

<b>Benefit</b>	
<b>Vacations</b>	<p>First Year : 1 week + 2 days (= 56 hours) (Pro-rated)  Calendar Year 2: 2 weeks + 2 days (= 96 hours)  Calendar Year 7: 3 weeks + 2 days (= 136 hours)  Calendar Year 15: 4 weeks + 2 days (= 176 hours)  Calendar Year 20: 5 weeks + 2 days (= 216 hours)</p>
<b>Holidays</b>	10
<b>Bereavement Leave</b>	<p>3 days  (Up to 5 days when travel outside of WI is required)</p>
<b>Sick Leave</b>	Earned at 1 day per month, with maximum accumulation of 120 days
<b>Sick Leave Payout</b>	<p>Upon Retirement or Death  Receive 60% of unused accumulated sick leave</p>
<b>Attendance Benefit</b>	<p>24 hours pay, less number of sick hours taken during 12 months preceding December 1st of each year  <i>(New eligible employees will be paid pro-rata perfect attendance leave after six (6) month of employment.)</i></p>
<b>Jury Duty or Military Leave</b>	Regular pay for Jury Duty & 2 weeks Military Leave, provided any pay from the above is signed over to the Employer
<b>Overtime Pay</b>	Non-Exempt -1½ times regular hourly rate for all hours worked over 40 in a given work week. Exempt employees do not receive overtime compensation.
<b>Income Continuation</b>	<p>Employer paid long-term disability policy w/90 day elimination period.  Employee may elect additional coverage at cost.</p>
<b>Life Insurance</b>	<p>Amount = Prior year earnings provided by Employer.  Employee may elect additional coverage at cost.</p>
<b>Retirement Plan</b>	<p>Employees are required to participate in the Wisconsin Retirement System (WRS) with contributions as provided by law.  Current contribution rates are: General: Employer – 6.75% / Employee – 6.75%</p>
<b>Medical Insurance</b>	Employer offers health insurance after Employee has completed thirty (30) days of employment. Employer pays 88% of monthly premium.
<b>Dental Insurance</b>	Employer offers dental insurance after Employee has completed thirty (30) days of employment. Employer pays 75% of monthly premium.
<b>Sec. 125 Cafeteria Plan</b>	A pre-tax voluntary savings plan for out-of-pocket health and child care expenses.
<b>Sec. 457 Deferred Compensation</b>	Tax-deferred voluntary plan for retirement savings. Plans available include the Wisconsin Deferred Compensation Plan and a 401(a) Governmental Defined Contribution Plan and supplemental 457 Plan through Security Benefits.