

**VILLAGE OF OREGON
LIBRARY DIRECTOR POSITION
BENEFIT STATEMENT**

MINIMUM SALARY:

\$65,536

HOURS WORKED:

Exempt employees work a forty hour work week; are not paid overtime for hours in excess of 40 hours per week. (Compensatory time is not available but flex time is available.)

HOLIDAYS:

Employees receive 8 holidays and up to 4 floating holidays prorated from start date.

VACATION:

Effective January 1, 2000 exempt employees shall earn and accrue vacation credits based on their anniversary date of continuous employment at the following rate:

Five (5) days at the six-month anniversary date of employment to be used within 6 to 12 months

Additional five (5) days at one-year anniversary date of employment

Two (2) weeks (80) hours after 2 years of employment

Three (3) weeks (120) hours after 5 years of employment

Four (4) weeks (160) hours after 10 years of employment

After eleven (11) years of employment, one hundred sixty-eight (168) hours of vacation, and for each additional year of employment thereafter through fifteen (15) years, an additional eight (8) hours of vacation to a maximum of two hundred (200) hours.

Exempt employees must take vacation within twenty-four (24) months of the date earned and any vacation not taken within twenty-four (24) months will be forfeited.

SICK LEAVE:

Employees earn sick leave at the rate of 1 day a month, or 12 days a year, accumulated to 100 days. Eligibility for sick leave with pay shall begin after the completion of six (6) months of actual service following date of employment, but accumulations shall be retroactive to date of employment.

RETIREMENT PLAN:

The Wisconsin Retirement System (WRS) is a public pension system. The Village of Oregon participates in WRS through Employee Trust Funds. Total contributions for 2018 are at a rate of 13.4% with the Village of Oregon contributing 6.7% and the employee also contributing 6.7% to their pension. Increases are based on future laws and negotiations.

DEFERRED COMPENSATION PLAN AVAILABLE:

The Village offers two (2) deferred compensations programs; Wisconsin Deferred Compensation and North Shore Bank. No contributions are made by the Village.

DISABILITY INSURANCE:

Disability Insurance also known as ICI is through Employee Trust Funds (ETF). The Village will pay the cost of participation at a rate of up to 0.25% of a participating employee's covered salary for a ninety (90) calendar day waiting period. The employee may choose a 60 or 30 consecutive calendar day plan with additional cost to be paid by the employee. In 2018 there is no cost to the employee for a 30 day, 60 day, 90 day, 120 day or 180 day elimination period.

HEALTH INSURANCE PLAN:

Wisconsin Public Employee's Group Health Insurance in Dane County is in the Local Traditional Health Plan which includes Dean Health Insurance, GHC of South Central WI, and Quartz-UW Health. Effective 1/1/2015, the Employer shall pay eighty-five percent (85%) of the gross premium of the alternative or standard health insurance plan chosen by employee, but not more than eighty-eight percent (88%). Any changes will be based on future laws and negotiations.

Health Insurance Carrier	Total Single Premium	Total Family Premium	40 hrs EE Premium	
			Single	Family
Dean Health Ins.	776.10	1,914.52	180.19	446.64
GHC of So Central	692.30	1,705.02	96.39	237.14
Quartz-UW Health	634.80	1,561.22	38.89	93.34

DENTAL INSURANCE

Employees can obtain dental insurance through Delta Dental of Wisconsin. This premium is 100% paid by the employee.

Deductible – Individual/Family	\$25 / \$75	Coverage Type	2018 Premium
Individual Annual Maximum	\$1,500	Employee	\$ 51.65
Diagnostic & Preventive	100%	Employee & Spouse	\$103.28
Basic Restorative	80% *	Employee & Child(ren)	\$110.81
Major Restorative	50% *	Employee, Spouse & Child(ren)	\$182.90
Orthodontic Services	50% *		
Lifetime Orthodontic Maximum	\$2,000		

SECTION 125 (CAFETERIA PLAN)

The Village offers a Section 125 plan (“cafeteria plan”) so that the employees’ portion of their health insurance premiums may be paid on a pre-tax basis. The plan also includes a flexible spending account component which allows you to set aside up to \$5,000 for dependent care and up to \$2650 for certain out-of-pocket medical costs to be paid on a pre-tax basis, as allowed by law.

LIFE INSURANCE

The Village currently offers employees an opportunity to participate in the Group Life Insurance Plan for State and Local Employees of Wisconsin through Employee Trust Funds (ETF). Employees participating in the plan pay the full costs of participation, except that the Village shall pay the mandatory employer contribution. Participation is subject to terms and conditions as shall be established by the plan. Through June 30, 2019 monthly employee premium rates are per \$1,000 of insurance starting as low as \$.04 per \$1,000 under the age of 30 and increasing to as much as \$.57 per \$1,000 at the age of 69.

Employees may elect life insurance coverage for dependents under the Group Life Insurance Plan for State and Local Employees of Wisconsin, at the employee’s sole expense, provided such election results in no additional direct or indirect expense to the Village.

EMPLOYEE ASSISTANCE PROGRAM:

The Village of Oregon offers a free Employee Assistance Program (EAP). When difficulties arise, finding effective help for yourself or your family becomes crucial. Knowing where to turn or how to get started may be the first obstacle. Family Service Madison and your EAP program can be a solution. All contact with EAP, whether by phone, e-mail, or in person are strictly confidential within the limits specified by law.

Examples of services include: marital/relationship problems, depression, stress, anxiety, balancing family and work, grief/loss, substance abuse, domestic violence, interpersonal relationships at work, elder care issues, and workplace conflicts.

EAP also provides: legal consultation, financial consultation, website resources, and webinars.

EDUCATION AND TRAINING: Employee development and career related available.

RESIDENCY REQUIREMENT: There is no requirement.