

# BENEFITS AT A GLANCE

[milwaukee.gov/BENEFITS](http://milwaukee.gov/BENEFITS)



## Health Insurance

UnitedHealthcare (UHC)

### UHC Choice EPO

Deductible: Single \$1,000 / Family \$2,000

Coinsurance: 20%

Out-of-Pocket Max: Single \$2,000 / Family \$4,000

### UHC Choice Plus PPO - In and Out-of-Network

(Out-of-Network costs may vary)

Deductible: Single \$2,000 / Family \$4,000

Coinsurance: 20%

Out-of-Pocket Max: Single \$4,000 / Family \$8,000

## Vacation

Rolls over each year and is capped at the total + 80 hours.

| Years Active | Accrual Rate Every 2 weeks | Total Hours per Year | Total Vacation Days |
|--------------|----------------------------|----------------------|---------------------|
| 0-3          | 3.7 hours                  | 96                   | 12                  |
| 4-8          | 5.3 hours                  | 136                  | 17                  |
| 9-13         | 6.8 hours                  | 176                  | 22                  |
| 14-20        | 8.4 hours                  | 216                  | 27                  |
| 21+          | 9.9 hours                  | 256                  | 32                  |

## Pharmacy Benefits - OptumRx

Coinsurance: 20% (\$4 min / \$75 max)

## Dental Insurance

### CarePlus Dental: Dental Associate Clinics

Deductible: \$0

Coinsurance: \$0 except implants

Annual Max: None

### Delta Dental EPO: In-Network only

Deductible: \$0

Coinsurance: Some services at 30%

Annual Max: \$4,000

### Delta Dental PPO: In and Out-of-Network

Deductible: Single \$25 / Family \$75

Coinsurance: Some services at 20%

Annual Max: \$1,250

## Sick Leave

Eligible employees accrue 3.7 hours of sick leave every two weeks or 12 sick days annually. Sick leave rolls over from year to year; up to a maximum of 960 hours. A Sick Leave Control Incentive Program is available to eligible employees to earn additional time off or pay.

## 12 City Paid Holidays

|                        |                        |                |
|------------------------|------------------------|----------------|
| New Year's Day         | Independence Day       | Christmas Eve  |
| Martin Luther King Day | Labor Day              | Christmas Day  |
| Good Friday            | Thanksgiving Day       | New Year's Eve |
| Memorial Day           | Day after Thanksgiving | Juneteenth Day |

## Life Insurance

Eligible employees receive \$50,000 in City paid group life insurance. Employees may elect to pay for additional voluntary and family coverage.

## Retirement Benefits

### Defined Benefit Pension Plan

Employee contribution varies by hire date.

### Deferred Compensation 457 Plan

Continued



*The information provided here is a broad overview of City of Milwaukee benefits. It is not a legal document and shall not be construed as a guarantee of benefits with the City of Milwaukee. Refer to plan documents, certificates and contracts for additional benefit details. Benefits for employees covered under collective bargaining agreements may differ.*

*The City of Milwaukee Department of Employee Relations | 200 E. Wells Street, Room 706, Milwaukee, WI 53202*

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## Additional Benefits

- ⇒ Voluntary benefits: Vision, Critical Illness and Accident Insurance
- ⇒ Flexible Spending Account: Medical, Dependent Care, Parking
- ⇒ Commuter Value Pass
- ⇒ Tuition Benefit Reimbursement Program
- ⇒ Short and Long Term Disability Insurance
- ⇒ Alternative Work Arrangements
- ⇒ Paid Time for Medical / Dental Appointments
- ⇒ Care@Work for Support Finding Care
- ⇒ 2nd MD Second Opinion Service
- ⇒ Paid Family Leave: 6 weeks
- ⇒ Employee Resource Groups
- ⇒ Paid Time Off to Volunteer/Mentor

## Health & Wellness Program

### Free to Employees and Spouses

- ⇒ Onsite Workplace Health Clinics
- ⇒ Froedtert FastCare Clinics (Free with Health Insurance)
- ⇒ UHC Onsite Nurse Liaison / Employee Advocate
- ⇒ Onsite Employee Assistance Program
- ⇒ Wellness Center & Traveling Sites
- ⇒ Annual Health Appraisal Process
- ⇒ Health Coaching
- ⇒ Health Rewards Program (\$350 HRA award for each employee/spouse)
- ⇒ Access to Registered Dietitians
- ⇒ Group Fitness Classes
- ⇒ Weight Management Programs
- ⇒ Diabetes Management & Prevention Programs
- ⇒ Educational Sessions
- ⇒ Financial Wellness & One-on-One Coaching
- ⇒ Annual Flu Clinics
- ⇒ Other Disease Management Program
- ⇒ Stress Management Programs

Find more information at [milwaukee.gov/Wellness](https://milwaukee.gov/Wellness)

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