

Legacy - Current Employee		Total Benefit Package - Current Employee who chooses to convert		Total Benefit Package - New Employee on or after effective date of policy	
Compensation					
Salary/Pay for Performance		No change		No change	
Insurance					
<i>Health Insurance - Eligibility and Premium Share</i>					
Health insurance is effective the first of the month following thirty (30) days of employment at a cost of: 10% monthly premium share if participation in a City-sponsored Health Risk Assessment (HRA) or 20% monthly premium share without		Same; subject to annual adjustments by the Common Council		Same; subject to annual adjustments by the Common Council	
<i>Retiree Health Care - Eligibility and Duration</i>					
Years of Continuous Service Required					
For employees hired before 4/1/08*, 10 years of continuous service with the City of West Allis		For employees hired on or after 4/1/08*, 15 years of continuous service with the City of West Allis		15 years of continuous service for existing employees who choose to convert	
				20 years of continuous service	
If City provides retiree health insurance -					
If hired before 4/1/08*, Life Coverage for employee and dependents and there is a Medicare offering, medicare eligible retiree (and spouse if applicable) participate in the Medicare offering)		If hired on or after 4/1/08*, retiree coverage ceases upon Medicare/Medicaid/Title 19 eligibility or upon attaining Medicare age		Coverage ceases after 10 years or retiree coverage or Medicare/Medicaid/Title 19 eligibility or upon attaining Medicare age, whichever comes first	
				Retirees are permitted to remain on Medicare Offering after the 10 years or Medicare eligibility with total cost borne by retiree if City offers and is allowed by plan	
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<i>Retiree Benefit Levels</i>					
Pre-Medicare Benefit levels adjust automatically with active employee benefit levels/Medicare Advantage for Medicare Eligible depending on City eligibility (AKA –Pre-Medicare "Roll with Actives")		Same as Legacy Benefit, except employees must bear total cost to participate in City Medicare Plan (if offered)		Same as Legacy Benefit, except employees must bear total cost to participate in City Medicare Plan (if offered)	
<i>Rate Calculation and COBRA</i>					
Calculated based on percentage plus capped contribution established at time of retirement; Part-time FTE based on hours worked in past 10 or 15 years depending upon start date		20% for current employees who choose to move to the TBP and who are currently eligible for retiree health care after medicare eligibility; 35% for current employees who choose to move to the TBP and who are only eligible for retiree health care coverage until medicare eligibility ; Part-time FTE based on hours worked in past 15 years		Employees will pay a percentage of premium as established annually by the Common Council. (The minimum percentage paid by the employee shall be 50%.); Part-time FTE based on hours worked in past 20 years	
<i>Credit for Sick Leave</i>					
None		Extended Sick Leave Bank (ESLB) bonus - Employees who retire with a balance of 680 hours or more in their ESLB will be eligible to pay the same rate and premium share as actives for 36 full months immediately following retirement provided they are not eligible for Medicare, see sick leave for conversion credits for current employees.		Extended Sick Leave Bank (ESLB) bonus - Employees who retire with a balance of 680 hours or more in their ESLB will be eligible to pay the same rate and premium share as actives for 36 full months immediately following retirement provided they are not eligible for Medicare, see sick leave for conversion credits for current employees.	
<i>Spouse and Dependent Coverage</i>					
If hired employee was before 4/1/08*, Life Coverage for employee and dependents and there is a Medicare offering, medicare eligible retiree (and spouse if applicable) participate in the Medicare offering)		If employee was hired on or after 4/1/08*, retiree coverage ceases upon Medicare/Medicaid/Title 19 eligibility or upon attaining Medicare age		Upon an employee's eligibility for Medicare/Medicaid/Title 19 eligibility or upon attaining Medicare age; if spouse/dependent is not eligible for Medicare/Medicaid/Title 19 or will not attain Medicare age until a later date they may remain on city's plan until Medicare/Medicaid/Title 19 eligibility or upon attaining Medicare age or 10 years of coverage, which ever comes first.	
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<i>Ability to Return to Retiree Health Care Plan</i>					
One leave plan cannot return		Same		Same	
NEW for all employees		One plan per family – Health and Dental		One plan per family – Health and Dental	
An employee who is married to another employee or retiree shall enroll in one plan effective March 1, 2019; does not apply to those in Medicare advantage program		Same		Same	
<i>Dental</i>					
Dental insurance is effective the first of the month following six (6) months of employment at no monthly premium cost to full-time employees. Maximum coverage per person, per plan year = \$1500.		Dental insurance is effective the first of the month following (30) days of employment at no monthly premium cost to full-time employees. Maximum coverage per person, per plan year = \$1500.		Dental insurance is effective the first of the month following (30) days of employment at no monthly premium cost to full-time employees. Maximum coverage per person, per plan year = \$1500.	
