

# CITY OF KENOSHA 2015 SUMMARY OF BENEFITS

## For the Chief of the Kenosha Police Department

<b>Salary</b>	The Police Chief is appointed to his or her position by the Board of Police and Fire Commissioners. Appointees serve a one (1) year probationary period followed by annual performance reviews. The salary range for this position is divided into eleven (11) steps. Pay raises are based on achievement of satisfactory performance evaluation until the maximum salary is reached.
<b>Direct Deposit</b>	Payroll is made by <a href="#">direct deposit</a> for all employees. Employees must designate a checking or savings account (of their choice) at the time of hire. This is a salaried position that is paid on the 15 <sup>th</sup> and last day of each month.
<b>Insurance</b>	<p>The City offers a high deductible health plan (HDHP) to eligible employees and their qualifying dependent(s) as of the first of the month following 60 days of full-time employment. All employees are required to pay a five percent (5%) monthly health insurance premium, which will be waived if the employee participates in an annual Health Risk Appraisal (HRA). Employees and qualifying dependents are responsible for any deductibles, co-payments, or other out-of-pocket costs associated with care received under the provisions of the plan(s). There is a health insurance only purchase option. Employees who elect health <i>and</i> dental insurance do not pay a premium for dental coverage.</p> <p>The City provides dental insurance to eligible employees after 60 days of full-time employment. Dental services are provided through one dental group – Dental Associates, which has one location in Kenosha County. You must select one provider location upon enrollment, and can only seek dental treatment through that location once enrolled. There is a dental insurance only purchase option. Employees who elect to purchase dental insurance separately (without electing health insurance) pay a monthly per person premium for this coverage.</p> <p><b>The City holds an open enrollment period each calendar year. If the employee waives initial coverage upon hire, they must experience a qualifying life event as prescribed by the Plan's summary plan description in order to enroll for either health or dental insurance at any other time during the plan year. Employees who do not experience a qualifying life event must wait for the open enrollment period to elect coverage. Insurance benefits are subject to unilateral changes by the City.</b></p>
<b>Pension</b>	Employees who meet the minimum amount of hours worked per year are enrolled in the <a href="#">Wisconsin Retirement System (WRS)</a> upon hire. The City contributes all of the required yearly pension contribution percentage amount (as determined by the Department of Employee Trust Funds) into the employee's pension account. The total contribution is calculated based on gross wages for each pay period.
<b>Life Insurance</b>	Term life insurance coverage is provided to eligible employees through the <a href="#">Wisconsin Public Employers Group Life Insurance Program</a> . Coverage amount is based on the employee's annual salary rounded to the next highest \$1,000. The premium for Basic Plan coverage is paid by the City. Additional coverage and/or supplemental levels of coverage are available to employee and family at the employee's expense. Coverage becomes effective on the first of the month following six (6) months of employment or sooner if the employee has previous qualifying WRS service.
<b>Deferred Compensation</b>	Employees may elect to defer part of their income into a 457(b) retirement plan through <a href="#">ICMA-Retirement Corporation</a> , <a href="#">Nationwide Retirement Solutions</a> , or the <a href="#">Wisconsin Deferred Compensation Program</a> . This deferred income is exempt from State and Federal income taxes until it is withdrawn at retirement or upon termination of employment. Deferred compensation is only available to full-time employees.
<b>Sick Leave</b>	Employees earn eight (8) hours of sick leave per month (a total of 12 days/year) to a maximum of 120 days (960 hours) banked accrual. Employees retiring from City service under the provisions of the WRS receive a sick-leave payout benefit, which is 50% of accrued sick leave with a maximum of 528 hours.

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### Duty-Related Death Benefit

One year's salary is paid to an eligible employee's beneficiary if the employee is killed in the line of duty.

### Holidays

Full-time employees receive eleven (11) designated holidays (listed below) plus two (2) floating holidays. Floating holidays are granted on March 1<sup>st</sup>, and must be used between March 1<sup>st</sup> and November 30<sup>th</sup> of current calendar year with Department Head approval.

New Year's Day	Independence Day (July 4 <sup>th</sup> )	Christmas Eve Day
Martin Luther King, Jr. Day	Labor Day	Christmas Day
Friday before Easter	Thanksgiving Day	New Year's Eve Day
Memorial Day	Day after Thanksgiving	

### Vacation

Vacation (annual leave) is provided to full-time employees who have completed the required number of years of continuous service. A maximum of two weeks (80 hours) of unused vacation may be carried over into the next calendar year; which must be used by March 31<sup>st</sup> of that next year or it shall be forfeited.

<u>Years of Service</u>	<u>Days/Hours per Year</u>
Less than 1 year	7 days (56 hours)
After 1 year	12 days (96 hours)
After 10 years	17 days (136 hours)
After 15 years	18 days (144 hours)
After 18 years	20 days (160 hours)
After 25 years	25 days (200 hours)

One additional day (8 hours) per month is provided to the Police Chief in lieu of compensation for overtime worked.

### Other Benefits

**Health and Wellness Clinic** – Employees (and covered spouses) who elect health insurance coverage and complete the annual HRA may utilize the City's onsite Health and Wellness Clinic, which is staffed by a Nurse Practitioner and medical assistant. Services provided by the Clinic may be subject to a co-payment, as prescribed by City policy and IRS guidelines.

**Health Savings Account** – The health insurance plan offered by the City is a high deductible health plan (HDHP), which qualifies for a Health Savings Account (HSA) as defined by the IRS. Johnson Bank has waived the fees normally associated with opening and maintaining an HSA for all City of Kenosha employees who are enrolled in a qualifying insurance plan. Payroll deduction (pre-taxed) is only available to those employees who hold their HSA with Johnson Bank.

**Critical Illness, Accident & Universal Life/Long-Term Care Insurances** – Supplemental policies for Critical Illness, Accident and Life/Long-Term Care Insurance are offered to current eligible employees during the City's annual open enrollment period.

**United Healthcare Vision** – Eligible employees may elect to enroll in a supplemental vision "insurance" plan. This plan provides benefits (after applicable co-pay) including a comprehensive exam, eye glasses with standard single vision, etc. This plan also provides a hearing aid discount. Open enrollment for this benefit is held on a yearly basis and is administered by the Finance Department.

**Tuition Reimbursement** – Regular, full-time employees who have completed their probationary period may be reimbursed for 80% of tuition and other school expenses up to \$2,000 per calendar year for satisfactorily completing approved courses through accredited institutions. Employees must submit their tuition reimbursement request prior to registering and completing the course, with a grade of "C" or better, to be eligible for reimbursement.