

Green County Benefits Matrix- 2020

BENEFIT:	ELIGIBILITY CRITERIA:	ENTITLEMENT:	ENROLLMENT WINDOW	POLICY/STATUTES REFERENCE:
<p style="text-align: center;">Wisconsin Retirement System (WRS)</p>	<p>Regular, Full-Time Employees</p> <p>If you first became a WRS employee on or after July 1, 2011:</p> <ul style="list-style-type: none"> •You must be expected to work at least 2/3 of full-time. •880 hours for teachers and educational support employees of school districts and •1,200 hours for all other non-teaching employees. •You are expected to be employed for at least one year. <p>If you first became a WRS employee before July 1, 2011:</p> <ul style="list-style-type: none"> •You must be expected to work at least 1/3 of full-time. •440 hours for teachers and educational support employees of school districts and •600 hours for all other non-teaching employees. •You are expected to be employed for at least one year. <p>If your position is not expected to meet both requirements when you are first hired, you will not be enrolled in the WRS. If your position meets the eligibility criteria at a later date, you may become eligible and be enrolled in the WRS at that time.</p> <p>If you left employment under the WRS and closed your account by taking a lump sum benefit, you must meet the participation requirement upon returning to WRS employment again.</p>	<p>2020 Employee/er Contribution Rates:</p> <p>General, Elected Officials, Executive, Judge= 6.75 %/6.75%</p> <p>Protected with Social Security= 11.75%/6.75%</p>	<p>Mandated participation at time of meeting criteria unless you are an annuitant that has completed a waiver.</p>	<p>Green County Handbook (Section IV, page 17)</p> <p>Wisconsin Retirement System Administration Manual- https://etf.wi.gov/rsource/wisconsin-retirement-system-administration-manual</p> <p>WRS Retirement Benefit - https://etf.wi.gov/retirement/wrs-retirement-benefits</p> <p>ETF website contribution rate- https://etf.wi.gov/benefits/wrs-contributionrates</p>
<p style="text-align: center;">Wisconsin Public Employers' Group Health Insurance Program (ETF)</p>	<p>"All Wisconsin Retirement System (WRS) eligible employees, including part-time employees, are eligible for group health insurance and must be offered coverage if the employer elects to provide coverage under the Wisconsin Public Employers Group Health Insurance Program. This includes:</p> <ul style="list-style-type: none"> • Active WRS participating employees. (see above) • Retired employees receiving a WRS annuity (including a lump sum or disability annuity) who were participants in the employer's preceding group health insurance plan. • Insured employees terminating employment after age 55 (age 50 for protective category employees) having 20 years of WRS creditable service who defer the annuity. Insured employees who terminate employment (for reasons other than gross misconduct) and fail to meet the above age and service requirements, must be offered continuation coverage (refer to Chapter 7). • Rehired WRS annuitants who elect to return to active WRS coverage. 	<p>Optional coverage with Employee Trust Fund Health Insurance Program; Local Deductible Health Plan (PO14). \$1,000 Family Deductible, \$500 Single Plan Deductible. Green County pays 88% of the coverage. Lowest Green County Coverage is \$1627.08 for family and \$664.24 for single. Employee pays \$195.25 for family and \$79.71 for single a month for full time employees! (Coverage begins 1st of the month following 30 days of employment). Prorated for Part-Time Employees</p>	<p>Open Enrollment period or qualifying life changing event described at https://etf.wi.gov/its-your-choice/2020/life-events-guide</p>	<p>Green County Employee Handbook (Section IV page 16) Benefit Enrollment Opportunities https://etf.wi.gov/its-your-choice/2020/local-deductible-health-plan-po14/how-choose-enroll-your-benefits/benefit-enrollment-opportunities</p> <p>Decision Guide- https://etf.wi.gov/resource/its-your-choice-2020-decision-guide-local-deductible-plan-insurance-employees-and-retirees</p> <p>Wisconsin Retirement System Administration Manual- https://etf.wi.gov/rsource/wisconsin-retirement-system-administration-manual</p> <p>WRS Retirement Benefit - https://etf.wi.gov/retirement/wrs-retirement-benefits</p>
<p style="text-align: center;">Group Term Life/AD & D Insurance Standard- Legacy (once know as Multiflex And</p>	<p>Regular, Full Time Employee and Employees actively working at least 20 hrs. a week. Legacy- only for those hired before 3/1/2019.</p>	<p>Legacy Policy Coverages: \$10,000 for Employee, \$2,500 for Spouse, \$1,000 for Children. Optional Life Insurance- Employees can go up to \$150,000, Spouse \$25,000, Children \$10,000. Employees can up their life insurance by \$10K/\$20K at Open enrollment. Spouse \$5K/\$10K at open</p>	<p>Employees can sign up at open enrollment if don't have \$10/\$20K and Spouses 5K/10K. Coverage begins 1st of the</p>	<p>Green County Employee Handbook (Section IV). https://standard.com</p>

