2020 BENEFITS SUMMARY

BENEFIT PLAN	EMPLOYEE COST	ELIGIBILITY	BENEFITS
Group Health Trust Health Benefit Plan Employee contributes 15% of total premium	Aspirus Network 2020 Monthly Rates **FT 100% / PT 90% / PT 80% / PT 75%** Single $106.40 / $166.70 / $227.00 / $257.15 Ee + 1 $255.38 / $400.10 / $544.81 / $617.17 Family $300.08 / $470.13 / $640.18 / $725.20 Broad Network 2020 Monthly Rates **FT 100% / PT 90% / PT 80% / PT 75%** Single $166.90 / $227.20 / $287.50 / $317.65 Ee + 1 $402.24 / $546.96 / $691.67 / $764.03 Family $472.88 / $642.93 / $812.98 / $898.00	1st day of month following date of employment. Must apply within 30 days of date of hire or through Special Enrollment provision. Must work 30 hours/week (75%) to be eligible for Health Benefit Plan Annual Open Enrollment	Deductibles: $2,000 single with $750 **H** ealth $2,750 Ee +1 with $1,125 **R** eimbursement $3,500 family with $1,500 **A** rrangement Major Medical Services covered 90% in-network and 70% out-of-network after deductible is met. $25 copay for office visits. Preventative Care Benefit offers 100% in-network coverage – deductible is waived (no maximum) Prescription Drugs: Generic - $5 copay Preferred Brand - 25% co-insurance Non-Preferred Brand – 25% co-insurance
Delta Dental Benefit Plan Employee contributes 50% of total premium	2020 Monthly Rates **FT 100% / PT 90% / PT 80% / PT 75%** Single $16.10 / $17.71 / $19.32 / $20.13 Ee +1 $32.26 / $35.49 / $38.71 / $40.32 Family $60.32 / $66.35 / $72.38 / $75.40	1st day of month following date of employment. Must apply within 30 days of date of hire or through Special Enrollment provision. Must work 30 hours/week (75%) to be eligible for Dental Benefit Plan. Annual Open Enrollment	Deductible: $25 single/$50 family using a PPO Provider $50 single/$150 family for all other Providers Deductible does not apply to Diagnostic/Preventative Svc $1,500 maximum benefit per person per calendar year. Co-Insurance applies for Basic & Major Services Orthodontia lifetime maximum benefit of $2,000 with PPO provider and $1,000 for other providers
Flexible Spending Accounts (FSA)	100% Employee funded. Administrative costs paid by Marathon County.	First payroll following receipt of signed application. Annual Open Enrollment	Pre-tax Group Insurance Premiums Out-of-pocket Medical Expenses - $2,750 annual maximum Dependent Daycare Expenses - $5,000 annual maximum
Wisconsin Public Employers Group Life Insurance	100% Employee funded, amount dependent upon selected plan, age, and amount of coverage.	1st day of month following 1 month from date of hire. Must apply within 30 days of hire.	Basic, Supplemental, Additional 1, 2, 3-each unit equal to 1 year retirement earnings. Spouse/Dependent Coverage: $20,000-spouse / $10,000-each dependent-$3.50 per month $10,000-spouse / $5,000-each dependent-$1.75 per month
Income Continuation Insurance (ICI)	Dependent upon selected plan, and amount of coverage. County pays for 90 day Elimination Period.	1st day of month following date of WRS eligible employment. Must apply within 30 days of hire.	Provides you Income Continuation while unable to work due to a disability. Benefit pays 75% of your monthly earnings up to a maximum of $4000/month. Additional coverage can be obtained.
Wisconsin Retirement System (WRS)	13.5% Total Contribution. Employee contributes 6.75% of gross pay (pre-tax) Marathon County contributes 6.75%	Date of hire. Enrolled automatically	Benefits available upon separation, retirement, disability, or death. You must have 5 years of WRS creditable service to be vested in the WRS.
Post Employment Health Plan (PEHP)	100% County funded.	Date of hire. Enrolled automatically	$21.00 per pay period deposited into an interest bearing account for use after termination or retirement for reimbursement of out of pocket medical expenses and insurance premiums. PTO conversion into PEHP account upon retirement.
Deferred Compensation 457(b) Plan	100% Employee Funded - 2 plans to choose from: Nationwide Retirement Solutions Wisconsin Deferred Compensation Program	Date of hire, enroll at any time.	Invest before-tax or after-tax dollars through voluntary payroll deduction to supplement your other retirement/pension plans.

Please refer to Policy & Procedures Manuel and labor contract/ordinance for more details on these and additional benefits, such as PTO, etc.