

Eau Claire County Benefits-at-a-Glance (2019)

Benefit	Plan Features	What you Pay	Eligibility		When are you eligible	For more information
			Full Time	Part Time		
Health Insurance	Offers health insurance coverage for you and your family through WEA Trust. Refer to provider resources for plan details and coverage.	Depends on which plan you choose and who is covered. The County pays 88% of the premium.	Y (30+ hours per week)	N	First day of month following hire.	WEA Trust: 800-279-4000 www.weatrust.com
Employee Wellness Program	Robust wellness program, including biometrics, health risk assessments, health coaching, flu shots, cholesterol screening	County pays the full cost. Incentives and premium reduction available to employees & spouses that complete components of the program (must be enrolled in health insurance to receive an incentive).	Y	Y	First day of month following hire.	Mayo Clinic Health System: 715-838-1447 Email:enhanceyourhealth.ecc@mayo.edu
Dental Insurance	Offers dental insurance coverage for you and your family through Delta Dental Refer to provider resources for plan details and coverage.	Employee pays 100%	Y (30+ hours per week)	N	First day of month following hire.	Delta Dental: 800-236-3712 www.deltadentalwi.com
Vision Exam (with health insurance coverage)	One eye exam is covered per year as part of the health plan through WEA Trust.	Included in health insurance coverage	Y (30+ hours per week)	N	First day of month following hire.	WEA Trust: 800-279-4000 www.weatrust.com
Vision Insurance	Offers vision insurance (eye exam, frames, lenses) coverage for you and your family through Delta Dental Refer to provider resources for plan details and coverage.	Employee pays 100%	Y (30+ hours per week)	N	First day of month following hire.	Delta Dental: 800-236-3712 www.deltadentalwi.com
Health Savings Account	Provides the opportunity to use tax-free dollars to pay for eligible out-of-pocket medical, dental, and eye care expenses for yourself and your eligible family members. Enrollment is voluntary.	2019 Contribution maximums: Single - \$3,500 Family - \$7,000 (if over 50 you may contribute an additional \$1,000)	Y (30+ hours per week) - must enroll in health plan to participate	N	First day of month following hire.	Employee Benefits Corporation: 800-346-2126 www.ebcflex.com
Medical Flex Spending Account	Provides the opportunity to use tax-free dollars to pay for eligible out-of-pocket medical, dental, and eye care expenses for yourself and your eligible family members. Enrollment is voluntary.	2019 Annual maximum: \$2,700	Y (30+ hours per week) - must enroll in health plan to participate	N	First day of month following hire. <u>Cannot</u> enroll if participating in the health insurance.	Employee Benefits Corporation: 800-346-2126 www.ebcflex.com

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Medical Limited Purpose Flex Spending Account	Provides the opportunity to use tax-free dollars to pay for eligible out-of-pocket dental, and eye care expenses (no medical) for yourself and your eligible family members. Enrollment is voluntary.	2019 Annual maximum: \$2,700	Y (30+ hours per week) - must enroll in health plan to participate	N	First day of month following hire. <u>Can</u> enroll if participating in the health insurance.	Employee Benefits Corporation: 800-346-2126 www.ebcflex.com
Dependent Care Reimbursement Account	Provides the opportunity to use tax-free dollars to pay for eligible child and elder day care expenses. Enrollment is voluntary.	2019 Annual maximum: \$5,000	Y (30+ hours per week)	N	First day of month following hire.	Employee Benefits Corporation: 800-346-2126 www.ebcflex.com
Retirement	The County establishes a retirement fund for you as part of the Wisconsin Retirement System.	Employee and Eau Claire County pay a percentage based on rates provided by Employee Trust Funds.	Y - If expected to work 1,200 hours and one year	Y - If expected to work 1,200 hours and one year	First day of employment.	Employee Trust Funds: 800-533-5020 www.etf.wi.gov
Deferred Compensation Program	Enables you to save for retirement with pre-tax dollars, using the convenience of automatic payroll contributions. Enrollment is voluntary.	Employee may contribute up to 100% of pay, but no more than the annual limit determined by IRS regulations for 457 plans. Minimum payroll contribution is \$10.	Y	Y	First day of employment. Must meet with representative to set up an account (in person or on phone)	Nationwide Retirement Specialists - Eric Glinsky: 715-245-7408
Roth IRA	Enables you to save for retirement, using the convenience of automatic payroll contributions. Allows you to completely eliminate federal taxes on your investment earnings. Enrollment is voluntary.	Employee may contribute up to an established rate provided by the IRS. Minimum payroll contribution is \$25.	Y	Y	First day of employment. Must meet with representative to set up an account (in person or on phone)	Gloe Financial - Ron Gloe: 715-839-0126
EdVest	Enables you to invest tax-deductible money for qualified education expenses for a designated beneficiary. Enrollment is voluntary.	The minimum deposit is \$15/month and no more than the maximum allowable contribution limit, established by the state.	Y	Y	First day of employment.	EdVest: 888-338-3789 www.edvest.com
Basic Term Life Insurance	Minnesota Life provides term life insurance in the amount of 1x your annual salary	The value of your policy and premiums are based upon your age and estimated gross earnings for first year of employment.	Y - If expected to work 1,200 hours and one year	Y - If expected to work 1,200 hours and one year	First of month following 30 days of employment.	Employee Trust Funds: 800-533-5020 www.etf.wi.gov
Additional & Supplemental Term Life Insurance	Minnesota Life provides term life insurance in the amount of an additional 4x your annual salary, with purchase of basic life plan.	The value of your policy and premiums are based upon your age and estimated gross earnings for first year of employment.	Y - If expected to work 1,200 hours and one year	Y - If expected to work 1,200 hours and one year	First of month following 30 days of employment.	Employee Trust Funds: 800-533-5020 www.etf.wi.gov

