



Barron County - 2024 Summary of Benefits



Wisconsin Retirement System (WRS)

Eligibility	Benefits Received	Employee Pays	County Pays
Coverage is immediate and mandatory for those with expected employment of 1200 hours for at least one year. Employee's not immediately eligible are covered after one year if have worked at least 1200 hours in the previous 12 months.	Lifetime retirement income based on years of service and average of highest three years of earnings (or total cash value of account, if greater). Full benefits at age 57 with 30 years of service. Reduced benefits at age 55.	6.9% - General, Elected & Protective	6.9%: General & Elected 14.3%: Protective w/SS

Group Health Insurance

Eligibility	Benefits Received	Employee pays	County pays
Employees working at least 1560 hours per year in a regular position are eligible. Must apply within 30 days of initial eligibility. Non-Embedded in-network Deductible of \$2,000/Single & \$4,000/Family. Deductible must be met before insurance applies. Out-of-pocket max: \$3,500S-\$7,000F.	Comprehensive hospital, surgical and medical benefits from Anthem. Other benefits, such as dental coverage is offered separately on a voluntary basis (see dental section). Single and family coverage available. High Deductible health plan with applicable co-pays. HSA participation available.	13% of full premium; amount may be: \$50/mo S & \$100/mo F (except WPPA) provided covered employee & spouses participate in identified voluntary wellness incentive program. Pro-rated for eligible PT.	At least 87% of premium

Prescription Drug Savings Program

Voluntary mail order prescription drug savings program for generic, insulin and name brand medications through RX n Go / Rx n Go Beyond. Specialty drugs/Infusions through Optimed.	Zero cost prescription drugs for identified medications via mail order	\$0	Full Cost
---	--	-----	-----------

Health Savings Account

Eligibility	Benefits Received	Employee pays	County pays
Anyone who is: covered by high deductible health plan (HDHP); not covered by another medical plan that is not a HDHP; not entitled to Medicare; and not eligible to be claimed on another person's tax return.	Pre-tax contribution to HSA to get reimbursed for incurred deductible expenses. Employees are able to sell up to 96 hours of Sick Leave and/or Vacation hours into their HSA during open enrollment.	100% of desired contribution	No County contribution

State Group Term Life Insurance

Eligibility	Benefits Received	Employee pays	County pays
Employees are eligible for coverage effective the 1 st of the month following 30 days of WRS enrollment. Application must be received within 30 days.	Term group life insurance coverage with up to 4x annual salary (Basic, Additional & Spouse/Dep). Coverage reduced after age 70 for active employees. After termination with 20 years of WRS or at retirement coverage can be continued. Your Basic insurance coverage will continue in a reduced amount for life, without cost to you, if you retire at age 65 or later; other coverage ceases at age 65.	All premium costs less \$5.00/month County contribution towards Basic Life plan.	Up to \$5.00/month towards Basic Life plan.

