



2026 Benefits Summary



BENEFIT PLAN	EMPLOYEE COST	ELIGIBILITY	BENEFITS																				
Group Health Trust Health Benefit Plan Employee contributes 15% of total premium Or 10% of total premium with Wellness Incentive	2026 Monthly Health Benefit Plan Premiums <table style="margin-left: auto; margin-right: auto;"> <tr> <td></td> <td style="text-align: center;">FT 100%</td> <td style="text-align: center;">PT 90%</td> <td style="text-align: center;">PT 80%</td> <td style="text-align: center;">PT 75%</td> </tr> <tr> <td>Single</td> <td style="text-align: right;">\$145.11</td> <td style="text-align: right;">\$227.34</td> <td style="text-align: right;">\$309.56</td> <td style="text-align: right;">\$350.68</td> </tr> <tr> <td>EE + 1</td> <td style="text-align: right;">\$348.25</td> <td style="text-align: right;">\$545.59</td> <td style="text-align: right;">\$742.94</td> <td style="text-align: right;">\$841.61</td> </tr> <tr> <td>Family</td> <td style="text-align: right;">\$409.21</td> <td style="text-align: right;">\$641.10</td> <td style="text-align: right;">\$872.99</td> <td style="text-align: right;">\$988.93</td> </tr> </table>		FT 100%	PT 90%	PT 80%	PT 75%	Single	\$145.11	\$227.34	\$309.56	\$350.68	EE + 1	\$348.25	\$545.59	\$742.94	\$841.61	Family	\$409.21	\$641.10	\$872.99	\$988.93	1st day of month following date of employment. Must apply within 30 days of date of hire or through Special Enrollment provision. Must work 30 hours/week (75%) to be eligible for Health Benefit Plan Annual Open Enrollment	Deductibles: \$2,000 single with \$750 H health \$2,750 EE +1 with \$1,125 R eimbursement \$3,500 family with \$1,500 A rrangement Major Medical Services covered 90% in-network and 70% out-of-network after deductible is met. \$25 copay for office visits. Preventative Care Benefit offers 100% in-network coverage – deductible is waived (no maximum) Prescription Drugs: Generic - \$5 copay Preferred Brand - \$20 copay Non-Preferred Brand – \$40 copay
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Access to Employee Health & Wellness Center – at no cost to covered employees and dependents Teladoc Telehealth Services with 24/7 access – at no cost to covered employees and dependents																							
Delta Dental Benefit Plan Employee contributes 50% of total premium	2026 Monthly Dental Benefit Plan Premiums <table style="margin-left: auto; margin-right: auto;"> <tr> <td></td> <td style="text-align: center;">FT 100%</td> <td style="text-align: center;">PT 90%</td> <td style="text-align: center;">PT 80%</td> <td style="text-align: center;">PT 75%</td> </tr> <tr> <td>Single</td> <td style="text-align: right;">\$20.18</td> <td style="text-align: right;">\$22.20</td> <td style="text-align: right;">\$24.22</td> <td style="text-align: right;">\$25.23</td> </tr> <tr> <td>EE+1</td> <td style="text-align: right;">\$40.42</td> <td style="text-align: right;">\$44.46</td> <td style="text-align: right;">\$48.50</td> <td style="text-align: right;">\$50.53</td> </tr> <tr> <td>Family</td> <td style="text-align: right;">\$75.56</td> <td style="text-align: right;">\$83.12</td> <td style="text-align: right;">\$90.67</td> <td style="text-align: right;">\$94.45</td> </tr> </table>		FT 100%	PT 90%	PT 80%	PT 75%	Single	\$20.18	\$22.20	\$24.22	\$25.23	EE+1	\$40.42	\$44.46	\$48.50	\$50.53	Family	\$75.56	\$83.12	\$90.67	\$94.45	1st day of month following date of employment. Must apply within 30 days of date of hire or through Special Enrollment provision. Must work 30 hours/week (75%) to be eligible for Dental Benefit Plan. Annual Open Enrollment	Deductible: \$25 single/\$50 family using a PPO Provider \$50 single/\$150 family for all other Providers Deductible does not apply to Diagnostic/Preventative Svc \$1,500 maximum benefit per person per calendar year. Co-Insurance applies for Basic & Major Services Orthodontia lifetime maximum benefit of 50% up to \$2,000 with PPO provider and \$1,000 for other providers
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Flexible Spending Accounts (FSA) 100% Employee funded. Administrative costs paid by Marathon County.																							
