

EMPLOYEE BENEFITS NON-EXEMPT COUNTY EMPLOYEES

(For a complete list of benefits, refer to the Human Resources Policy Manual)



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Full Time, Regular Employees - (40 hours per week)

INSURANCE

Health Insurance Coverage

- Racine County is self-insured. The Third-Party Administrator is United Healthcare. Coverage is effective the first of the month following thirty days of employment.
- Premium sharing: Racine County pays 85%. Employee pays 15%.
 - 2023 monthly premiums: Single: \$104.10, Family: \$300.60
- **IN NETWORK:** Individual deductible \$1000, family deductible \$2000 per calendar year. After the deductible is met, the plan pays 80% of allowable charges. Out-of-pocket maximum per calendar year is \$2500 for individual and \$5000 for family.
- **OUT OF NETWORK:** Individual deductible is \$2000, family deductible is \$4000 per calendar year. After the deductible is met, the plan pays 60% of allowable charges. Out-of-pocket maximum per calendar year is \$4000 for individual and \$8000 for family.

Vision Benefits (administered by Delta Vision)

- Works with Insight Network and has \$0 copays.
- Includes a comprehensive Eye Exam with frame and contact allowances.
- Exams and lenses or contacts are covered once every calendar year.
- \$4/month for single and \$10/month for family.

Dental Insurance Coverage

Coverage is effective the first of the month following thirty days of employment. There are two dental plan options: Basic Coverage or Premium Coverage.

Basic Coverage - Racine County is self-insured. The Third-Party Administrator for basic dental coverage is United Healthcare.

- Individual yearly deductible \$25, family yearly deductible \$75
- Fully paid insurance premium by Racine County.
 - 2023 monthly premiums: Single: \$0, Family: \$0
- No deductible for diagnostic or preventative services.
- Co-Insurance: 80% of usual and customary charges of covered services paid. Maximum of \$1200/year per person.
- No orthodontic coverage.

Premium Coverage - The Third-Party Administrator for premium dental coverage is Delta Dental.

- No deductibles.
- 100% coverage if provider is in network.
- Premium sharing: Employee pays difference between the basic and premium coverage.
 - 2023 monthly premiums: Single: \$25, Family: \$88
- Orthodontic coverage: Employee pays 50% of the fee up to a maximum payment by the employee of \$695.

RACINE EMPLOYEE HEALTH AND WELLNESS CENTER

Racine County has partnered with the City of Racine and with Racine Unified to create a health center for:

- Racine County full-time employees, who are covered under the county health plan;
- Dependents of Racine County employees who are covered under the county health plan; and
- Racine County retirees and their dependents that are covered under the county health plan.

Visits are by appointment only. Available services include primary care, chronic disease management, wellness consultations, immunizations, physicals (including school and sports physicals), diagnosis and treatment of urgent care needs (e.g., ear or sinus infections, strep throat), and lab work. There is no fee or co-pay for visits to the center, but there may be costs for services referred outside of the health center (radiology, some lab services, etc.). County health coverage may be applied to any of those costs. Some medications are dispensed for free at the Wellness Center.

Deferred Compensation

Optional - Automatic payroll deduction from salary prior to tax deductions into a tax deferred savings program. Employees may enroll at the time of hire or during the designated open enrollment periods.

Floating Holiday

A newly hired employee is not eligible for a floating holiday until after successful completion of the introductory period. If the calendar year ends before an employee has completed the introductory period, the employee is not eligible for a floating holiday for that year.

Overtime Pay

Time and one-half regular rate of pay for all hours worked in excess of forty hours per week. Compensatory time, at the rate of one and one-half hours per overtime worked, may be taken in lieu of pay. Benefit time such as vacation, holiday, casual or short-term disability does not count as hours worked.



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Flexible Spending Accounts

Optional - Regular full-time employees are eligible to contribute to two flexible spending accounts: Health Care Flexible Spending Account and Dependent Care Flexible Spending Account. Newly hired employees may enroll by submitting an enrollment form to Human Resources within thirty (30) calendar days from their date of hire.

Wisconsin Retirement Fund

Effective from date of hire. The employee contributes the employee's share, an amount that's required by State statute, through automatic payroll deduction. The County matches that contribution.

Holidays

The following holidays are observed by Racine County and shall be granted with pay to covered employees:

- *New Year's Day*
- *Dr. Martin Luther King Day*
- *Friday before Easter*
- *Memorial Day*
- *Independence Day*
- *Labor Day*
- *Thanksgiving Day*
- *Friday following Thanksgiving Day*
- *Day before Christmas Day*
- *Christmas Day*
- *Day before New Year's Day*

Employees Who Work on a Holiday

Except for corrections officers and dispatch technicians who work 5-2/5-3 or similar schedules, a covered non-exempt employee who is required to work on a holiday is paid straight time for the holiday hours worked and is given banked holiday time to be used in the future. A full-time employee will receive eight (8) banked holiday hours, and a part-time employee will receive banked holiday hours pro-rated to his/her position hours. Banked holiday hours shall be used with the approval of the department head.

Vacations

Anniversary Date of Employment	Weeks of Vacation
1st through 4th	2 week
5th through 7th	2 weeks, 3 days
8th through 12th	3 weeks, 3 days
13th through 17th	4 weeks
18th through 22nd	4 weeks, 3 days
23rd and beyond	5 weeks

Casual Days

Employees accrue five casual days per calendar year. Upon completion of introductory period, newly hired employees will receive pro-rated casual time at the rate of one-half day for every full month remaining in the calendar year, not to exceed five (5) full days.

Employee Assistance Program

Racine County offers all employees an Employee Assistance Program. EAP is a resource for emotional, financial, and legal support, and other life stressors. EAP is available 24 hours a day, 7 days a week.

Other Benefits:

- *Life Insurance*
- *Employer Paid Short Term Disability*
- *Employer Paid Long Term Disability*
- *Funeral Leave Pay*
- *Pet Insurance*