



BURNETT COUNTY
ADMINISTRATION AND HUMAN RESOURCES
Burnett County Government Center
7410 County Road K, #116
Siren, WI 54872

Phone (715) 349-2181

FAX (715) 349-2180

2022 BURNETT COUNTY BENEFITS SUMMARY

This list is informational only and is not policy setting. In all instances, the Employee Handbook and the policies therein take precedence.

Health Insurance:

Minimum eligibility:

Regular employees who work 32 hours per week or greater.
The employer paid portion will be prorated for employees working between 32 & 37.5 hours per week.

Effective Date of Coverage:

First of the month following 30 days of employment.

2022 Premiums (monthly):

Family - \$ 269.96 (employee paid) - \$ 1529.78 (county paid)
Single - \$ 106.90 (employee paid) - \$ 605.79 (county paid)
** Burnett County pays 85% of the monthly premiums

Deductibles:

\$1,000 person / \$ 2,000 family

Out-of-Pocket Limit:

PPO: \$1,750 per person / \$ 3,500 family
Non-PPO: \$ 2,250 per person / \$ 4,500 family
**for medical, coinsurance, copays; Rx has separate Out-of-Pocket limit

Rx Coverage:

Retail: \$ 15 Generic / \$ 40 Preferred Brand / \$ 75 Non-Preferred Brand (30 day supply)
Retail: \$ 45 Generic / \$ 120 Preferred Brand / \$ 200 Non-Preferred Brand (31 – 90 day supply)
Mail Order: \$ 30 Generic / \$ 60 Preferred Brand / \$ 150 Non-Preferred Brand (90 day supply)
** Separate \$500 single/\$1,000 family out-of-pocket prescription drug co-pay applies for all prescription drugs.

Holistic Services:

Up to \$500 for services such as massage, acupuncture, chiropractic, etc.

Other:

Anytime Fitness Membership Discounts & Reimbursements
Weight Watchers Reimbursements
Annual covered eye exam for each covered person
Real Appeal Weight loss program – free to members enrolled in the medical plan
Flu and Covid-19 Vaccination

Dental Insurance:

Minimum eligibility:

Regular employees who work 32 hours per week or greater.
The employer paid portion will be prorated for employees working



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between 32 & 37.5 hours per week.

Effective Date of Coverage: First of the month following 30 days of employment.

2022 Premiums (monthly): **Family** - \$ 14.24 (employee paid) - \$ 80.67 (county paid)
Single - \$ 4.53 (employee paid) - \$ 25.66 (county paid)
** Burnett County pays 85% of the monthly premiums

Out-of-Pocket Limit: \$ 50 per person / \$ 150 family

Coverage (after deductible): Preventive – 80%; Basic – 80%; Major – 50%; Prosthodontic – 50%
Orthodontic – 50% (lifetime maximum - \$1,600 for dependent children under 19 years of age only)

Long-Term Disability: Voluntary employee-paid plan. Monthly income protection after 8 or 12 weeks.

Short-Term Disability: Voluntary employee-paid plan. Weekly income protection up to 8 or 12 weeks **This has not been finalized yet, but we are hoping to start offering this in early 2022.*

Flexible Spending: Eligible employees may participate in plan offering tax deferred contributions to be used towards medical and dependent care expenses.

Voluntary Life:

Minimum eligibility: Regular employees who work 32 hours per week or greater.
The employer paid portion will be prorated for employees working between 32 & 37.5 hours per week.

Effective Date of Coverage: First of the month following 30 days of employment

2022 Premiums (monthly): \$ 0.48 (employee paid) - \$ 2.72 (county paid)
** Burnett County pays 85% of the monthly premiums

Coverage: Life - \$ 10,000 / Accidental Death/Dismemberment - \$ 10,000

Supplemental Life: Employees may purchase additional supplemental life insurance at their own cost in increments of \$ 10,000 / \$ 25,000 / \$ 50,000



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PTO: Available to all regular full-time employees, and pro-rated for regular part-time employees.

