



Benefits-at-a-Glance

Milwaukee County's flexible benefits program
<http://county.milwaukee.gov/EmployeeBenefits>

	BENEFIT	WHEN YOU ARE ELIGIBLE	GENERAL NATURE OF BENEFIT
MEDICAL/DENTAL/VISION PLANS	Medical Plan: ◆ Choice Plus PPO	First of the month following your hire date	Comprehensive medical coverage focused on preventive care. Hospital, physician, surgical, prescription and laboratory services with varying extents of coverage.
	Dental Plans: ◆ Conventional PPO ◆ CarePlus DMO	First of the month following your hire date	Preventive, diagnostic, orthodontic, and restorative services with varying extents of coverage.
	Vision Plan: ◆ Delta Vision	First of the month following your hire date	Includes services for preventative eye care, coverage for frames, contact lenses and discounts on laser vision correction.
REIMBURSEMENT ACCOUNTS	Health care flexible spending account (FSA)	First of the month following your hire date	<p>Employees may elect up to \$2,600 to be set aside each calendar year on a pre-tax basis to pay for medical/dental expenses not covered by a health plan, such as copayments, deductibles, or coinsurance.</p> <p>All employees, <i>except those employees not contributing to the Employee Retirement System (ERS)</i>, who elect to contribute their own funds into the Health Care Flexible Spending Account (FSA), will receive a matching contribution up to a maximum of \$1500 into their FSA plan, from Milwaukee County.</p>
	Dependent care flexible spending account	First of the month following your hire date	Up to \$5,000 may be set aside each calendar year on a pre-tax basis to pay for qualified child care and/or adult care expenses.
PROTECTION	Basic Life Insurance	First of the month following 6 months of employment	Life insurance equal to 1 times your annual salary. Milwaukee County provides the first \$25,000 (\$20,000 for select bargaining units) of coverage.
	Optional Life Insurance	First of the month following 6 months of employment	Ability to purchase additional coverage for you, your spouse, and your dependent children.
	Disability Insurance	First of the month following your hire date	Voluntary program through Colonial Supplemental Insurance designed to offer additional financial protection for you and your family.

	BENEFIT	WHEN YOU ARE ELIGIBLE	GENERAL NATURE OF BENEFIT
RETIREMENT	Employees' Retirement System (ERS)	Upon employment	<p>Participation in ERS is automatic with the exception of certain employees (i.e., Pension Board and Commission members and employees covered under the OBRA Plan). Benefits available include:</p> <p style="padding-left: 40px;">Monthly Pension Benefit Disability Benefit Death Benefit</p> <p>The normal retirement benefit is a monthly pension for the life of the participant.</p>
	Deferred Compensation	Upon employment	Employees can supplement retirement and pension benefits by saving and investing traditional before-tax dollars and/or Roth after-tax dollars as 457(b) elective contributions.
	Vacation	Upon employment	<p>Vacation is earned according to years of service and weekly number of scheduled hours.</p> <p>New hires receive vacation during their first year on a pro-rated basis.</p>
PAID TIME OFF	Personal Days	Upon employment	Up to 3 days per year can be designated for personal business.
	Holidays	Upon employment	Milwaukee County provides 11 paid holidays per year (7 scheduled, 4 discretionary).
	Sick Time	Upon completion of 6 months of employment	<p>Employees earn 3.7* sick time hours per pay period which may be used for employee illness and other approved time away from work.</p> <p>*based on a 40 hour work week.</p>
	Tuition Reimbursement	Upon completion of probationary period	Regular full-time employees are eligible to be reimbursed for tuition costs up to a maximum of \$2,500 annually.
OTHER MILWAUKEE COUNTY BENEFITS	Employee Assistance Program (EAP)	Upon employment	Up to 3 counseling sessions with a licensed/certified therapist by phone or in-person, per family member, per issue, each calendar year. Access is available 24/7 year round.
	Parking and Commuter Value Pass	First of the month following date of hire	<p>Employees may purchase a parking pass at a reduced rate. Payments are on a pre-tax basis through payroll deductions.</p> <p>Quarterly bus passes may also be purchased at a reduced rate on a pre-tax basis through payroll deductions.</p>
	Wellness	Upon employment	Activities and programs offered include annual health assessments, health coaching, access to a variety of resources, onsite presentations from health experts, wellness challenges, and other health related events.