INFORMATION SUMMARY POSITION: CLASSIFICATION I/LABORER 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:

2012 Wages	
\$16.37/hour	

Length of Probationary Period: 6 months

Residency Requirement: As a condition of continued employment, employee must be a resident within City limits or become a resident no later than sixty (60) days following the completion of their probationary period.

Immediate Supervisor: Brian Panzer, Street 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.

Total monthly premium	\$1,724.71 (F)	\$744.59 (S)
City's share	\$1,466.01 (F)	\$632.91 (S)
Employee's share	\$ 258.70 (F)	\$111.68 (S)

Dental Insurance:

Total monthly premium paid	\$145.33 (F)	\$47.68 (S)
by employee		

<u>Disability Insurance:</u> The City offers a short-term disability insurance plan with voluntary participation. Premiums are paid by the employee through payroll deduction on an after tax basis.

<u>Life Insurance</u>: 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 dismembership coverage, waiver of premiums during periods of disability, and insurance with further contribution 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 \$5,000 in coverage for the employee's basic 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.

Holidays: 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 holiday 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 six months, one week 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 fourteen years of service; and five weeks of 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.

Retirement: The City participates in the Wisconsin Retirement Fund. Employees pay the employee portion of WRS which for 2012 is 5.9% (2013 = 6.65%). Employers pay the employer portion of WRS which for 2012 is 5.9% (2013 = 6.65%).

<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.

<u>Fire Department Exercise Room:</u> Free use to employees and their spouses.

YMCA: Reduced fees available through payroll deduction.