

## COUNTY OF DANE BENEFITS OVERVIEW

### 1) WORK HOURS

- a. Monday through Friday (schedules vary for 24/7 work locations, ie. Sheriff's office, Badger Prairie nursing home, Public Safety Communications)
- b. 7:45 A.M. - 4:30 P.M.
- c. 45 Minute lunch break
- d. 15 minute break both during the morning and the afternoon (based on eight hour day)
- e. Flex time at the discretion of management.

### 2) PAY

- a. Employees are paid bi-weekly
- b. Twice throughout the year, three checks are issued per month

### 3) Wisconsin Retirement System (must be at least 60% employee)

- a. Total contribution for 2025 is 13.9% of gross salary.
- b. Employee's pays employee portion (6.95%).
- c. County contributes the employer portion (6.95%).

### 4) Health Insurance – Dean Health Inc.

- a. HMO plan within Dean Network
- b. Point of Service Plan (POS) - Can go outside of the Dean network. Employee pays 25% of the difference in cost between the HMO and POS single or family premiums.

(Premiums pro-rated for part-time positions, i.e. Work 50%, pay 50% of the premium. Part time employee would pay this plus cost in b above)

### 5) Dental Insurance

- a. Premiums paid by County (pro-rated for part time positions, i.e. Work 50%, pay 50% of premium)

### 6) Disability Insurance (must be at least half time 50% employee):

- a. Premiums paid by employee based on prior year sick time used, or options elected for tax reporting purposes
- b. One options allow for up to 3 wellness days that can be used as leave time.

### 7) Life Insurance (must be at least 60% employee)

- a. Premium paid by Employee based on salary and age.

### 8) Long-Term Care Insurance (must be at least half time 50% employee)

- a. Premium paid by Employee

### 9) Vision Care

- a. Premium paid by Employee

### 10) Tax Deferred Compensation Plan (457)

- a. Wisconsin Deferred Compensation Plan

## 11) Flexible Spending Accounts

- a. Provides a deduction of pre-tax dollars for Dependent Care and Uninsured Medical & Dental expenses, e.g., eye glasses

## 12) Transportation/Ridesharing

See [Active Employee](#) for more information.

## 13) LEAVE TIME

### a. VACATION

- i. 1st thru 5th year: 2 or 3 weeks dependent upon employee group or union contracts (managerial start at 3 weeks)

### b. HOLIDAYS:

- i. \*Total of 32 Hours of Floating Holiday
- ii. \*Fixed Holidays (Office is Closed)
  1. January 1
  2. Martin Luther King, Jr. Birthday (third Monday in January)
  3. Last Monday in May (Memorial Day)
  4. June 19 (Juneteenth)
  5. July 4
  6. First Monday in September (Labor Day)
  7. Second Monday in October (Indigenous People's Day)
  8. November 11 (Veteran's Day)
  9. Fourth Thursday of November (Thanksgiving Day)
  10. Day after Thanksgiving
  11. December 24
  12. December 25
  13. December 31

### c. SICK LEAVE

- i. Earned at the rate of four hours per pay-period (pro-rated for part time), up to a maximum accumulation of 2,300 hours.

### d. PAID PARENTAL LEAVE

- i. Employees get 480 hours of paid parental leave for the birth or adoption of a child to use within 6 months of the event (prorated for less than 1.0 FTE).