



COUNTY OF KENOSHA

2024 Benefits Summary

Thank you for considering employment with the County of Kenosha! Our workforce of 1,000+ employees spans across the County in many different divisions. Our employees are dedicated to serving the County of Kenosha, its residents and businesses. In return, we offer a competitive and comprehensive benefits package.

Full-time and part-time employees are eligible for the following benefits. Pro-ration for part-time benefits, not otherwise addressed in health insurance, are determined by the number of hours for which the position is posted.

Benefit	Description	When You Are Eligible
Health Insurance	PPO designed plan providing comprehensive medical coverage focused on preventative care. Employees are able to lower their monthly premiums through participation in the wellness program. The plan includes the latest in telemedicine at a reduced co-pay allowing treatment 24 hours a day, seven days a week for many health issues. <i>-Part-time, variable hour employees may be eligible at pro-rated premiums based on the posting beginning at 24 hours/week.</i>	First of month following 30 days of employment
Dental Insurance	Two Plans Offered - Preventative: Covers preventative care at 100% and basic care at 80% - Dental Plus: Covers preventative, basic, and major care/restorative at 100% and orthodontics at 50%, with a \$50 deductible	
Vision Insurance	Benefits include the cost of an annual vision examination, in addition to an allowance towards the cost of contact lenses or glasses.	
Paid Time Off	Employees are granted a "bank" of time to use for vacation, sick, and personal reasons based on eligible years of service with Kenosha County. -First year hired, you are granted one day for each month worked - pro-rated	
Holidays	Kenosha County observes 12 holidays per year. Employees who work in 24/7 operations observe holidays with policies that meet the needs of the Department/Division. Employees are eligible for holidays first day of employment	
Accident & Sickness	Kenosha County offers an income maintenance program for employees off of work due a non-work related, temporary, medical disability as certified by a licensed medical provider.	
Flexible Spending Accounts - Health Care	Employees may elect up to \$3,200 to be set aside each calendar year on a pre-tax basis to pay for medical/dental/vision expenses not covered by a health plan, such as copayments, deductibles, or co-insurance.	
Flexible Spending Accounts - Dependent Care	Employees may elect up to \$5,000 to be set aside each calendar year on a pre-tax basis to pay for qualified child care and/or adult care expenses.	
Life Insurance	Life insurance equal to one times your annual salary is paid by the County. Employees have the ability to purchase additional coverage for you, your spouse, and your dependent children.	
Pet Insurance	Employees may choose from two levels of coverage - 50% or 70%. Participation is voluntary and premiums are deducted through payroll.	
Wisconsin Retirement System	If eligible, you will be automatically enrolled in the Wisconsin Retirement System (WRS), which is the County's pension program. In 2023, you will be required to contribute 6.8% of your pre-tax earnings. Kenosha County will match your contributions at 100% for a total contribution of 13.6%. Contribution rates are set by the Wisconsin Department of Employee Trust Funds and are subject to change annually. For additional information on WRS, please visit: http://etf.wi.gov/publications/et8901.pdf	Upon Employment
Deferred Compensation	Employees can supplement their retirement by saving and investing traditional before-tax dollars and/or Roth after-tax dollars as 457(b) elective contributions.	
Employee Assistance Program (EAP)	Offers free, confidential counseling options and other resources to help you and members of your household manage work/life issues.	
Tuition Reimbursement	Reimbursement available for tuition and course related costs up to a maximum of \$3,000 annually, depending on education course. This is on a first-come, first-serve basis until annual funding is depleted.	After one year of employment