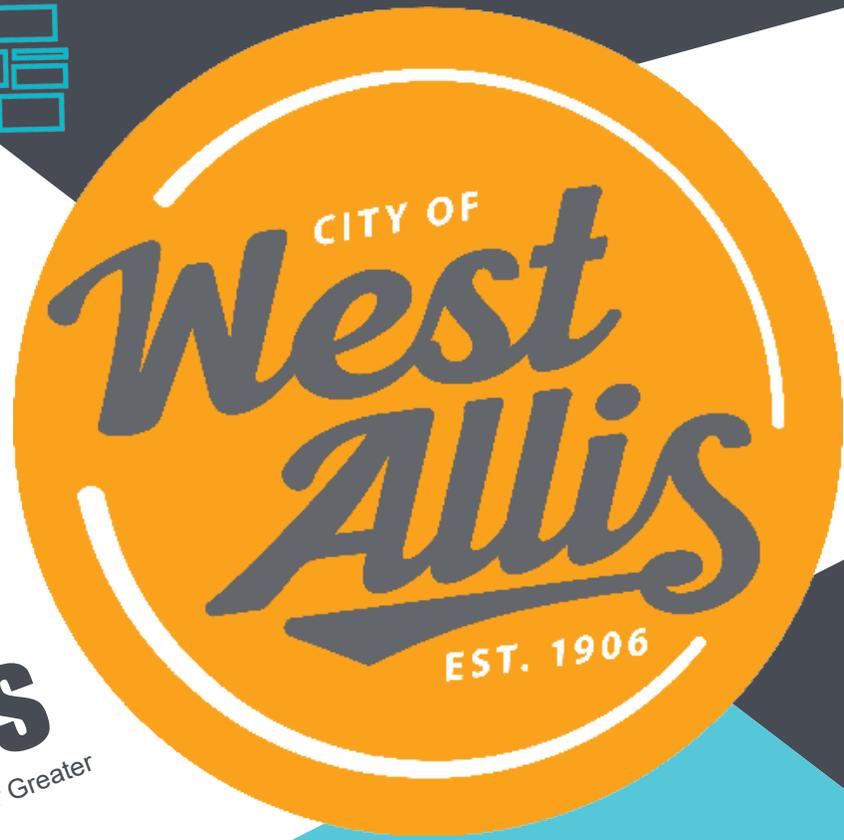




# Why Work for West Allis

Non-Represented Benefited Employees 0.5FTE or Greater  
2020-2021



# Why Work For West Allis?

[www.westalliswi.gov/strategicplan](http://www.westalliswi.gov/strategicplan)

Visit our website to learn about our plans and goals

## Health Insurance

PPO Plan - \$250/\$750  
single/family deductible

Extremely low deductible/  
High coverage

HDHP - \$1500/\$3000  
single/family deductible

\$500/\$1000 Employer contribution  
to Health Savings Account (HSA)

## Dental Insurance

Employer-paid premium  
\$1,500 benefit per person,  
per plan year

## Vision Insurance

Material Vision coverage

## Professional Growth & Development

Tuition Reimbursement,  
Continued education & training,  
Conferences, Federal Student Loan  
Forgiveness Program

## Paid Time Off

25 days in your first year of service

9 paid holidays

Paid leave for:

Jury duty, Bereavement

Sick/injury

Armed Service Training

## Work + Life + More

Employee Assistance Program, Wellness Program, On-site Nurse Health Coach visits, Life Insurance, Flexible Spending Accounts: Medical and Dependent Care, Donation of Time, Employer-paid Long-Term Disability Insurance, Employee Performance & Achievement Rewards, Employee Recognition, Departmental Celebrations & Events, Flexible Scheduling\*, Remote Work Options\*, Job stability, Meaningful work

\*Dependent upon position

## Retirement

Contributory dual pension system wherein employee contributes 6.75% into the Wisconsin Retirement Fund (WRS) with employer match

Voluntary deferred compensation program

[www.westalliswi.gov](http://www.westalliswi.gov)

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# TIME OFF

## Time Off with Extended Sick Leave Bank (ESLB)

Regular Full-time employees can accrue up to 25 days of paid time off in their first year.

