

Retirement Enhancement Plan Questions and Answers

What expenses does the plan cover?

1. The Retirement Enhancement Plans says the funds go to pay “medical costs.” What does that mean?

A: The Retirement Enhancement Plan (REP) is designed to assist county retirees with medical costs in retirement. Medical costs include premiums for insurance, copays, deductibles and out-of-pocket medical expenses.

Anything that is currently covered by the medical trust, would be covered under the REP. Anything that is not covered by the medical trust, would not be covered by the REP.

Questions about “verified Service”

2. How is “verified service” calculated?

A: Verified service means the total years of service to Dane County. In the case of Public Health, Zoo, and Humane Society employees, prior service to the City of Madison will be counted. Breaks in County employment, do interrupt the service time calculation. County employees may be asked for reasonable proof of County employment.

3. Does time served as an LTE, prior to becoming a full-time employee count as “verified service”?

A: LTE’s are not covered and LTE service adjacent to FTE service does not count.

4. If an employee has 21 years of service as a part-time employee, how many years of “verified service” is that?

A: 21 years. Verified Service counts how many years an employee has worked for Dane County, not how many hours an employee has worked within that year.

5. Are there any leaves that do not qualify as service, if so why not?

A: The verified service includes military service earned while a county employee, absences under Family Medical Leave, periods of disability, handbook or county ordinance leave, worker’s compensation, or layoff status so long as the employee has not terminated employment.

Questions about funding

6. Will the funding of the REP happen at the same time as a retiree participates in the County’s health insurance plan? If a retiree delays joining the health insurance plan, is the REP delayed as well?

A: The REP and participation in the County’s health plan are not linked. The first payment will be made shortly after retirement. Then payments will be made annually in January of following years. The retiree does not need to immediately draw on their account if they do not wish to do so.

7. If someone returns to county employment as an LTE, the Medical Trust is placed in a hold status, will their REP continue to be funded?

A: To be eligible, the employee or elected official must retire from county service and must collect an annuity under the Wisconsin Retirement System within 60 days of retirement. The County will fund the REP program on an annual basis as outlined in question #6. The County will continue to make annual payments until the REP benefit for the retiree is reached (five or ten payments, depending on the individual’s verified service).

Where is the plan documentation?

8. In what document(s) will the language of the memorandum be included for future reference?

A: The Administrative Practices Manual.