coverage. County pays for 90 day Elimination Period.</p>	<p>1st day of month following date of hire.</p> <p>Must be enrolled in the WRS</p>	<p>Provides you Income Continuation while unable to work due to a disability. Benefit pays 75% of your monthly earnings up to a maximum of \$4000/month. Additional coverage can be obtained.</p>																				
<p>Wisconsin Retirement System (WRS)</p>	<p>13.8% Total Contribution.</p> <p>Employee contributes 6.9% of gross pay (pre-tax)</p> <p>Marathon County contributes 6.9%</p>	<p>Date of hire. Enrolled automatically</p> <p>Must work 24 hours/week (60%) to be eligible for WRS benefits.</p>	<p>Benefits available upon separation, retirement, disability, or death. You must have 5 years of WRS creditable service to be vested in the WRS.</p>																				
<p>Post Employment Health Plan (PEHP)</p>	<p>100% County funded.</p>	<p>Date of hire. Enrolled automatically</p> <p>Must work 24 hours/week (60%) to be eligible for the PEHP.</p>	<p>\$21.00 per pay period deposited into an account with a variety of investment options for use after termination or retirement for reimbursement of out-of-pocket medical expenses and insurance premiums. PTO conversion into PEHP account upon retirement.</p>																				
<p>Deferred Compensation 457(b) Plan</p>	<p>100% Employee Funded - 2 plans to choose from:  Nationwide Retirement Solutions  Wisconsin Deferred Compensation Program</p>	<p>Date of hire, enroll at any time.</p>	<p>Invest before-tax or after-tax dollars through voluntary payroll deduction to supplement your other retirement/pension plans.</p>																				

This is a brief description for eligible Marathon County Employees. It does not provide full descriptions nor is it a guarantee of benefits.

BENEFIT	DESCRIPTION	ELIGIBILITY	SCHEDULES / INFORMATION																																															
Paid Time Off (PTO)	<p>Paid Time Off (PTO) is a combination of time used for vacation, sickness and other personal time under a single accrual. New full time regular employees will accrue approximately <b>160 hours / 20 days</b> over a twelve month period.</p> <p>PTO can be utilized for any purpose, subject to necessary request and approval procedures consistent with County and department policies.</p>	<p>Regular employees must work a minimum of 24 hours/week, or 60% full time equivalent (FTE) to be eligible for PTO. Accrual is earned each pay period.</p> <p>Employees will accrue the weekly PTO as long as they are being paid for 50% of their regular hours.</p>	<table border="1"> <thead> <tr> <th rowspan="2">Years of Continuous Service Completed</th> <th rowspan="2">Biweekly Accrual</th> <th colspan="2">Approximate Maximum Annual Accrual</th> <th rowspan="2">Maximum Eligible Payout</th> </tr> <tr> <th>Hours</th> <th>Days</th> </tr> </thead> <tbody> <tr> <td>0 through 4</td> <td>6.1538</td> <td>160</td> <td>20</td> <td>200</td> </tr> <tr> <td>5 through 9</td> <td>7.0769</td> <td>184</td> <td>23</td> <td>224</td> </tr> <tr> <td>10 through 14</td> <td>8.0000</td> <td>208</td> <td>26</td> <td>248</td> </tr> <tr> <td>15 through 19</td> <td>8.9230</td> <td>232</td> <td>29</td> <td>272</td> </tr> <tr> <td>20 +</td> <td>9.8461</td> <td>256</td> <td>32</td> <td>296</td> </tr> </tbody> </table> <p>Schedule above is for full time employees. Eligible part-time employees biweekly accrual is prorated based on FTE.</p>					Years of Continuous Service Completed	Biweekly Accrual	Approximate Maximum Annual Accrual		Maximum Eligible Payout	Hours	Days	0 through 4	6.1538	160	20	200	5 through 9	7.0769	184	23	224	10 through 14	8.0000	208	26	248	15 through 19	8.9230	232	29	272	20 +	9.8461	256	32	296											