<i>Vision</i>					
Health care plan includes an annual eye exam		Health Care plan will still include annual eye exam but this pre-tax employee paid voluntary benefit may include: ~\$150 yearly allowance toward materials per person (glasses, contacts, contact fittings, etc.) and other potential discounts		Health Care plan will still include annual eye exam but this pre-tax employee paid voluntary benefit may include: ~\$150 yearly allowance toward materials per person (glasses, contacts, contact fittings, etc.) and other potential discounts	
NEW for all employees		<i>Disability Insurance</i>		<i>Disability Insurance</i>	
Disability Insurance provides 66% of salary coverage after 90 days up to age 65; vacation and sick leave bank covers up to 90 days and full salary difference		Same		Same	
<i>Life Insurance</i>					
Basic Coverage - The City provides a paid basic life insurance policy with coverage in the amount of the employee's annual salary adjusted to the next highest one thousand dollars.		Same		Same	
Supplemental Coverage- Employees may enroll in the Additional (up to 3 units) and/or Supplemental (one unit) Life Insurance coverage at their own expense.		Same		Same	
Spouse and Dependent Coverage – Employees have the option to purchase Spouse and Dependent coverage (up to 2 units). 1 unit = \$1.75 per month for \$10,000 spousal coverage and \$5,000 for dependent		Same		Same	
Other Benefits					
<i>Voluntary Time Off</i>					
An employee may voluntarily request time off from work without pay once all paid time (vacation, random days, compensatory time, sick leave where applicable, etc.) has been exhausted		Up to 40 hours per year, request must be authorized by Dept. Head, with approval by the HR Director, Finance Director and City Administrator		Up to 40 hours per year, request must be authorized by Dept. Head, with approval by the HR Director, Finance Director and City Administrator	
<i>Armed Services Training</i>					
No loss of pay for up to ten (10) days per calendar year for absence due to military training service.		Same		Same	
<i>Jury Duty</i>					
City pays the full wages upon presentation of satisfactory evidence relating to such service.		Same		Same	
Pension					
Employee pays 6.7% for 2018 and the City 6.7% for general employees in 2018; contributions are pre-tax for federal and state income tax purposes (FICA tax is unaffected). Employees must have WRS creditable service as follows before becoming eligible (vested) for benefit (may be eligible for lump sum); If employee participated in WRS before 7/1/11 and did not take a lump sum payout, vesting is immediate					
Education Assistance					
<i>Tuition Reimbursement</i>					
Tuition Reimbursement - \$1000 per calendar year for pursuit of an academic degree.		Tuition Reimbursement - 50% up to \$1500 per year; max per employee \$4500 for seminars, conferences, certificates, required text books or exams		Tuition Reimbursement - 50% up to \$1500 per year; max per employee \$4500 for seminars, conferences, certificates, required text books or exams	
<i>Tuition Repayment</i>					
None		Tuition Repayment - \$75 per month or \$900 per year; max per employee \$2700		Tuition Repayment - \$75 per month or \$900 per year; max per employee \$2700	

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Vacation and Sick Leave	Time Off with Extended Sick Leave Bank (ESLB)	Time Off with Extended Sick Leave Bank (ESLB)																																																																																										
<p>10 working days (2 weeks) after one year of service 11 working days (2 weeks plus 1 day) after five years of service 16 working days (3 weeks plus 1 day) after eight years of service 19 working days (3 weeks plus 4 days) after twelve years 22 working days (4 weeks plus 2 days) after sixteen years of service 23 working days (4 weeks plus 3 days) after twenty years of service 24 working days (4 weeks plus 4 days) after twenty one years of service 25 working days (5 weeks) after twenty two years of service 26 working days (5 weeks plus 1 day) after twenty three years of service 27 working days (5 weeks plus 2 days) after twenty four years of service 28 working days (5 weeks plus 3 days) for twenty-five or more years of service</p> <p>Vacation is accrued at the rate of 1/12 per month upon date of hire following the vacation schedule listed above. If hired on or before the 15th of the month, accrue 1/12 for that month; if hired after the 15th of the month, accrual begins the first of the month following hire date.</p> <p>Prior to December 15 of any calendar year, an employee may request a one week carryover of vacation to the following year, which shall be used by May 1st of that year subject to Department Head approval and under the same constraints as any other vacation selection. Vacation time not taken off before the end of the year (or the carryover deadline of May 1st) will be lost. No negative balance allowed.</p>	<p>a. Regular Full-Time Employees: Minimum of 2080 annual hours or 40 hours per week.