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Spouse & Dependent Term Life Insurance	Additional term life insurance coverage may be purchased to cover your spouse and family members, with purchase of basic life insurance plan.	\$1.75 per month covers spouse for \$10,000 and each dependent for \$5,000. OR \$3.50 per month covers spouse for \$20,000 and each dependent for \$10,000.	Y - If expected to work 1,200 hours and one year	Y - If expected to work 1,200 hours and one year	First of month following 30 days of employment.	Employee Trust Funds: 800-533-5020 www.etf.wi.gov
Whole Life Insurance	Combines guaranteed premiums, coverage and values that have always been so attractive in whole life insurance with with the advantages of cash accumulation at current interest rates.	Employee pays 100%	Y	Y - 20+ hours per week	First day of month following hire.	UNUM: 877-249-0041 www.unum.com
Long Term Disability	Provides coverage after 90 calendar days from date of disability.	Employee pays 100%	Y	Y - 20+ hours per week	First day of month following hire.	The Standard: 888-548-8310
Short Term Disability	Provides coverage from 14/30 days to a maximum of 13 weeks from date of disability.	Employee pays 100%	Y	Y - 20+ hours per week	First day of month following hire.	The Standard: 888-548-8310
Accident Insurance	Accident insurance is an affordable way to make up the difference between what your medical insurance covers and what you'd owe out of pocket if you or a family member were to get injured.	Employee pays 100%	Y	Y - 20+ hours per week	First day of month following hire.	The Standard: 888-548-8310
Critical Illness Insurance	Provides a lump-sum benefit directly to you upon diagnosis of a covered illness, regardless of your treatment costs or what's covered by your medical insurance.	Employee pays 100%	Y	Y - 20+ hours per week	First day of month following hire.	The Standard: 888-548-8310
Employee Assistance Program	Confidential short term counseling or coaching referral services are offered for you and your family through	Eau Claire County pays full cost.	Y	Y	First day of employment	REALiving Employee Achievement Program: 877-256-9302
Workers' Compensation	Compensation is provided for lost time and medical expenses if you are injured on the job.	Eau Claire County pays full cost.	Y	Y	First day of employment	Contact Human Resources.

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Paid Time Off *Sick/Vacation WPPA Only*	Accrual rate is based on years of service, according to applicable policies. The maximum accrual rate is 35.75 days of paid time off per year.	N/A	Y	Y	First day of employment	Eau Claire County Policy Manual *WPPA Collective Bargaining Agreement
Holidays *	There are ten County-paid holidays throughout the year. *WPPA observes 6.5 holidays per year*	County pays the full cost.	Y (30+ hours per week)	N	First day of employment	Eau Claire County Policy Manual *WPPA Collective Bargaining Agreement
Direct deposit of paychecks	The convenience of automatic deposits to checking and other financial accounts saves time and worry. Enrollment is mandatory.	N/A	Y	Y	Date of first paycheck.	Contact Human Resources.
Flexible Scheduling	Allows you to work flexible shifts, with supervisor approval.	N/A	Y	Y	First day of employment	Eau Claire County Policy Manual
Employee Activities	Eau Claire County hosts an annual summer picnic and golf outing.	Some events may require the purchase of admission.	Y	Y	First day of employment	Contact Human Resource or respective planning committee.
Service Awards	Eau Claire County recognizes employees for time of service. Employees a gift certificate, and recognition as they meet length of employment milestones.	County pays the full cost	Y	Y	As milestones are met.	Contact Human Resources
Discounts	Employee discounts are offered through the following companies: AAA, Verizon, Dell Computers, Office Depot, AMC and Micon Movie Theaters (obtain in County Clerk Office).	Prices vary with each discount.	Y	Y	First day of employment	Eau Claire County Employee Extranet

AN IMPORTANT NOTE: This information sheet gives only a brief summary of the plans in effect for regular full-time, and regular part-time employees of Eau Claire County and may not be all-inclusive and are subject to change. For more details on a plan (such as cost, eligibility requirements for enrolling in a benefit, etc.), consult the summary plan description and official documents, which can be obtained from the Human Resources Department. Eau Claire County's Human Resources policies, County Code, and union and plan contracts, and documents govern if there are differences between this sheet and the policies or plans.

FOR MORE INFORMATION CONTACT:
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