

City of Menasha
Summary of Benefits for Non-Represented Employees

Position:	City Attorney/HR Director Exempt position
Pay Range:	\$87,400 - \$106,800
Health Insurance:	Choice of two HMO's, or one PPO
Dental Insurance:	Self-insured. Delta Dental is third-party administrator. Co-pay of 80/20 to maximum benefit of \$1,500/year per insured.
Vision Insurance:	Covers frames, lenses, contact lenses.
Health/Dental/ Vision Insurance Premium Contribution:	Employee premium contribution dependent on plan choice. HMO-4: 3% HMO-1: 9% POS-2: 12%
Section 125 Plan:	Plan enables employees to use pre-tax dollars (federal and state withholding, FICA tax) to payment monthly health/dental insurance premium contributions, and non-reimbursable medical and child care expenses as allowed by law.
Holidays:	8 holidays; 5 floating holidays.
Vacation:	1 week after 6 months, 1 additional week after one year; 2 weeks annually thereafter; 3 weeks after 6 years; 4 weeks after 13 years; 5 weeks after 18 years.
Sick Leave:	7.5 hours sick leave per month for the first year of employment; 15 days annually thereafter. Annual payout option of sick leave.
Retirement:	Participation in Wisconsin Retirement System. City pays employee percentage at this time.
Life Insurance:	Term insurance based on salary and age. City pays 1 times your annual salary; total coverage up to 5 times annual salary available. Spouse/dependent coverage is also available.
Deferred Compensation:	City contributes \$30/month if employee elects family, employee/spouse, or employee/child health insurance coverage, or \$15/month if employee elects single health insurance coverage. Employee can contribute 25% of gross salary up to a maximum of \$15,000/year
CAP Program:	The City offers an employee Confidential Assistance Program.