

BENEFITS AT A GLANCE

MILWAUKEE.GOV/BENEFITS



Health Insurance

UnitedHealthcare (UHC)

UHC Choice EPO In-Network only

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

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

Retirement Benefits

Defined Benefit Pension Plan

Employee contribution varies by hire date

Deferred Compensation 457 Plan

Vacation

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
0-4	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

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. Employees may use sick leave to care for an immediate family member who is sick. 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	Juneteenth Day	Day after Thanksgiving
Martin Luther King Day	Independence Day	Christmas Eve
Good Friday	Labor Day	Christmas Day
Memorial Day	Thanksgiving Day	New Year's Eve

Life Insurance

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

More Benefits Continued on Other Side

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.

BENEFITS AT A GLANCE

[MILWAUKEE.GOV/BENEFITS](https://milwaukee.gov/benefits)



Additional Benefits

- ◇ Voluntary benefits: Vision, Short-Term Disability, Critical Illness and Accident Insurance
- ◇ Flexible Spending Account: Medical, Dependent Care, Parking
- ◇ Commuter Value Pass
- ◇ Tuition Benefit Reimbursement Program
- ◇ Long Term Disability Insurance
- ◇ Alternative Work Arrangements
- ◇ Paid Time Off for Medical / Dental Appointments
- ◇ Care@Work for Support Finding Care
- ◇ 2nd MD Second Opinion Service
- ◇ Paid Parental 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 (up to \$350 Health Reimbursement Account for each employee/spouse participant)
- ◇ Access to Registered Dietitians
- ◇ Group Fitness Classes
- ◇ Weight Management Programs
- ◇ Chronic Disease Management & Prevention Programs
- ◇ Educational Sessions
- ◇ Financial Wellness & Coaching
- ◇ Annual Flu Clinics

**More Can Be Found at
[Milwaukee.gov/WYCM](https://milwaukee.gov/WYCM)**

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.