

Green County Benefits Matrix - 2019

BENEFIT:	ELIGIBILITY CRITERIA:	ENTITLEMENT:	ENROLLMENT WINDOW	POLICY/STATUTES REFERENCE:
<p>Wisconsin Retirement System (WRS)</p>	<p>Regular, Full-Time Employees</p> <p>Regular Part-Time Employees (<u>without</u> WRS eligibility prior to July 1st, 2011) that meet the following criteria:</p> <p>1. Employee is expected to work at least two-thirds of what is considered full-time employment, as defined: • 1,200 hours for non-teachers and non-school district educational support personnel; and</p> <p>2. Employee is expected to be employed for at least one year (365 consecutive days, 366 in leap year) from employee's date of hire.</p> <p>Once the employer sets the expectation that the employee will work the applicable required hours or more, the employee is enrolled in the WRS and does not need to work the required hours every year to remain in the WRS.</p> <p>Regular Part-Time Employees (<u>with</u> WRS eligibility prior to July 1st, 2011) that meet the following criteria:</p> <p>1. Employee is expected to work at least one-third of what is considered full-time employment, as defined: •1. 600 hours for non-teachers and non-school district educational support personnel, and</p> <p>2. Employee is expected to be employed for at least one year (365 consecutive days, 366 in leap year) from employee's date of hire.</p>	<p>2019 Employee/er contribution rates:</p> <p>General, Elected Officials, Executive, Judge = 6.55%/6.55%;</p> <p>Protected with social Security = 6.55%/10.55%;</p>	<p>Mandated participation at time of meeting criteria unless you are an annuitant that has completed a waiver.</p>	<p>Green County Employee Handbook (Sections 3 and 4);</p> <p>Dept. of ETF, Local Health Insurance Administration Manual http://etf.wi.gov/employers/healthlocal_chap3.pdf;</p> <p>Wisconsin ETF, WRS Chapter 3—WRS eligibility determination (http://etf.wi.gov/employers/wrschap3.pdf)</p> <p>ETF website contribution rate (http://etf.wi.gov/news/ht_20170627.htm)</p>
<p>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 ; PO2,PO12 Local Government Plan. Zero Deductible plan with Green County Paying \$669.80 of a single plan and \$1,643.66 for a family plan in 2019 premium shares.</p> <p>[Coverage begins on the 1st of the month following 30 days of employment]</p> <p>~Prorated for Part-Time Employees</p>	<p>Open enrollment period or qualifying life changing event described at http://etf.wi.gov/members/IYC2018/et-2128leg.asp</p>	<p>Green County Employee Handbook (Sections III and IV)</p> <p>http://etf.wi.gov/publications/18et2128cc.pdf</p> <p>http://etf.wi.gov/members/IYC2018/et-2128home.asp</p> <p>Dept. of ETF, Local Health Insurance Administration Manual (http://etf.wi.gov/employers/healthlocal_chap3.pdf);</p> <p>Wisconsin ETF, WRS Chapter 3—WRS eligibility determination (http://etf.wi.gov/employers/wrschap3.pdf)</p>
<p>Group Term Life / AD&D Insurance (MetLife) Legacy Plan Now (Standard)</p>	<p>Regular, Full-Time Employee; and employees actively at work at least 20 hours each week- Only for those hired before 3/1/2019</p>	<p>Optional coverage: Employee (\$10,000), Dependent Spouse (\$2,500) and Dependent Child (\$1,000). Employee monthly premium is \$3.00for single and \$3.50 for family.</p>	<p>Window of 31 days of eligibility, following first of month following a 30 day waiting period from the date when you first became eligible. Past this window may require evidence of insurability.</p>	<p>Green County Employee Handbook (Sections 3 and 4);</p> <p>https://standard.com Standard Certificate of Insurance: Group Policy 153418-B</p>