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Benefit and Standard Optional		at open enrollment, spouse 35K/51K at open enrollment- anything past the guarantee amounts- medical evidence forms have to be completed.	month following 30 days of employment.	Standard Certificate of Insurance: Group Policy 15318-B Legacy. Group Policy for Option- 153418-C
BENEFIT:	ELIGIBILITY CRITERIA:	ENTITLEMENT:	ENROLLMENT WINDOW	POLICY/STATUTES REFERENCE:
BEST Flex Plan; Health Care FSA Reimbursement Account, and Dependent Care FSA Reimbursement Account (EBC)	Only employees who are regularly scheduled to work at least 20 hours weekly (1040 annually) can participate	Optional Participation: Employees are able to place tax deferred compensations into the Flex Fund to use for qualifying medical and dependent care expenses: Maximum 2020 Dependent FSA contribution = \$5,000 for married and head of household filers or \$2500 for married and filing seperately. Maximum 2020 Health Care FSA contribution = \$2,750	One time enrollment in the fall of the calendar year	My company Plan Document: www.ebcflex.com
Group Long Term Disability Insurance (Standards Ins. Co.)	Regular, Full Time Employee, and employees actively at work and working 20 hours a week.	Optional coverage for Long Term disability at 50% or 60% rate.	Window of 31 days of eligibility. Coverage begins 1st of month following 30 days of employment. Offered at Open Enrollment, medical evidence form needs to be completed at this time to determine if qualify.	https://standard.com Standard Cetificate of Insurance: Group Policy 15341/-A.
Group Short Term Disability Insurance (Standard Ins. Co.)	Regular, Full Time Employee, and employees actively at work and working 20 hours a week. Plan Started 3/1/2019	60% of your eligilbe earnings, up to a maximum benefit of \$500 per week. 14 day waiting period, can be approved up to 90 days.	Window of 31 days of eligibility. Coverage begins 1st of month following 30 days of employment. Offered at Open Enrollment, however- waiting period before would be eligible.	https://standard.com Standard certificate of Insurance: Group Policy 153418-D
457 Deferred Compensation Program (ETF, WDC, SPR)	Only employees who are regularly scheduled to work at least 20 hours weekly (1040 annually) can participate	Optional participation: Employees are able to make tax deferred contributions into retirement accounts.		If you want to put money into the ETF "Variable Trust Fund", you would need to contact WRS to choose your investments. Contact info: http://www.etf.wi.gov/ 1-877-533-5020.

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Wisconsin Deferred Comp (or Empower) – this is administered by our Wisconsin Employee Trust Funds (that we have all our retirement and health insurance through). To participate in this plan contact: Mike Barry | Retirement Plan Advisor Wisconsin Deferred Compensation (WDC) Program 5325 Wall Street, Suite 2755, Madison, WI 53718 Office: 608.241.6604 | Direct: 844.446.8658 x20487 | Fax: 608.241.6045 | Email: mike.barry@empower-retirement.com www.wdc457.org

Security Benefit – this is administered by a third party (meaning not the state benefit system and not Green County).

- a. If you would like to see their rates of return you can go to their website at <https://www.securityretirement-dst.com>.
- b. If you want to participate with them, you need to sign up directly with them to choose your investments.

Contact James Rommel Meyer
Retirement Plan Account Manager
Security Benefit Retirement Plan Services
p 800.747.3942 x38350 | f 816.701.7626
PO Box 55976 | Boston, MA 02266-5976
e jrommelmeyer@dstsystems.com

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Dental (Ameritas) Through Standard 3/1/2019	Only employees who are regularly scheduled to work at least 20 hours weekly. (1040 annually can participate).	Employee Only (EE) \$33.68 EE+Spouse \$74.20 EE+Children \$84.44 EE+Spouse & Children \$114.44	Window of 31 days of eligibility. Coverage begins 1st of month following 30 days of employment. Offered at Open Enrollment.	https://standard.com
Vision (VSP) Through Standard 3/1/2019	Only employees who are regularly scheduled to work at least 20 hours weekly. (1040 annually can participate).	Employee Only (EE) \$7.52 EE+Spouse \$14.00 EE+Children \$14.00 EE+Spouse&Children \$21.24		https://standard.com
EE	ELIGIBILITY CRITERIA:	ENTITLEMENT:	POLICY/STATUTES REFERENCE:	
Holidays	Regular full-time employees shall receive their straight time rate of pay for each of these days. Proration of benefits for regular part-time employees shall be based upon the number of hours said employee's work applied as a percentage of full-time hours per week. Holidays are prorated and paid following the holiday.	9 Holidays, New Years Day, Good Friday, Memorial Day, 4th of July, Labor Day, Thanksgiving, Day After Thanksgiving, Christmas Eve and Christmas Day. Pleasant View- Does not Have Holidays!	Upon Hire	Green County Employee Handbook (Section IV, Page 14) Green County Employee Handbook (Section IV, Page 14-#5).
Sick Leave	Regular, Full-Time Employees; Regular, part-time employees are eligible on a pro rata basis	Each regular full-time employee shall earn and accumulate when not used, 0.04625 hours of sick time per hour paid to a maximum of 12 days per year	Accumulation begins upon Hire	Green County Employee Handbook (Section V. Page 19)
Vacation	Regular, Full-Time Employees; Regular, part-time employees are eligible on a pro rata basis...vacation is prorated after the anniversary dates.	A full-time employee begins to earn vacation upon completion of six months of continuous employment; thereafter, vacation is earned on an employee's anniversary date as follows: 6 months = 5 days 2 years = 10 days 3 years = 1 additional day of vacation is earned each	First apportionment at 6 months	Green County Employee Handbook (Section IV- Page 14)
Personal Days	Regular, Full-Time Employees; Regular, part-time employees are eligible on a pro rata basis	Personal days will be granted to regular full-time employees on the following basis: 1. Three days on a calendar year basis. 2. Employees who are hired after the first of the year shall receive personal days on a pro rata basis.	Appointed- the 1st of the year. Prorated, if start after the 1st of the year.	Green County Employee Handbook (Section IV, Page 15)
		Pleasant View Does not get personnel time. Get 9 PTO Days instead		Green County Employee Handbook (Section IV, Page 16, # 6).

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