

Lakeview Manor Union Plan A Health Insurance:

Lifetime Maximum: \$2,000,000 per covered person

Deductibles: In-Network \$200 individual/\$400 family
Out-of-Network \$400 individual/\$800 family

No deductible for routine care in-network only.
One (1) annual vision exam up to \$75 per covered individual.

Co-Pays: \$50 emergency room co-pay; waived if admitted.
\$20 urgent care co-pay.
\$10 office visit (physician and chiropractic).
Co-pays do not apply to deductible.

Annual Out of Pocket Limit: PPO \$700/\$1400
Non-PPO \$1400/\$1800

Prescription Drug Co-Pay = \$10 for Generic, \$25 for Brand Name
Mail Order = 2 co-payments for a 3 month supply

Monthly Premium for Health Insurance will be based on a percentage of the total cost of the insurance coverage. The premiums will be as follows:

| <u>Coverage</u> | <u>Benefit %</u> | <u>Monthly Insurance Premium</u> |
|-----------------|------------------|----------------------------------|
| Single | 90%-100% | \$70.90 |
| Single | 50%-85% | \$106.35 |
| Family | 90% | \$167.00 |
| Family | 85% | \$392.45 |
| Family | 80% | \$467.60 |
| Family | 75% | \$542.75 |
| Family | 70% | \$617.90 |
| Family | 65% | \$693.05 |
| Family | 60% | \$768.20 |
| Family | 55% | \$843.35 |
| Family | 50% | \$918.50 |

Benefit percent will be calculated quarterly. Insurance premiums and other benefits will be adjusted every April 1st, July 1st, October 1st, and January 1st based on the new percent. Newly hired employees would stay at the percentage of full-time equivalent (FTE) they were hired at until completion of a full quarter. Employees who post into a position with a new FTE will stay at their previous percentage of proration until the start of the next quarter when it will be recalculated.

2010 FRINGE BENEFITS FOR LAKEVIEW MANOR UNION EMPLOYEES

Benefit/Seniority Date – The date you begin a benefited position within the Lakeview Manor Union will be your Seniority Date with the Union. Employees shall serve a probationary period of six months of continuous employment before they are active members of the Union. Benefits are prorated based on percent of position held.

Holiday Pay – Hours worked on a holiday are paid at time and one-half hourly rate of pay. Holiday pay is paid following successful completion of probation.

| | | |
|------------------------|---------------------------|---------------------------|
| New Year's Day | Easter Sunday | Memorial Day |
| Fourth of July | Labor Day | Thanksgiving Day |
| Day after Thanksgiving | December 24 th | December 25 th |
| (2) Floating Holidays | | |

Vacation - After 1 year – 1 normal work week (5 days)
 After 2 years – 2 normal work weeks (10 days)
 After 7 years – 3 normal work weeks (15 days)
 After 12 years – 4 normal work weeks (20 days)
 After 20 years – 5 normal work weeks (25 days)

Sick Leave – 1 day per month, can accumulate up to 90 days reserve. Sick leave may not be used until the employee has completed a 6 month probation period.

Wellness Day - Any .9 or greater employee shall earn a wellness day if they do not use an unscheduled sick day for 6 consecutive months. Part-time employees will receive a pro-rated benefit. Only one wellness day may be earned per year, but the 6 month period may begin in the prior year. The wellness day must be scheduled and used within 3 months and shall not be used for call-in.

Retirement - The Employer shall pay in addition to the Employer's share, the employee's share, but no more than seven point five percent (7.5%) of the regular full-time and regular part-time employee's gross earnings to the Wisconsin Retirement Fund.

Deferred Compensation – Employees may enroll in this program to invest current earnings on a pre-tax basis for retirement purposes. There are two plans to choose from 1) Wisconsin Deferred Compensation Program sponsored by the Wisconsin Retirement Fund and administered by Great West and 2) Security Benefit Group.

Health Insurance Benefit – Available the first of the month following 30 days of employment in a benefited position or within 30 days of a change in family status. Details of the health plans and costs are attached. If coverage is waived the County shall reimburse the employee \$25.00 per month.

Flex 125 Contribution - The County will contribute \$75 per year to the employee's flex 125 account. This benefit is prorated based on percent of position held.

Uniform Allowance - Employees working a .9 or greater full-time equivalent (FTE) will receive a \$120 uniform allowance. Part-time employees from .5 to .9 FTE status will receive \$85 per year. Such allowances shall be paid by January 31st of each year.

Health Risk Assessment - To encourage employee health awareness and preventative care the County will offer an annual confidential Health Risk Assessment (HRA) to all employees. Employees completing an annual HRA by the required date shall receive an annual payment of \$100.