Whole Life Insurance			
Eligibility	Benefits Received	Employee pays	County pays
Employees are eligible for coverage once during initial offering without underwriting and annually thereafter through underwriting process.	Whole life insurance coverage on self, spouse or dependent(s). Policy is portable at termination of employment.	All premium costs.	No County contribution.
Section 125 - Health Insurance or Dental Premium Only (POP)			
Eligibility	Benefits Received	Employee pays	County pays
Employees eligible for health or dental insurance. New employees must enroll within 30 days of effective date. Coverage effective the first payroll date contribution is deducted.	Premium expenses for medical insurance or dental insurance offered through County. You save federal, Wisconsin and social security taxes.	Pre-tax salary reductions for premium costs.	Administrative costs
Flex 125/Cafeteria Plan			
Eligibility	Benefits Received	Employee pays	County pays
Employees eligible for health and life insurance. Enrollment for the following calendar year is required each fall.	Expenses include qualified dependent care as defined by IRS and allowable medical expenses. Save Federal, State, social security taxes on these expenses.	Pre-tax salary reductions for premium costs.	Administrative costs
Section 457b Deferred Compensation			
Eligibility	Benefits Received	Employee pays	County pays
Regular full-time or part-time employees are eligible and can enroll at any time.	Voluntary supplemental retirement savings program which allows investing pre-tax dollars to defer income taxes.	Pre-tax salary reductions that defer income taxes.	0%
Section 457b Deferred Compensation (ROTH)			
Eligibility	Benefits Received	Employee pays	County pays
Regular full-time or part-time employees are eligible and can enroll at anytime.	Voluntary supplemental retirement savings program which allows investing post-tax dollars.	Post-tax salary reductions.	0%
Dental Insurance			
Eligibility	Benefits Received	Employee pays	County pays
Employees working at least 1560 hours per year in a regular position are eligible. Must apply within 30 days of initial eligibility. Open enrollment each Fall for coverage eff 1/1.	See information sheet available from HR Director on benefits available.	<u>Traditional Plan</u> \$37.77/mo-single \$118.77/mo-family <u>Preventive Plan</u> \$19.73/mo-single \$68.58/mo-family	0%
Worker's Compensation			
Eligibility	Benefits Received	Employee pays	County pays
All employees have this insurance coverage. Timely reporting of the accident is required of employee and employer. In most cases, first payment will be made by the insurance company within 14 days of your last day worked.	Cash compensation, medical expenses and death benefits for on-the-job injuries or occupational diseases.	0%	100% of benefits
Family and Medical Leave			
Eligibility	Benefits Received	Employee pays	County pays
All employees who meet Federal eligibility requirements of at least 1,250/hrs of employment in preceding 12 months &/or 1,000 hrs of employment in preceding year for WI.	Eligible employees may take up to 12 weeks of unpaid, job-protected leave each year for specified family and medical reasons. Paid leave may be substituted in some situations.	0%	100% of paid leave time

<u>Vacation</u>			
Eligibility	Benefits Received	Employee pays	County pays
Regular full-time and part-time employees.	Paid time off. Varies by position type and schedule placement. For most, 104 hours the 1 st year. See personnel policy handbook for schedule.	0%	100% of benefits
<u>Sick Leave</u>			
Eligibility	Benefits Received	Employee pays	County pays
Regular full-time and part-time employees may accumulate sick leave to be used as earned.	Employees earn approximately 8 hours per month of sick leave (based on 40 hr. work week). This amount is pro-rated based on the numbers of hours worked. Eligible for payout of 50% of balance after identified length of service to be paid at highest rate of pay. (WPPA 62% put into VEBA).	0%	100% of benefits
<u>Holidays</u>			
Eligibility	Benefits Received	Employee pays	County pays
Regular full-time and part-time employees. *Court related offices may remain open based on state holiday schedule. If worked, Employee receives floating holiday.	Paid holiday hours for normal schedule on 7 County holidays. Employees working in Sheriff-24/7 operations receive floating hours up front to use during year.	0%	100% of benefits
<u>Floating Holidays</u>			
Eligibility	Benefits Received	Employee pays	County pays
Regular full-time and part-time employees.	Regular Employees receive 24 hours of Floating holiday hours (pro-rated for reg PT) & 8 hours for Day After Thanksgiving or NY Day.	0%	100% of benefits
<u>EdVest College Savings Plan</u>			
Eligibility	Benefits Received	Employee pays	County pays
Regular full-time and part-time employees.	Convenience of post-tax payroll deduction for EdVest account	100% of desired contribution	0%
<u>Precision Retirement Group</u>			
Eligibility	Benefits Received	Employee pays	County pays
Regular full-time and part-time employees.	Receive eligible Leave Payouts into either Medical Trust or Special Pay Plan to avoid taxation.	Small distribution fee under Medical Trust	Payout per policy
<u>Other Benefits</u>			
Barron's Best Employee Recognition program; Employee/Employer Work group; Annual Training Day & Lunch; Annual Health Fair; Annual Employee Recognition Lunch; Quarterly Treats; Employee Newsletter; Organization Onboarding support for new hires; On-site Employee Blood drives (twice per year with 1 hour pay for each); 10% off purchases at Dunham's Sports; 15% Verizon Wireless cell-phone discount; up to 40 hours of paid Parental Leave for birth or adoption; and potential for telework opportunities (varies by department); On-site food truck vendors during summer months once per week; Supportive work environment			