INFORMATION SUMMARY POSITION: WASTEWATER OPERATOR CITY OF MARSHFIELD, WISCONSIN

Note: This summary is provided for information purposes only. It does not in any way constitute an employment contract and the City of Marshfield reserves the right to amend the salary/benefits plan at any time subject only to approval by the Common Council. Please note that the City of Marshfield has access to insurance related data. The data is used to analyze the City's group as a whole and does not identify individual users. The City will not misuse insurance related data and will maintain confidentiality.

Current Compensation:

2013 Wages \$21.01

<u>Length of Probationary Period</u>: 6 months

Residency Requirement: As a condition of continued employment, employee must be a resident within a 10 mile radius of the Wastewater Treatment Plan, or become a resident no later than sixty (60) days following the completion of their probationary period. Employees hired after January 1, 2014 will have a City limit residency.

Immediate Supervisor: Sam Warp, Wastewater Superintendent

<u>Health Insurance</u>: Employee's coverage begins on the first day of the month following 30 days of employment. Security Health Plan with a \$500 annual deductible per individual and a maximum family out-of-pocket expense of \$1,500. The plan also has co-insurance up to an additional \$500 per person up to three per family.

Total monthly premium	\$1,881.88 (F)	\$814.21 (S)
City's share	\$1,599.60 (F)	\$692.09 (S)
Employee's share	\$ 282.28 (F)	\$122.12 (S)

Dental Insurance:

Total monthly	y premium	\$145.33 (F)	\$47.68 (S)

Life Insurance: The City offers a group term life insurance plan offered by the Wisconsin Retirement System (WRS). The plan offers basic coverage based on an employee's annual earnings reported to the WRS, accidental death and dismemberment coverage, waiver of premiums during periods of disability, and insurance with further contributions for eligible employees who retire at age 65 or later (active employees pay premiums to age 70). The employee is eligible for such coverage on the first day of the month following the first six months of employment, and the City pays the first \$10,000 in coverage. Optional coverage's - at the employee's expense - are available to the employees which provide coverage for spouse and eligible dependents and additional coverage on the employee equal to 100% of the employee's basic coverage.

<u>Holidays</u>: 10 paid holidays annually, including New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, day after Thanksgiving, Christmas Eve, Christmas Day and two personal holidays. The employee is eligible to use the personal holidays following 90 days of employment.

<u>Vacation Leave</u>: All vacations are based on the employee's anniversary date of hire. Employees receive one week of paid vacation after one year (12 months) of service; two weeks of paid vacation after two years of service, three weeks of paid vacation after seven years of service, four weeks of vacation after thirteen years of service and five weeks of paid vacation after twenty years of service.

<u>Sick Leave:</u> Employees shall accumulate one (1) day sick leave credit for each month of service, not to exceed sixty (120) days. Each day of sick leave so accumulated shall be used as a basis for sick leave pay when an employee is absent due to illness.

PEHP (Post Employment Health Plan): The PEHP Plan is designed to help you defray the costs of health care after separation of service. Only employer contributions fund the PEHP. These contributions, as well as earnings on the account or benefits paid from the plan, are tax-free to you. Access to the benefits to reimburse qualified medical expenses is available to you upon separation of service. At that time, your benefit reimbursement is limited only by the account balance. Upon your death, any remaining balance can still be used by your spouse or qualified dependents. The City will contribute \$140 per year into each employee's account as a health care contribution that is non-pensionable under the Wisconsin Retirement System. This benefit will sunset (end) on 12-31-13. In addition, employees in the Wastewater Group have opted to contribute an additional \$30 per pay period (\$780/yr) pre-tax to their PEHP account.

Retirement: The City participates in the Wisconsin Retirement Fund and pays both the employee and employer portion of WRS which for 2013 is 13.3%. Effective January 1, 2014 the employee will pay the employee share (which is half of the total contribution) and the employer will pay the employer portion.

<u>Deferred Compensation</u>: Program available to all employees, with periodic opportunities for employees to schedule appointments with the deferred compensation representative.

Flexible Benefits Plan (Section 125 of IRS code): The City's flexible benefit plan permits an employee to pay a portion of the cost of the City's group health, dental, and life insurance plans with before tax dollars and allows employees to pay certain uninsured medical expenses and dependent care expenses on a pre-tax basis. Employees are eligible to participate in the plan as of the first date in which they are eligible for coverage under one of the City's group insurance plans, except that for medical reimbursement or dependent care assistance reimbursement, you are eligible beginning in the first plan year after your date of hire.

Fire Department Exercise Room: Free use to employees and their spouses.

YMCA: Reduced fees available through payroll deduction.