



## City of Hartford Employees 2017 Compensation/Benefit Summary

*This Compensation/Benefit Summary represents an overview of compensation and benefits available to employees. Specific detail for each element of an individual employee's compensation and benefits are subject to restrictions contained within the documents and publications noted below, as well as contractual agreements between the City and the individual employee or the applicable labor organization. Employees are encouraged to seek answers to specific compensation and benefit questions prior to accepting employment with the City of Hartford.*

### **Holidays**

Eight fixed holidays (New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the day before Christmas, Christmas Day, ½ day (four hours) on the day before New Year's Day, and ½ day (four hours) on Good Friday.

### **Paid Time Off**

Full-time employees on the permanent Table of Organization will accumulate PTO biweekly until an annual benefit of 16 days is earned. After one year of employment the employee will accumulate PTO biweekly until an annual PTO benefit of 24 days is earned.

### **Tax Deferred Compensation Programs (457 Plans)**

The City currently participates in four tax deferred programs which utilize both guaranteed savings investment options as well as mutual fund investment opportunities.

### **Flexible Benefit Plan**

The Flexible Benefit Plan allows employees to segregate pre-tax wages for various allowable expenditures, including dependent care and health care.

### **Health Insurance**

The City offers a self-insured PPO health insurance plan administered by UMR. The City pays 100% premium coverage (single or family) for full-time employees. Coverage is effective the first of the month following 30 days of employment. 2017 health insurance deductibles are \$950 single and \$1500 family, with the potential to have these deductibles reduced by 50% if specific criteria is met through an annual Health Risk Assessment.

### **Post-Retirement Health Insurance**

**Employees hired prior to 1/1/2007** and retiring after age 55 (age 53 for protected service officers) with a minimum of 15 years of City service may retain health insurance coverage until age 65 under the same health insurance plan that is in effect for active City employees. The City will pay the premium cost of this health insurance coverage, with deductibles and co-payments made by retirees as required by the plan. The retired employee may retain health insurance coverage after reaching age 65 under the same health insurance plan that is in effect for active City employees, with the City's health plan providing secondary coverage to Medicare. The retiree will pay 100% of the premium cost

of this health insurance coverage. **Employees hired after 1/1/2007** will have post-retirement health insurance coverage provided on a defined contribution basis, with monthly deposits made by the City into an Individual Defined Contribution Account of \$225 single/\$450 family during the employment period of the employee. Employees eligible for the Defined Contribution Account will be 100% vested after five years of service with the City. The Individual Defined Contribution Account can be used to purchase the City's post-retirement health insurance plan as described above, with the retiree paying 100% of the premium cost.

### **Dental Insurance**

The City offers a self-insured dental insurance plan administered by Delta Dental. The City pays 75% of the total monthly family premium to a maximum of \$100 per month for full-time employees. The City pays 100% of the monthly single premium. 2017 total monthly premiums are \$124.33 family and \$41.53 single. Coverage is effective after completion of 30 days of employment.

### **Vision Insurance**

The City offers vision insurance through Delta Vision (EyeMed). The City pays 50% premium coverage (single or family) for full-time employees.

### **Wellness Program**

The Hartford Wellness Program is intended to assist employees and spouses in making behavior changes which reduce their health risk and enhance their productivity. This is a comprehensive, coordinated campaign to encourage the adoption of healthy lifestyle behaviors. The City provides an employee wellness account of \$300 per employee and \$300 per spouse annually to utilize Hartford Recreation Center fitness activities and memberships.

### **Health Risk Assessment**

The City offers an annual voluntary Health Risk Assessment as part of the self-insured health plan. Employees and spouses are tested for many of the health factors that are typically included in a routine exam. The purpose of the assessment is to make employees aware of health risk factors that can lead to future disease and to support employees in taking the necessary steps to achieve optimal health. The City only has access to an aggregate group report that protects individual confidentiality while reporting the City's overall health risks. Cash incentives and reduced deductibles can be achieved through participation in the Health Risk Assessment.

### **Retirement Pension**

The City provides retirement benefits through the Wisconsin Retirement System. For 2017 the City will contribute 6.8% of the employee's salary for most employees. For protected service officers in the Police Department hired prior to 7/1/2011 the City will pay 14.6% of the employee's salary. For protected service officers in the Police Department hired after 7/1/2011 the City will pay 10.8% of the employee's salary. For all protected service officers in the Fire & Rescue Department the City will pay 10.8% of the employee's salary.

### **Life Insurance**

The City provides life insurance through the Wisconsin Retirement System in the amount of annual salary rounded to the next highest even thousand. Additional coverage for spouse and dependents is available at employee cost. Additional units of coverage are also available at employee cost.

### **Disability Insurance**

The City provides a group income continuation insurance plan for all employees participating in the Wisconsin Retirement System. Coverage provides, at employer cost, 75% of average monthly earnings, subject to a 180 day waiting period. Any additional premiums for elimination periods of less than 180 days are paid by the employee. Employers and employees do not pay premiums for either standard or supplemental ICI coverage in 2017.

### **Employee Assistance Program**

The Employee Assistance Program (EAP) is available to employees and family members residing in the household and is paid for by the City. Typical problems may include marriage conflict, parent/child problems, childhood or adult stresses, budget or money management issues, alcohol or drug abuse, divorce, concerns about child or elder care, legal problems, or balancing work and family. All counseling is strictly confidential.

**Contact Julie Hanrahan at 262-673-8204 or [jhanrahan@ci.hartford.wi.us](mailto:jhanrahan@ci.hartford.wi.us) if you need further clarification on any of the benefits mentioned in this summary.**