



Southwest Family Care Alliance

Benefits Summary

Overview

Southwest Family Care Alliance offers competitive compensation and an attractive benefits plan for eligible employees.

Retirement:

- SFCA is a participating employer under the Wisconsin Retirement System.
- Participation in the Wisconsin Retirement System is mandatory for all eligible employees per Wisconsin Retirement System rules.
- The following contribution rates apply to employees hired to start after January 1, 2009:
 - During the first year of employment, the employee shall pay 100% of the employee-required retirement contribution as established by the Wisconsin Retirement System (currently 5.9% of total salary).
 - During the second, third, and fourth years of employment, the employee shall be required to pay 50% of the employee-required retirement contribution as established by the Wisconsin Retirement System.
 - Beginning the fifth year of employment and any additional years of service, SFCA shall pay 100% of the employee-required retirement contribution.
 - SFCA shall make the employer-required retirement contribution as established by the Wisconsin Retirement System.

Health Insurance:

- SFCA is a participating employer under the Wisconsin Public Employers' Group Health Insurance Program.
- Employees shall contribute to the cost of their health insurance. Currently SFCA contributes 90% toward the premium for any eligible employee of the least costly health insurance plan (see chart for rates).
- Employees are eligible to enroll in health insurance effective the first of the month following the start of employment.

Life Insurance:

- SFCA provides Group Life Insurance through Employee Trust Funds.
- Employees contribute 100% of the cost of their premiums.

Income Continuation Insurance:

- SFCA provides Income Continuation Insurance through Employee Trust Funds.
- SFCA pays 100% of the premium for the 180-day elimination period level of coverage.
- Employees may choose a 30-day, 60-day, 90-day, or 120-day elimination period at their own expense.

Dental Insurance:

- SFCA provides dental coverage through Anthem.
- Currently, SFCA pays 100% of the dental insurance premium.

Section 125:

- SFCA offers pre-tax insurance contributions and medical and dependent care plans.
- EBC is the current contract holder for SFCA.
- There is no charge to the employee for this benefit.

Sick Leave:

- Sick leave is accrued at the rate of eight hours per month.
- The maximum sick time accrual shall be 60 days.

Vacation:

- Vacation shall be available to an employee at the following increments based on longevity:

Months/Years of Service	Exempt	Non-Exempt
6 - 12 months*	5 days / 40 hrs	5 days
12 mos - 24 mos	10 days / 80 hrs	10 days
24 mos - 36 mos	10 days / 80 hrs	10 days
3 years	13 days / 104 hrs	13 days
6 years	15 days	15 days
9 years	18 days	18 days
12 years	20 days	20 days
For every additional four years add 8 hours (16 yrs, 20 yrs, 24 yrs, 28 yrs, 32 yrs)		

* Or upon successful completion of probation, whichever is later

Holidays/Personal Days:

- SFCA shall observe the following eight holidays in which the office shall be closed:
 - New Year's Day
 - Memorial Day
 - Independence Day
 - Labor Day
 - Thanksgiving Day
 - Day after Thanksgiving
 - Christmas Eve
 - Christmas Day

Each employee shall receive three floating/personal holidays that must be taken during the calendar year. The floating /personal holidays must be taken in full day increments. New employees will be awarded floating holidays according to the following schedule:

Employees starting January 1 - April 30	3 personal days
Employees starting May 1 - August 31	2 personal days
Employees starting September 1 - December 31	1 personal day

NOTE: This benefits summary is not intended to be all-inclusive, but rather a summary of what SFCA offers full-time employees.