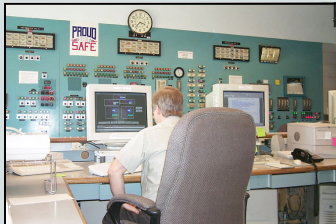


EMPLOYMENT OPPORTUNITY



Employee Benefits



Green Bay Metropolitan
Sewerage District
2231 N. Quincy Street
P.O. Box 10915
Green Bay, WI 54307-9015
Phone: 920-432-4893
www.gbmsd.org

Benefit Summary

Full-time Regular and Full-time LTE Employees

Vacation

<u>Length of Employment</u>	<u>Days Per Year</u>	<u>Hours per Pay Period Accrual Rate</u>
Date of Hire through 7 years	15	4.62
8 - 11 years	17	5.23
12 - 15 years	20	6.15
16 - 20 years	22	6.76
21 - 24 years	25	7.70
Over 24 years	27	8.31

Vacation accruals begin with the employee's first paycheck. Vacation earned during a pay period may be taken immediately following the end of the pay period.

At the end of the payroll year, employees may request a cash payout of up to 80 vacation hours with the stipulation that at least 80 vacation hours were taken during the same payroll year.

Personal Time Off (PTO)

All active regular and LTE full-time employees receive 84 hours of PTO per calendar year. PTO is used to supplement vacation and for non-work related illness or injury, family medical emergencies, personal business, medical appointments, and extended bereavement leave.

After being assigned to a 24/7 rotating shift, shift employees receive 100 hours of PTO per calendar year.

PTO is pro-rated during the first calendar year and is made available after six months of employment.

An employee's PTO bank will be zeroed out the last pay period of each year. Employees can request the following disbursements:

- Cash payout to a maximum of 40 hours at the employee's base rate of pay.
- Transfer into the employee's EDB (if not already at the 130 day maximum). Transfer of hours into the EDB account is matched by GBMSD.
- Transfer into the employee's vacation bank (if not already at the 30 day maximum).

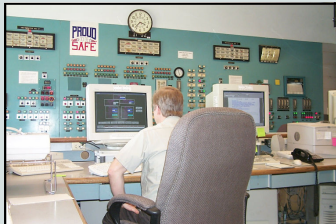
Extended Disability Bank (EDB)

The maximum allowable amount for an employee's EDB is 130 days. Regular and LTE full-time employees are able to access their EDB for personal non-work related personal or family illness or injury after using 24 contiguous work hours of PTO or vacation and providing written medical evidence as to the reason for the absence.

EMPLOYMENT OPPORTUNITY



Employee Benefits



Green Bay Metropolitan
Sewerage District
2231 N. Quincy Street
P.O. Box 10915
Green Bay, WI 54307-9015
Phone: 920-432-4893
www.gbmsd.org

Bereavement Leave

In case of death in the immediate family, a regular or LTE full-time employee will be allowed to take bereavement leave with pay for three work shifts falling between the date of death and the end of the day of the funeral.

"Immediate family" is defined as the employee's husband, wife, children, father, mother, sister, brother, father-in-law, mother-in-law, brother-in-law, sister-in-law, grandparents, grandchildren, great-grandparents, great-grandchildren, step-parents, step-sister, step-brother, step-children, or relative residing in the employee's household.

Holiday

The following days will be considered paid calendar holidays: New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, the day after Thanksgiving, Christmas Eve and Christmas Day.

Wellness Incentive

GBMSD has a very active Wellness Program. Employees who wish to participate in the Wellness Incentives Program will be eligible for up to \$400 per calendar year.

Wellness Physicals and Inoculations

All new full-time employees will be required to receive and pass a work-related fitness-for-duty assessment by GBMSD's designated physician prior to beginning work. All new employees will have the choice of being inoculated against Hepatitis A, Hepatitis B, and tetanus. Flu shots are available annually. Wellness physicals and inoculations are free of charge.

Employee Assistance Program (EAP)

Through the EAP, employees and their family members may contact Employee Resource Center for a confidential interview with a professional counselor to discuss their issues. The program is strictly voluntary and confidential and no information on participants will be released to GBMSD without the employee's written consent. While the initial counseling visits are free, subsequent visits or referrals may be submitted to GBMSD's group health insurance for payment consideration.

Health Insurance

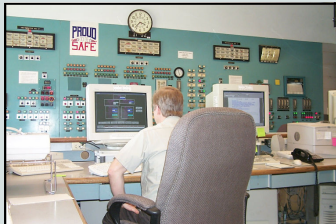
The effective date of coverage is the first of the month following employment. GBMSD is a participating employer under the Wisconsin Public Employers' Group Health Insurance Program administered by the Wisconsin Department of Employee Trust Funds.

Effective January 1, 2010, premium sharing ranges from \$30.10 to \$149.38 per month for a single plan or \$75.06 - \$298.76 per month for a family plan. Cost is determined by the employee's choice in plans. The three HMOs available are Arise Health Plan, Network Health Plan, and United Healthcare. There are no deductibles or co-insurances and a pharmacy program is included with separate co-pays. All plans provide the same level of benefits.

EMPLOYMENT OPPORTUNITY



Employee Benefits



Green Bay Metropolitan
Sewerage District
2231 N. Quincy Street
P.O. Box 10915
Green Bay, WI 54307-9015
Phone: 920-432-4893
www.gbmsd.org

Dental Insurance

The effective date of coverage is the first of the month following employment. Single and family coverage is provided at \$3.75/month for a single plan and \$10.15 for a family plan. Preventative care is paid at 100%. Restorative is covered at 80/20% after a \$25 deductible. Major restoration is covered at 50%. Maximum benefit per year is \$1,500. The employee contributes \$3.32 per month for a single plan and \$11.01 per month for a family plan.

Life Insurance

After six months of employment, GBMSD pays 100% of the premiums for basic term life insurance based on the employee's prior year retirement earnings rounded to the next highest \$1,000. Supplemental, additional, and dependent coverage are optional and paid by the employee through payroll deduction.

Long Term Disability Insurance (LTD)

GBMSD provides LTD insurance coverage effective the first of the month following employment. There is a 90-day disability period before benefits are paid.

Wisconsin Retirement Plan

GBMSD pays both employer's and employee's portion of Wisconsin retirement contributions. GBMSD contributes an Employee Trust Fund mandated percentage of each employee's total earnings to this plan.

Deferred Compensation (457 plan)

All employees have the option of participating in a tax deferred compensation program, which is a 457 Plan under IRS regulations. Upper dollar limits for participation are established by the IRS. 100% of the contributions are paid for by the employee.

Paid Leave Conversion

Based on specific criteria, all paid leave credits will be converted to credits and used for payment of health insurance premiums for an annuitant. The dollar value of the credits is not included in the employee's gross wages.

Leaves of Absence

Various leaves of absence are available for an employee including Emergency and Non-emergency Unpaid Leaves of Absence, Family and Medical Leave, Jury Duty, and Military Leave.

Worker's Compensation

All employees are covered through the full extent of the law for injuries or illnesses occurring while functioning as an employee of GBMSD.

This summary is provided as an outline only. More detailed information is available through insurance policies, Benefits Manual and the Human Resources Manual.