<p>Optional Group Life/Ad&D Insurance (Standard)</p>	<p>Regular, Full-Time Employee; and employees actively at work at least 20 hours each week</p>	<p>Optional Coverage: Employee (\$150,000), Dependent Spouse \$25,000 and Dependent Child \$2,000) with no questions asked. After these amounts- medical questionnaire is required. Cost different for everyone based on ages.</p>	<p>Window of 31 days of eligibility, following first of month following a 30 day waiting period from the date when you first became eligible. Past this window may require evidence of insurability.</p>	<p>https://standard.com 153418-B</p>
<p>BENEFIT: BEST Flex Plan; Health Care FSA Reimbursement Account, and Dependent Care FSA Reimbursement Account (EBC)</p>		<p>ENTITLEMENT: Optional Participation: Employees are able to place tax deferred compensations into the Flex Fund to use for qualifying medical and dependent care expenses: Maximum 2019 Dependent FSA contribution = \$5,000 for married and head of household filers. Maximum 2019 Health Care FSA contribution = \$2,650</p>		<p>One time enrollment in the fall of the calendar year</p>
<p>Group Long Term Disability Insurance (Standards Ins. Co.)</p>	<p>Regular, Full-Time Employee; and employees actively at work at least 20 hours each week</p>	<p>Optional coverage for Long Term disability at 50% or 60% rate.</p>	<p>Window of 31 days of eligibility, following first of month following a 30 day waiting period from the date when you first became eligible. Past this window may require evidence of insurability.</p>	<p>on line enrollment: https://secure5.entertimeonline.com/ta/GreenCnty.Iogin?md=WQU https://</p>
<p>Group Short Term Disability Insurance (Standard Ins. Co.)</p>		<p>60% of your eligible earnings, up to a maximum benefit of \$500 per week. Plan minimum \$15 per week.</p>		<p>Window of 31 days of eligibility, following first of month following a 30 day waiting period from the date when you first became eligible. Past this window may require evidence of insurability.</p>
<p>457 Deferred Compensation Program (ETF, WDC, SPR)</p>	<p>Only employees who are regularly scheduled to work at least 20 hours weekly (1040 annually) can participate</p>	<p>Optional participation: Employees are able to make tax deferred contributions into retirement accounts.</p>		<p>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.</p>

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

<p>Vision (VSP) Through Standard</p>		<p>Employee Only (EE) \$7.52 EE+Spouse \$14.00 EE+Children \$14.00 EE=Spouse & Children \$21.24</p>		<p>https://standard.com</p>
<p>Dental (Ameritas) Through Standard</p>	<p>Only employees who are regularly scheduled to work at least 20 hours weekly (1040 annually) can participate</p>	<p>Employee Only (EE) \$32.08 EE+Spouse \$70.68 EE+Children \$80.40 EE+Spouse & Children \$109.00</p>	<p>Window of 31 days of eligibility, following first of month following a 30 day waiting period from the date when you first became eligible.</p>	<p>https://standard.com</p>
<p>BENEFIT:</p>				<p>POLICY/STATUTES REFERENCE:</p>
<p>Holidays</p>	<p>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. Pleasant View Nursing Home are not eligible for holiday benefit time, but are granted additional personal days that may be used on holidays as approved in advance by the department head or his/her designee. (modified: 28Nov2018)</p>	<p>New Year's Day; Independence Day; Day after Thanksgiving; Good Friday; Labor Day; December 24; Memorial Day; Thanksgiving Day; December 25</p>	<p>Upon Hire</p>	<p>Green County Employee Handbook (Section 4; pg. 12); Green County Employee Handbook (Section 4; pg. 15); Green County employee Handbook (Section 4, #5, pg. 15).</p>
<p>Sick Leave</p>	<p>Regular, Full-Time Employees; Regular, part-time employees are eligible on a pro rata basis</p>	<p>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</p>	<p>Accumulation begins upon Hire</p>	<p>Green County Employee Handbook (Section 4; pg. 17); Green County Employee Handbook (Section 4; pg. 15);</p>
<p>Vacation</p>	<p>Regular, Full-Time Employees;</p>	<p>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</p>	<p>First apportionment at 6 months</p>	<p>Green County Employee Handbook (Section 4; pg. 12);</p>

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	Regular, part-time employees are eligible on a pro rata basis...vacation is prorated after the anniversary dates. Defined as 1040 hours annually/20 hrs. a week.	2 years = 10 days 3 years = 1 additional day of vacation is earned each year up to a cap of 25 days		Green County Employee Handbook (Section 4; pg. 15);
Personal Days	<p>Regular, Full-Time Employees;</p> <p>Regular, part-time employees are eligible on a pro rata basis. Defined as 1040 annually/20 hrs. a week.</p> <p>Employees of Pleasant View Nursing Home will be granted nine personal days. Employees working on holidays recognized by Green County may request a payout of one personal day for the holiday worked. The personal day payout will be at straight time and must be paid out in the same pay period as the holiday worked, as approved in advance by the department head or his/her designee. Personal days must be taken in increments of no less than two hours. All other regulations regarding personal days apply. (modified: 28Nov2018</p>	<p>Personal days will be granted to regular full-time employees on the following basis:</p> <ol style="list-style-type: none"> 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. 	<p>Apportionment is on the first of the year, prorated in first year.</p>	<p>Green County Employee Handbook (Section 4; pg. 13 & 14);</p> <p>Green County Employee Handbook (Section 4; pg. 15);</p> <p>Green County Employee Handbook (section 4, page 14, #6).</p>