



County of Door Benefit Summary

Full Time Benefits Include:

Health Insurance: Employee pays 15%, Employer pays 85% of premium

- Single Employee portion: \$178.33 per month County portion: \$1010.52 per month
- Family Employee portion: \$445.62 per month County portion: \$2,525.17 per month
- Wellness participation in current year would reduce premium in the next year.
- In network: Single: \$2,500 deductible out of pocket maximum of \$3,500 / 90/10 co-insurance
Family: \$5,000 deductible out of pocket maximum of \$7,000 / 90/10 co-insurance

Door County Medical Center Care: The health plan includes access to Door County Medical Center Primary Care Physicians (PCP) at no cost to you when you see a PCP provider through any of their clinic, urgent care, or DirectCare locations including Algoma, Sturgeon Bay, Sister Bay, and Washington Island. Primary Care is defined as Family Practice, Internal Medicine, OB/GYN, or Pediatricians. New for 2026 is an expanded PHT program that will cover labs, physical therapy, occupational therapy and MRI / Xray (facility charge only).

Bundle packages: birthing bundle, baby swaddle, total knee replacement, total hip replacement, carpal tunnel surgery and knee arthroscopy.

Dental Insurance: Employee pays 0%, Employer pays 100% of premium

- \$1,000 maximum benefits per person per year. \$0.00 deductible. Two cleanings per year.

Paid Holidays – 8 paid holidays; 1 personal holiday except library receives 2 personal holidays and 911 Dispatchers receives 3 personal holidays (use it or lose it for personal holiday)

1. New Year's Day
 2. Memorial Day
 3. Independence Day
 4. Labor Day
 5. Thanksgiving Day
 6. Friday after Thanksgiving (Except Library)
 7. Christmas Eve
 8. Christmas Day
 9. One Personal Holiday
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Paid Time Off (PTO) Plan:

Full Time General Municipal Employees: 2080 annual hours = 40 hours per week

Completed Years of Service	Bi-Weekly Accrual	Maximum Annual Accrual Limit		Maximum Annual Use		
		Days	Weeks	Days	Weeks	Hours
0 – 4.99	5.85	19	3.8	28.5	5.7	228
5 – 10.99	7.38	24	4.8	36	7.2	288
11- 16.99	8.92	29	5.8	43.5	8.7	348
17 or more	10.46	34	6.8	51	10.2	408

911 Dispatchers: 1947 annual hours considered full time = 37 1/2 hours per week

Completed Years of Service	Bi-Weekly Accrual	Maximum Annual Accrual Limit			Maximum Annual Use		
		Days	Weeks	Hours	Days	Weeks	Hours
0 – 4.99	5.48	18	3.6	142	26.7	5.3	213
5 – 10.99	6.91	22	4.5	180	33.7	6.7	270
11- 16.99	8.35	27	5.4	217	40.7	8.1	326
17 or more	9.79	32	6.4	255	47.7	9.5	382

Wisconsin Retirement System: Employee pays 50% of contribution, Employer pays 50% of contribution. 2025 the rate is 6.95% of your gross. The 2026 rate is 7.2% of your gross. A total of over 13% is put into the retirement plan.

Other Benefits:

Vision Insurance: Employee pays 100% of premium

Term Life Insurance: Employee pays 75% and employer pays 25% of the basic premium; employee pays 100% of premium for all other units. Premium is based off annual income and age.

Two (2) 457(b) Retirement Plans – Nationwide and WI Deferred Comp

Income Continuation Insurance (ICI): 2026 is a premium holiday for both the employee and the employer. ICI pays 75% of the employees' monthly income, after the elimination period selected by the employee.

Short Term Disability Insurance (AFLAC): Employee Pays 100% of premium.