Years of Service	Hours per Month/Days per Year
0-5	16.67 hrs/25 days
6-10	20.00 hrs/30 days
11-24	23.33 hrs/35 days
25 and over	26.67 hrs/40 days

## Holidays: 9 Paid Holidays

New Year's Day  
Martin Luther King Jr. Day  
Memorial Day  
Independence Day

Labor Day  
Thanksgiving Day  
Day After Thanksgiving  
Christmas Eve  
Christmas Day

## Extended Sick Leave Bank (ESLB)

Employees may choose to convert up to 200 hours annually from their time off bank into the ESLB. The ESLB will be available for all employees to use to receive pay for FMLA eligible events for the employee and their family members, with a balance of hours up to 720.

## Sickness/Injury Disability

Time off bank, extended sick leave bank, negative balance of 40 hours, can provide coverage up to 90 days and full salary difference. Disability insurance provides 66.33% of salary coverage after 90 days up to age 65.

## Additional Paid Time Off

- Bereavement Leave
- Armed Services Reserve Training
- Jury Duty

The City pays the full wages upon presentation of satisfactory evidence relating to jury service.

## Voluntary Time Off

Employees may take up to 40 hours per year, unpaid (subject to approval).

## Donation of Time

A total of 120 hours (40 additional hours subject to approval) of time off may be transferred/donated between employees (24 hours per individual employee to another), for the purpose of providing income continuation during an employee's or their immediate family member's catastrophic illness/injury or death.

## Family and Medical Leave (FMLA)

The City of West Allis complies with the Wisconsin and Federal Family and Medical Leave Acts (FMLA). Employees are eligible under Wisconsin FMLA if they have worked for the City at least 52 consecutive weeks and for at least 1,000 hours during that 52-week period, and under federal, if the employee has been employed by the City for at least 12 months (not necessarily consecutive) and has worked at least 1,250 hours during the 12 months prior to the start of the FMLA leave.

# Health Insurance

Eligibility for coverage is effective the first of the month following 30 days of employment for regular full-time/part-time employees holding a minimum of 0.5 FTE [full-time equivalent].

The City offers two Health Plan options administered by Anthem, 844-286-6371, [www.anthem.com](http://www.anthem.com)

**PPO (Preferred Provider Organization) Plan** with eligibility to participate in a medical reimbursement program through the Section 125 Flexible Spending Account (FSA) program with low deductible.

- In network deductibles of \$250/person; max of \$750/family.
- 10% coinsurance after deductible up to \$1,000 in coinsurance for single and \$2,000 in coinsurance for family.

**HDHP (High Deductible Health Plan)** with eligibility to participate in a medical reimbursement program through a Health Savings Account (HSA) with employer contributions of \$500 for single and \$1000 for family with deductibles of \$1,500 single/\$3000 family.

Plan Type	PPO Plan			HDHP		
	Monthly Premium	Employee Share		Monthly Premium	Employee Share	
		12% w/HRA*	20% w/out HRA*		12% w/HRA*	20% w/out HRA*
Single	\$762	\$91.44	\$152.40	\$973	\$116.76	\$194.60
Couple	\$1492	\$179.04	\$298.40	\$1908	\$228.96	\$381.60
Family	\$2186	\$262.32	\$437.20	\$2792	\$335.04	\$558.40

\*Participation in Health Risk Assessment (HRA) required for reduced employee premium share.

## Medical Reimbursement

A Section 125 Flexible Spending Account (FSA) for Medical Reimbursement allows you to have dollars deducted from your paycheck on a pre-tax basis to pay for certain planned medical, dental, and vision expenses (such as deductibles, copays, prescription drugs, eyeglasses, contacts, medical equipment and supplies, orthodontia, etc.) not covered by insurance. The program is administered by Employee Benefits Corporation (EBC).