<u>Years of Service</u>	<i>General County</i>	<i>Jail/Dispatch/LEU</i>
	<u>Annual PTO Days</u>	
0-4	16	23
5-9	19	26
10-14	24	31
15-19	27	34
20-24	30	37
25+	33	40

**Newly hired full-time employees will start with 40 hours of PTO in their accrual bank*

Holidays: Regular, full-time employees shall observe the following holidays. Employees regularly scheduled for less than 32 hours per week shall receive each holiday on a standard, pro-rated basis.

New Years Day	Presidents' Day
Friday before Easter	Memorial Day
Fourth of July	Labor Day
Veteran's Day	Thanksgiving Day
Day after Thanksgiving	Christmas Eve
Christmas Day	

*** New employees must complete 30 days of employment before being eligible for paid holidays.*

Deferred Compensation: The County offers a contribution to employees' existing deferred compensation plan (with one of our two providers) to all full-time, non-probationary staff. In order to receive the county paid benefit, employees must contribute an equal or greater amount on a monthly basis. The contribution levels are:

Non-supervisory	\$ 25.00 / month
Supervisory (non-dept head)	\$ 35.00 / month
Department Head	\$ 50.00 / month

Wisconsin Retirement: Burnett County is a participating WRS employer. This is not an optional benefit, and only in cases of Limited Term Employees will eligibility be reviewed after one year of continuous service. The WRS rates for 2022 are:

<i>General Category:</i>	6.5% (employee paid) – 6.5% (county paid)
<i>Elected Category:</i>	6.5% (employee paid) – 6.5% (county paid)
<i>Protective Category:</i>	6.5% (employee paid) – 12.0% (county paid)



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Annual Health Screening: ** For staff that meet all participation requirements of our annual Health Risk Assessment screening, Burnett County will pay an additional 3% benefit for group health, group dental and group life insurance in the following calendar year.

Wellness Day: Health Risk Assessment participants will be eligible for one paid Wellness Day per calendar year for the purpose of receiving their annual physical with their primary care provider.

Verizon Wireless: Burnett County employees receive 15% discount on monthly calling & data plans

Employee Recognition Program: Following benchmark years of service (see chart), qualifying employees will be eligible for both a monetary gift and one time PTO deposit to be used during the following calendar year. Please see policy for specifics.

Years of Service	Gift Card Value	Years of Service	PTO Bank Days
5	\$50.00	5	5
10	\$150.00	7	5
15	\$200.00	10	5
20	\$250.00	15	10
25	\$500.00	20	10
30	\$1,000.00	25	10
35	\$1,000.00	30	15
		35	15

Employee Achievement: Program by ReaLiving provides tools that engage employees with proactive & solution-focused employee support.

LEEDs Program: Incentive program that encourages non-supervisory staff to come up with creative ideas to increase efficiencies and effectiveness.

Telecommuting: Burnett County provides a flexible and supportive work environment, including the opportunity to work remotely.

Training & Development: Fees, mileage/travel, and meals reimbursed according to County policy

Educational Reimbursement: Up to \$10,000 lifetime maximum



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Maternity / Paternity Leave: 4 weeks of paid leave

Breast-feeding Friendly: Clean, comfortable, private

In-Service Day: County building is closed to the public, allowing staff to work with fewer interruptions. A variety of trainings are held throughout the day as well.

2022 Approved Budget Pay Increase:

- Burnett County Pay Plan will trend forward 1% effective January 1st, 2022
- Merit staff will receive a 1.5% increase to base wage effective January 1st, 2022
- Merit staff will receive a 1% increase to base wage effective July 1st, 2022

County Board has approved a 1% value bonus for all employees based on 2021 gross wages.

- Employees can choose to receive this as a Pay Out, Deferred Compensation Contribution, or PTO equivalent.

A Total Compensation Study will be done in early 2022.