



City Benefits

INSURANCE BENEFITS

Medical Insurance

- Eligibility
 - Regular full-time employees (and part-time employees who meet WRS eligibility) qualify for City health insurance through the Wisconsin Department of Employee Trust Funds (ETF).
- Plan Design
 - Employees enjoy a low deductible plan. **The plan has a \$500 individual and \$1,000 family deductible. The City also funds a health reimbursement account (HRA) to help employees pay for out-of-pocket medical expenses** like their deductibles and copays. For single plans the City contributes \$544 per year and for family plans the city contributes \$1,532 per year.
- Cost
 - The City offers 5 different network options. Plans range from \$42.42 - \$215.81 per check for single coverage and \$103.99 - \$537.47 per check for family coverage. Cost depends on which network option is chosen.

Health Reimbursement Account (HRA)

- City contributes \$400/single and \$800/family per year and \$12/single and \$61/family per month to an HRA (must participate in the health plan).

Retiree Health Insurance

- Ten (10) years of service required and retirement under WRS.
- City will pay 50% of monthly premiums from retirement until Medicare eligibility age.
- City contributes \$400/single and \$800/family per year to an HRA until Medicare eligibility age (must participate in the health plan).

Flexible Spending Accounts

- Pre-tax payroll deduction (Employee contributes to this plan)
- Reimbursement for non-covered health care expenses (\$3,050 max. per year for employee and dependents).
- Reimbursement for dependent care expenses (\$5,000 max. per year).

Dental

- Eligibility
 - Employees eligible for medical insurance can elect to get preventive dental with their medical insurance.
 - All full and part-time employees have the option to enroll in a Supplemental Dental Plan that is paid for by the employee at 100%.

- Plan Design
 - Two supplemental plan options.
 - Supplemental dental plans feature coverage for services such as crowns, extractions, and implants.
 - Plan is available to provide orthodontic coverage with no age restriction.
- Cost
 - \$9.08 - \$21.60 per month for single coverage
 - \$21.76 - \$66.20 per month for family coverage

Vision

- Employees have the option to enroll in DeltaVision; paid for by the employee at 100%.

Basic Life Insurance

- Eligibility
 - Employees who work over 1,200 hours per year qualify for City paid life insurance. The City pays for one times the employees annual salary in life insurance.
 - No cost to the employee
- Additional insurance is available at the employee's expense

Employee Assistance Plan

- Eligibility
 - All employees
- Plan design
 - 8 free and confidential counseling sessions per year to employees and family members for any personal problems.

TIME OFF

Holidays

- Eight (8) paid holidays per year.

Sick Leave

- Regular full and PT employees accumulate **one (1) day per month to a maximum of 120 days.**
- Employees who have accumulated at least sixty (60) days of sick time and who do not use more than two (2) days of sick leave in the prior year are eligible to receive an additional day of vacation in the following year.

Personal Days

- Employees receive two (2) personal days.

Vacation

- All vacation time is awarded January 1

Year Hired	2 weeks (prorated from hire date)
After 1 year	2 weeks
After 3 years	3 weeks
After 8 years	4 weeks
After 20 years	5 weeks

RETIREMENT BENEFITS

Wisconsin Retirement System (WRS)

- Employees who work at least 1,200 per hour qualify for WRS.
- WRS is a pension plan that is intended to provide a lifetime retirement payment (annuity) once vested and reached minimum retirement age.
- Contribution rates are set by the state. General category employee pays 6.9% of the contributions and the City pays 6.9% for 2024.

Residency Incentive

- Regular part-time and full-time employees that reside in the corporate limits of the City of Kaukauna, and work 1,000+ hours per year, will be eligible to receive an incentive equivalent to a percentage of Wisconsin Retirement eligible wages. Currently this is 6%. This incentive shall be provided as a bi-weekly contribution deposited into a 401(a) Supplemental Retirement Plan for the employee and vested immediately upon deposit.

Deferred Compensation Plan

- A 457 (deferred compensation) plan is available to employees to participate (the City does not contribute to this plan).

ADDITIONAL BENEFITS

Longevity

- Full-time employees are awarded a one-time payment at the end of each year based on years of service. Longevity for PT employees is prorated based on FTE
- Longevity schedule is as follows:

After 3 years	\$60	After 5 years	\$120
After 7 years	\$180	After 9 years	\$240
After 12 years	\$300	After 15 years	\$360
After 20 years	\$420	After 25 years	\$480

Tuition Assistance Plan

- City will reimburse tuition costs for successful completion of pre-approved job-related courses up to a maximum of 50% of \$2,500 per year for FT employees and \$1,250 for PT employees.
- Employees with one (1) year of service are eligible.

Health Club Reimbursement

- The City will reimburse employees 50% of their health club reimbursement costs up to \$200 per year for FT employees and \$100 per year for PT employees