

WORK WITH MILWAUKEE COUNTY

Total Rewards

Milwaukee County offers employees an attractive and competitive Total Rewards package that allows employees to choose their benefits:

Medical Plan

- PPO comparable plan design featuring United Health Care Choice with nationwide network of facilities and providers
- Preventative services covered at 100%
- Covers 80% of most in-network services after deductible (\$1,250 per individual/\$2,500 per family)
- Prescription drug coverage
- Employee monthly premiums range from \$138 (single coverage) to \$304 (family coverage)
- Premium discount for employees participating in the County's wellness program
- \$500/year for opting out

Dental Plan

- A conventional point-of-service dental plan operated by Delta Dental of Wisconsin
- Or a Dental Maintenance Organization (DMO) administered by Dental Associates (Care Plus)
- Preventative services covered at 100%
- \$25 annual deductible per person; coinsurance coverage varies by service
- Employee monthly premiums range from \$25 (single coverage) to \$50 per month (family coverage)

Vision Plan

- Includes services for:
 - » Preventative eye care
 - » Coverage for frames and contact lenses
 - » Discounts on laser vision correction
- Employee monthly premiums range from \$2.04 for single coverage to \$6.20 for family coverage

Flexible Spending Accounts

- Health Care Spending Account — Receive a dollar-for-dollar match up to \$1,000 if you contribute to the Pension plan and also contribute to the Health Care Spending account
- Dependent Care Spending Account — You may contribute up to \$5,000 per year on a pre-tax basis to cover eligible child care expenses

Employee Development

- Our Learning Management System (LMS) serves as the central resource for all learning needs and professional development — instructor-led classes, online classes and special learning events

Health & Wellness Program

- Awarded Gold WELCOA Well Workplace Award
- Opportunities for employees to stay well in body, mind and spirit
 - » Voluntary health assessment (medical premium discount of \$600/year)
 - » Personal Health Coaching
 - » Tobacco Cessation
 - » Flu Shots
 - » Wellness Reimbursement — \$100 per year for each member covered by the County's health insurance plan for fitness club or weight loss program membership

Employee Assistance Program (EAP)

- On annual basis, three free counselings per issue
- Free and confidential:
 - » Clinical referrals and counseling
 - » Consultations for work/life services
 - » Concierge services
 - » Legal services
- Eligible immediately upon hire

Pension System

- Eligible immediately upon hire and automatically enrolled
- Defined Benefit pension funded by the County that provides retirees with a guaranteed annuity benefit for life
- Per State statute, mandatory contribution via payroll deduction: 6.5% (8.3% for Public Safety employees) of annual pay for 2018
- Vesting after completing five years of County service
- Upon separation from the County, instead of the monthly pension benefit, employees have option to withdraw all contributions plus interest per Milwaukee County Ordinance

Deferred Compensation

- 457 Deferred Compensation Plan administered by Empower
- Employees may contribute a portion of their pay on a pre-tax basis for retirement savings
- Professional financial advisors available on-site to provide tailored recruitment plan reviews

Prior Public Service Recognition

- Apply for service credit (vacation and pension) at the County for having worked for:
 - » The City of Milwaukee
 - » The State of Wisconsin
 - » Other public entities

Paid Time Off

- Vacation
 - » Two to six weeks vacation per year based on County service
 - » Pro-rated for the first year of service
 - » Annual carryover option
- 11 Holidays
- Three personal days
- Sick Time — Employees accrue 3.7 hours of sick time per 80 hours worked

Disability Coverage — Voluntary

- Three plans to choose from:
 - » Short-term disability
 - » Critical illness
 - » Accidents
- Employees purchase from Colonial Life

Life Insurance

- County subsidized voluntary basic and supplemental (optional) term life insurance coverage

MetLife Auto/Home & Legal

- Discounted group rates and tenure discounts through payroll deduction
- 24/7/365 claim service
- MetLaw: payroll deduction of \$19.50/month for unlimited access to legal advice on wide range of issues including family and personal, money matters, estate planning, home and real estate, etc.

Tuition Reimbursement

- Return to school and prepare for future opportunities with the County
- Annual maximum of \$2,500 for eligible employees

Transit & Parking Program

- Discounted monthly unlimited bus pass on all Milwaukee County bus lines for only \$4.62 per paycheck
- Reduced rate for public parking in Courthouse Complex
- Both of these deducted on pre-tax basis

Employee Discounts

- Perkspot partners with Milwaukee County to offer employee discounts from a wide variety of retailers
- Includes electronics, travel, tickets, vehicles, and clothing

Public Service Loan Forgiveness Program

- Outstanding student debt loan forgiven for eligible borrowers
- Must have at least 10 years of full-time employment at a public service organization to qualify

In general, regular full time employees are eligible to enroll (if required) in the benefits listed above with coverage effective the first day of the month following employment. Employees may cover spouses in benefits plans, without a surcharge, regardless of other coverage. Child dependents are eligible for coverage on medical, dental and vision until age 27. Benefits packages may vary for certain represented employees. For more information about the benefits listed here, please email: benefits@milwaukeecountywi.gov.



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