</p> <table border="1"> <thead> <tr> <th>Years of Service</th> <th>Hrs Per Month/ Max Days per Year</th> <th>Time Off Bank Max</th> </tr> </thead> <tbody> <tr> <td>0-5 years</td> <td>16.67 hours/25 days</td> <td>200 hours/25 days</td> </tr> <tr> <td>6-10 years</td> <td>20.00 hours/30 days</td> <td>240 hours/30 days</td> </tr> <tr> <td>11-24 years</td> <td>23.33 hours/35 days</td> <td>280 hours/35 days</td> </tr> <tr> <td>25+ years</td> <td>26.67 hours/40 days</td> <td>320 hours/40 days</td> </tr> </tbody> </table> <p>b. 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<p>Employees hired prior to January 1, 1996 (Non-represented), March 22, 1996 (Nurses Unit), December 3, 1996 (Engineering Technician and Aides Association), and January 1, 1997 (Clerical Unit and Public Works Unit) are included under the Sickness Disability Benefit Plan. Schedule of Benefits. This Plan is based on length of service and designed to cover two (2) types of contingencies: (1) THE SHORT TERM PLAN covers the first seven calendar days (five work days) of absence due to non-work related illness or injury and pays benefits from the first day of absence. (2) THE LONG TERM PLAN covers a period commencing with the eighth calendar day (sixth work day) and extending up to one full year of absence due to non-work related illness or injury. Benefits are paid according to the following schedule: 20 to 25 years - Full pay for 39 weeks; half pay for 13 weeks, 25 years or more - Full</p>	<p>Employees hired on and after 1/1/96 - 15 sick days accrued per year; Full time employees accrue ten (10) hours per month, 120 hours per year with total accumulation not to exceed 2080 hours or maximum of one year. (An employee who takes the average of 5.5 sick leave days per year would likely have a balance of 760 hours in their sick bank or coverage for 95 days for own illness)</p>	<p>Sick leave included in Time Off Bank; Time Off Bank balance paid out at time of termination to those employees who leave in good standing and with proper notice, does not include the ESLB; pay out can be converted to a defined deferred comp account for tax advantages, ESLB is never available for pay out or conversion; does not extend employment.</p>																																																																																										
<p>No incentive for not using sick leave; no conversion for sick leave at retirement</p> <p>Sick leave only for employee illness; FMLA for family events</p>	<p>Attendance Incentive; At retirement, if 680 hours in Extended Sick Leave Bank (ESLB), same rate and contributions as actives for 36 months following requirement</p> <p>Extended Sick Leave Bank (ESLB) – 720 hours max for use for eligible employee and family sick events</p>	<p>Attendance Incentive; At retirement, if 680 hours in Extended Sick Leave Bank (ESLB), same rate and contributions as actives for 36 months following requirement</p> <p>Extended Sick Leave Bank (ESLB) – 720 hours max for use for eligible employee and family sick events</p>																																																																																										
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<p>Funeral Leave</p> <p>Up to 5 days - Spouse, Child (minor/adult), Mother/(in Law), Father/(in Law)</p> <p>Up to 3 days – brother, sister, step sister/brother, stepparent and step child (minor/adult)</p> <p>Up to 1 day – grandparents (grandmother/grandfather), grandchildren, aunt, uncle, daughter-in-law, son-in-law, brother-in-law, and sister-in-law.</p> <p>2 hours - Co-worker</p>	<p>Paid Bereavement leave is provided for employees who are in paid status consistent with the following – Up to 10 days off for the death of a legally recognized spouse, child (adult or minor); Up to 5 days for the death of a brother, sister, mother, father; includes step and in law relationships for all listed relatives.</p> <p>All other bereavement leave included in Time Off Bank; Allow for donations to bereavement leave under the donation of time program</p>	<p>Paid Bereavement leave is provided for employees who are in paid status consistent with the following – Up to 10 days off for the death of a legally recognized spouse, child (adult or minor); Up to 5 days for the death of a brother, sister, mother, father; includes step and in law relationships for all listed relatives.</p> <p>All other bereavement leave included in Time Off Bank; Allow for donations to bereavement leave under the donation of time program</p>																																																																																										
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<p>80 hours of vacation and random holiday time may be transferred from one 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 of an immediate family member. (80 additional hours subject to CA approval.)</p>	<p>120 hours of time from time off may be transferred from one employee to another for the purpose of providing income continuation during an employee's or immediate family member's catastrophic illness/injury or death. (40 additional hours subject to CA approval.)</p>	<p>120 hours of time from time off may be transferred from one employee to another for the purpose of providing income continuation during an employee's or immediate family member's catastrophic illness/injury or death. (40 additional hours subject to CA approval.)</p>																																																																																										