Wisconsin Public Employers Group Life Insurance	100% Employee funded, amount dependent upon selected plan, age, and amount of coverage.	1st day of month following 1 month from date of hire. Must be enrolled in the WRS.	Basic, Supplemental, Additional 1, 2, 3-each unit equal to 1 year retirement earnings. Spouse/Dependent Coverage: \$20,000-spouse / \$10,000-each dependent-\$3.20 per month \$10,000-spouse / \$5,000-each dependent-\$1.60 per month																				
Income Continuation Insurance (ICI)	Dependent upon selected plan, and amount of coverage. County pays for 90 day Elimination Period.	1st day of month following date of hire. Must be enrolled in the WRS	Provides you Income Continuation while unable to work due to a disability. Benefit pays 75% of your monthly earnings up to a maximum of \$7,500/month. Additional coverage can be obtained.																				
Wisconsin Retirement System (WRS)	14.40% Total Contribution (General Employees) Employee contributes 7.20% of gross pay (pre-tax) Marathon County contributes 7.20% Deputy/Lieutenant Protective: EE 7.20% ER 14.80% Jailer Protective: EE 14.80% ER 7.20%	Date of hire. Enrolled automatically Must work 24 hours/week (60%) to be eligible for WRS benefits.	Benefits available upon separation, retirement, disability, or death. You must have 5 years of WRS creditable service to be vested in the WRS.																				
Post Employment Health Plan (PEHP)	100% County funded.	Date of hire. Enrolled automatically Must work 24 hours/week (60%) to be eligible for the PEHP.	\$21.00 per pay period deposited into an account with a variety of investment options for use after termination or retirement for reimbursement of out-of-pocket medical expenses and insurance premiums. PTO conversion into PEHP account upon retirement.																				
Deferred Compensation 457(b) Plan	100% Employee Funded - 2 plans to choose from: Nationwide Retirement Solutions Wisconsin Deferred Compensation Program	Date of hire, enroll at any time.	Invest before-tax or after-tax dollars through voluntary payroll deduction to supplement your other retirement/pension plans.																				

This is a brief description for eligible Marathon County Employees. It does not provide full descriptions nor is it a guarantee of benefits.

BENEFIT	DESCRIPTION	ELIGIBILITY	SCHEDULES / INFORMATION																																																																											
Paid Time Off (PTO)	<p>Paid Time Off (PTO) is a combination of time used for vacation, sickness and other personal time under a single accrual. New full time regular employees will accrue approximately 160 hours / 20 days over a twelve month period.</p> <p>PTO can be utilized for any purpose, subject to necessary request and approval procedures consistent with County and department policies.</p>	<p>Regular employees must work a minimum of 24 hours/week, or 60% full time equivalent (FTE) to be eligible for PTO. Accrual is earned each pay period.</p> <p>Employees will accrue the weekly PTO as long as they are being paid for 50% of their regular hours.</p>	<table border="1"> <thead> <tr> <th rowspan="2">Years of Continuous Service Completed</th> <th rowspan="2">Biweekly Accrual</th> <th colspan="2">Approximate Maximum Annual Accrual</th> <th rowspan="2">Maximum Eligible Payout</th> </tr> <tr> <th>Hours</th> <th>Days</th> </tr> </thead> <tbody> <tr> <td>0 through 4</td> <td>6.1538</td> <td>160</td> <td>20</td> <td>200</td> </tr> <tr> <td>5 through 9</td> <td>7.0769</td> <td>184</td> <td>23</td> <td>224</td> </tr> <tr> <td>10 through 14</td> <td>8.0000</td> <td>208</td> <td>26</td> <td>248</td> </tr> <tr> <td>15 through 19</td> <td>8.9230</td> <td>232</td> <td>29</td> <td>272</td> </tr> <tr> <td>20 +</td> <td>9.8461</td> <td>256</td> <td>32</td> <td>296</td> </tr> </tbody> </table> <p>Schedule above is for full time employees. Eligible part-time employees biweekly accrual is prorated based on FTE.</p>					Years of Continuous Service Completed	Biweekly Accrual	Approximate Maximum Annual Accrual		Maximum Eligible Payout	Hours	Days	0 through 4	6.1538	160	20	200	5 through 9	7.0769	184	23	224	10 through 14	8.0000	208	26	248	15 through 19	8.9230	232	29	272	20 +	9.8461	256	32	296																																							