- Eligibility for participation in an FSA for Medical Reimbursement is effective the first of the month following 60 days of employment.
- You may participate in the plan even if you are not enrolled in the City's health or dental insurance plans; however monies cannot be used for payment of other healthcare coverage maintained outside of the plan, or for long term expenses.
- The minimum annual contribution to an FSA for medical reimbursement is \$300 and the maximum is \$2700, per IRS.
- This plan option is not available to you if you elect participation in the High Deductible Health Plan (HDHP).

## Dependent Care Reimbursement

A Section 125 Flexible Spending Account (FSA) for Dependent Care Reimbursement allows you to have dollars deducted from your paycheck on a pre-tax basis to pay for work-related dependent care expenses. Eligible expenses include those that would otherwise qualify for the Federal Dependent Care Tax Credit, such as childcare, day care centers, after-school care and adult dependent care. The program is administered by Employee Benefits Corporation (EBC).

- Eligibility for participation in an FSA for Dependent Care Reimbursement is effective upon the date of hire.
- The Dependent Care Reimbursement annual limit is \$5,000 for qualifying individuals and those who are married and file a joint return (or \$2,500 if married and file separate returns).

# Dental Insurance

The City offers two Dental Plan options:

- **Standard Dental Plan** – Administered by Anthem, 877-567-1805, [www.anthem.com](http://www.anthem.com), and
- **CarePlus Prepaid Dental Plan** – Administered by Dental Associates, Ltd., 414-771-1711, [www.dentalassociates.com](http://www.dentalassociates.com)

Both plans offer \$1,500 in coverage per person per plan year.

- Eligibility for coverage is effective the first of the month following 30 days of employment
- Dental premiums are fully paid by the City for full-time benefited employees and prorated for part-time, benefit eligible employees.

# Voluntary Vision Plan

The City offers a voluntary Vision insurance plan through SuperiorVision to active, benefit-eligible employees who are covered under the Total Benefit Package. This program offers coverage for vision materials - glasses and/or contact lenses. Vision exams are provided under the health plan.

## Monthly Cost

	Single	Family
Vision Materials Plan	\$5.95	\$16.21

## Life Insurance

The City provides a basic life insurance policy to qualified\* individuals with coverage in the amount of your annual salary adjusted to the next highest one thousand dollars. Additional options to expand this Basic coverage for yourself (up to four times your annual salary) and family. Premiums are payroll deducted per rates below.

## Wisconsin Public Employer Group Life Plan

Monthly Rates Per \$1,000 of Insurance  
Basic, Supplemental, and Additional Insurance

Under 30	\$.05	50-54	\$.22
30-34	\$.06	55-59	\$.39
35-39	\$.07	60-64	\$.49
40-44	\$.08	65-69**	\$.57
45-49	\$.12	70 and over	***

## Monthly Premium Rates

Spouse/Dependent

1 Unit (\$10k spouse/5k per child	\$1.75
2 Units (\$20k spouse/\$10 per child	\$3.50

\*The Life Insurance Program is administered in accordance with plan guidelines of the State of Wisconsin, Department of Employee Trust Funds, 877-533-5020

# Professional Growth & Development

**Tuition Reimbursement** - 50% up to \$1,500 per year; max per employee \$4,500 for seminars, conferences, certificates, required text books or exams (employee driven, taken on time off and/or outside of regular work hours).

**Tuition Repayment** - \$75 per month or \$900 per year; max per employee \$2,700 (Not eligible for tuition repayment during same calendar years in which tuition reimbursement is received nor for schooling for which tuition reimbursement was received) Education Assistance.

**Continued Education and Training** - The City of West Allis is committed to the growth of its employees and offers opportunities to attend training and development courses in-house and off-site from specific, job-related skills training to leadership and management development.

## Work + Life + More

### Wellness

Go365 is a wellness program designed to help employees kick start their health and well-being. Employees take steps and earn points by engaging in and adopting healthier behaviors. Earning points allow you to move up in status level, and earn rewards for their progress. A combination of behavioral economics, individualized recommended activities, and an advanced incentive program help motivate members toward positive lifestyle change.