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Holidays	<p>The County recognizes <b>9 paid holidays</b> for most of our employees. Departments working in groups identified in Group 2 or Group 3, will receive 7 paid holidays and 2 floating holidays.</p> <p>Holidays and floating holidays are awarded based on standard daily hours and are prorated based on FTE. Floating holidays are awarded for the current year on January 1.</p> <p>An employee hired before June 30, will receive one floating holiday for current year.</p>	<p><b>Group 1:</b> All employees including Law Enforcement and Corrections Specialists - Classification and Court Officers and Law Enforcement and Corrections Supervisor (Juvenile Detention) working 5/2 work schedule; except the following classifications or group of classifications listed below.</p> <p><b>Group 2:</b> Library Employees, Communications Specialists and Supervisors, Social Services Coordinators (Shelter Home Youth Workers), Law Enforcement and Corrections Specialists, Coordinators, and Supervisors.</p> <p><b>Group 3:</b> Central Wisconsin Airport and Highway Department.</p>	<table border="1"> <thead> <tr> <th>Holiday</th> <th>Group 1</th> <th>Group 2</th> <th>Group 3</th> </tr> </thead> <tbody> <tr> <td>New Year's Day</td> <td>1 day</td> <td>1 day</td> <td>1 day</td> </tr> <tr> <td>Memorial Day</td> <td>1 day</td> <td>1 day</td> <td>1 day</td> </tr> <tr> <td>July 4<sup>th</sup></td> <td>1 day</td> <td>1 day</td> <td>1 day</td> </tr> <tr> <td>Labor Day</td> <td>1 day</td> <td>1 day</td> <td>1 day</td> </tr> <tr> <td>Thanksgiving</td> <td>1 day</td> <td>1 day</td> <td>1 day</td> </tr> <tr> <td>Day After Thanksgiving</td> <td>1 day</td> <td></td> <td>1 day</td> </tr> <tr> <td>Christmas Eve</td> <td>1 day</td> <td>1 day</td> <td></td> </tr> <tr> <td>Christmas Day</td> <td>1 day</td> <td>1 day</td> <td>1 day</td> </tr> <tr> <td>New Year's Eve</td> <td>1 day</td> <td></td> <td></td> </tr> <tr> <td>Floating Holidays</td> <td></td> <td>2 days</td> <td>2 days</td> </tr> </tbody> </table> <p>*Floating holiday(s) not used in the calendar year will be forfeited.</p>				Holiday	Group 1	Group 2	Group 3	New Year's Day	1 day	1 day	1 day	Memorial Day	1 day	1 day	1 day	July 4 <sup>th</sup>	1 day	1 day	1 day	Labor Day	1 day	1 day	1 day	Thanksgiving	1 day	1 day	1 day	Day After Thanksgiving	1 day		1 day	Christmas Eve	1 day	1 day		Christmas Day	1 day	1 day	1 day	New Year's Eve	1 day			Floating Holidays		2 days	2 days
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Employee Assistance Program (EAP)	Confidential services available 24/7 that provides assessment, counseling, and resources to help employees resolve personal issues.	Available to all employees and their family members on date of hire.	Benefits provided by Ascension Employee Assistance Services. 1-800-540-3758 of <a href="https://ascensionwieap.org/">https://ascensionwieap.org/</a>																																															
Wellness Program	This program promotes a worksite culture that supports employees to make healthy lifestyle choices.	<p>Date of hire. Enrollment required.</p> <p>Some incentives may be limited to only those employees covered by the County's Health Plan.</p> <p>The program offers wellness education and activities that positively impact the health of our employees.</p>	<p>For additional information regarding these and other benefits including:</p> <ul style="list-style-type: none"> <li>• Performance Appraisal Program</li> <li>• Tuition / Education Reimbursement</li> <li>• Culture supporting work / life balance</li> <li>• County Wide Rewards and Recognition Programs</li> </ul>																																															
<p align="center"><b>Marathon County</b>  <b>One organization of 24 departments and over 750 employees working toward one goal...</b>  <b>To be the healthiest, safest, and most prosperous County in Wisconsin.</b></p>			<p align="center"><b>Please visit the Employee Resources Webpage on our website. <a href="http://www.marathoncounty.gov">www.marathoncounty.gov</a> or contact Human Resources at 715-261-1451 for more information.</b></p>																																															