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Holidays	<p>The County recognizes 10 paid holidays for most of our employees. Departments working in the groups identified will receive 7 paid holidays and 2 floating holidays.</p> <p>Holidays and floating holidays are awarded based on standard daily hours and are prorated based on FTE. Floating holidays are awarded for the current year on January 1.</p> <p>An employee hired before June 30, will receive one floating holiday for current year.</p>	<table border="1"> <thead> <tr> <th>Holiday</th> <th>General Employees 8 hours</th> <th>Communications Employees 11.25 Hours</th> <th>Corrections Employees 12 Hours</th> <th>CW Airport Employees 10 Hours</th> <th>Highway Employees 8 / 10 Hours</th> </tr> </thead> <tbody> <tr> <td>New Year's Day</td> <td>1 day</td> <td>1 day</td> <td>1 day</td> <td>1 day</td> <td>1 day (8)</td> </tr> <tr> <td>Memorial Day</td> <td>1 day</td> <td>1 day</td> <td>1 day</td> <td>1 day</td> <td>1 day (10)</td> </tr> <tr> <td>July 4th</td> <td>1 day</td> <td>1 day</td> <td>1 day</td> <td>1 day</td> <td>1 day (10)</td> </tr> <tr> <td>Labor Day</td> <td>1 day</td> <td>1 day</td> <td>1 day</td> <td>1 day</td> <td>1 day (10)</td> </tr> <tr> <td>Thanksgiving</td> <td>1 day</td> <td>1 day</td> <td>1 day</td> <td>1 day</td> <td>1 day (8)</td> </tr> <tr> <td>Day After Thanksgiving</td> <td>1 day</td> <td></td> <td></td> <td>1 day</td> <td>1 day (8)</td> </tr> <tr> <td>Christmas Eve</td> <td>1 day</td> <td>1 day</td> <td>1 day</td> <td></td> <td></td> </tr> <tr> <td>Christmas Day</td> <td>1 day</td> <td>1 day</td> <td>1 day</td> <td>1 day</td> <td>1 day (8)</td> </tr> <tr> <td>New Year's Eve</td> <td>1 day</td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Spring Holiday</td> <td>1 day</td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Floating Holidays</td> <td></td> <td>2 days</td> <td>2 days</td> <td>2 days</td> <td>2 days (1:8/1:10)</td> </tr> </tbody> </table> <p>*Floating holiday(s) not used in the calendar year will be forfeited.</p>					Holiday	General Employees 8 hours	Communications Employees 11.25 Hours	Corrections Employees 12 Hours	CW Airport Employees 10 Hours	Highway Employees 8 / 10 Hours	New Year's Day	1 day	1 day	1 day	1 day	1 day (8)	Memorial Day	1 day	1 day	1 day	1 day	1 day (10)	July 4th	1 day	1 day	1 day	1 day	1 day (10)	Labor Day	1 day	1 day	1 day	1 day	1 day (10)	Thanksgiving	1 day	1 day	1 day	1 day	1 day (8)	Day After Thanksgiving	1 day			1 day	1 day (8)	Christmas Eve	1 day	1 day	1 day			Christmas Day	1 day	1 day	1 day	1 day	1 day (8)	New Year's Eve	1 day					Spring Holiday	1 day					Floating Holidays		2 days	2 days	2 days	2 days (1:8/1:10)
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Employee Assistance Program (EAP)	Confidential services available 24/7 that provides assessment, counseling, and resources to help employees resolve personal issues.	Available to all employees and their family members on date of hire.	Benefits provided by Ascension Employee Assistance Services. 1-800-540-3758 of https://ascensionwieap.org/																																																																											
Wellness Program	This program promotes a worksite culture that supports employees to make healthy lifestyle choices.	Date of hire. Enrollment required. Some incentives may be limited to only those employees covered by the County's Health Plan. The program offers wellness education and activities that positively impact the health of our employees.	For additional information regarding these and other benefits including: <ul style="list-style-type: none"> • Performance Appraisal Program • Tuition / Education Reimbursement • Culture supporting work / life balance • County Wide Rewards and Recognition Programs 																																																																											
<p align="center">Marathon County One organization of 24 departments and over 750 employees working toward one goal... To be the healthiest, safest, and most prosperous County in Wisconsin.</p>			<p align="center">Please visit the For Employees webpage on our website www.marathoncounty.gov or contact Human Resources at 715-261-1451 for more information.</p>																																																																											