### Employee Assistance Program

The Employee Assistance Program also offers comprehensive work-life services that can make life a little easier for you and your family. In today's fast-paced, demanding world, balancing home and job responsibilities can be overwhelming. Work-life services are designed to solve problems and help you handle life changes and challenges more effectively, without taking valuable time and energy away from your job. Work-life services include:

- Child Care Consultation, Information, and Referral.
- Elder Care Consultation, Information, and Referral.
- Legal Consultation.
- Mediation Services.
- Adoption Information Service.
- Financial Consultation.
- Legal and Financial Resource Center.

## Job Stability

Our average employee tenure is twelve years. Employees of the City of West Allis are committed to serving the citizens of our City and are in it for the long haul. Tenure is rewarded with benefits such as additional paid time off and retirement plan vesting.

## Meaningful Work

From sanitation collections and snow plowing to emergency police and fire and rescue and all the support staff within City Hall, our employees proudly serve the citizens of West Allis. Every position plays an essential role in the community. West Allis City employees are civic-minded stewards of the taxpayers. Creative efficiencies are celebrated and rewarded.

# Retirement

## Retirement Pension Program

The Wisconsin Retirement Fund (WRS) is a contributory dual pension system wherein employees contribute 6.75% with an equivalent match made by the City of West Allis.

- You are eligible to receive benefits once you end all WRS-covered employment, you are vested (5 years of creditable service) and you reach age 55.
- The size of the monthly benefit is determined by many factors, including how many years you work in Wisconsin public employment, salary while working, age at retirement, etc.
- Reciprocity may be available for employees who also have a retirement account with City of Milwaukee Employees' Retirement System and/or Milwaukee County Employees' Retirement System.

## Deferred Compensation

Section 457 Deferred Compensation is a voluntary tax-deferred savings plan. Through this plan, you are permitted to save money on a pre-tax basis. These savings are not subject to federal or state income tax. Advantages of this plan over other savings programs include:

- Your employer administers the Deferred Compensation plan.
- Contributions are automatically deducted from your salary each pay period on a pre-tax basis.
- You reduce your current income taxes while investing for retirement.
- Your earnings accumulate tax-deferred.
- The plan enables you to increase your savings without significantly reducing your take home pay.
- You can increase, decrease, stop and restart contributions as often as you wish.

The City offers several plans, ICMA-RC, Wisconsin Deferred Compensation Program, and MetLife, from which to choose investment options. These plans have several different alternatives in which to invest. They are at different levels of risk – low, medium and high. It is the employee's choice as to which plan, or plans, to invest. The City does not give advice on which company or plan to choose and is not responsible for employee gains or losses that result from such decisions.

## **Savings Bonds**

Another way to save for retirement is through the purchase of electronic Savings Bonds through payroll deduction. Employees make recurring purchases of electronic savings bonds by having money from each paycheck sent automatically to a TreasuryDirect account. The bi-weekly amount chosen is deducted after-tax from your pay. Employee participation is voluntary. Visit [www.TreasuryDirect.gov](http://www.TreasuryDirect.gov) for more information.

# THAT'S WHY WEST ALLIS



Find out more at  
[thatswhywestallis.com](http://thatswhywestallis.com)

# Our Work

## We Believe In Our Work And Believe Our Work Matters

We are a forward-thinking municipal organization that values the best in people and service. We pride ourselves on delivering efficient, innovative services to our community of nearly 60,000 diverse residents. Conveniently located between the thriving Milwaukee downtown urban center and inviting LakeCountry suburbs, the City of West Allis is undergoing major redevelopment and discovering new vitality as a southeastern Wisconsin destination community. Be a part of our transformation by joining the City's team.

Joining our team offers exciting opportunities for professionals from all fields to grow their experience and leverage their passion to make West Allis an amazing place to live and work. We offer a positive, collaborative work environment and support training and development for all of our staff, from interns to senior managers. We see how our work impacts our residents every day, and we strive every day to show them our best - and then do better. We need your love of service, unique skill set, and enthusiasm for this community to keep us moving forward. Browse our current opportunities to find out where you fit on our team.

