

Wages & Benefits
Maintenance & Equipment Operator
January 2026

Member of Winnebago County Workman's Association

WAGES: Per current Workman's Association Contract base wage

- Beginning \$26.13 (85% of base \$30.74)
- July 1, 2026 \$26.85 (85% of base \$31.59)
- @ 6 months \$28.43 (90% of base \$31.59)
- @ 12 months \$30.01 (95% of base \$31.59)
- July 1, 2027 \$30.84 (95% of estimated base \$32.46)
- @ 18 months \$32.46 (100% of estimated base)
- After 18 months, your wage will follow the Winnebago County Workman's Association employment contract.

Longevity pay: \$0.10/hour after 5 years. Additional \$0.10/hour each year up to \$2.00.

BENEFITS:

SICK LEAVE: Begin with 5 days. Accrue 12 days per year (1 day/month); 120 day max.

VACATION: Begin with 5 days.

Year 1 accrue 5 days per year
Year 2 accrue 7 days per year
Year 3 accrue 10 days per year
Year 4 accrue 12 days per year
Years 5 through 9 accrue 15 days per year
Years 10 through 14 accrue 20 days per year
Years 15 through 19 accrue 21 days per year
Years 20 through 24 accrue 22 days per year
Years 25 through 29 accrue 23 days per year
Years 30 through 34 accrue 24 days per year
Years 35 thereafter accrue 25 days per year

HOLIDAYS: 11 paid

HEALTH INSURANCE: Wellmark Blue Cross Blue Shield (see current rate sheet)

Single HSA Plan – \$3000 max
Single Traditional Plan - \$1,000 deductible, \$2,000 max
Family HSA Plan - \$3,000 max/individual, \$6,000 max/family
Family Traditional Plan – \$1,000 deductible/individual, \$2,000 max/individual

Doctor On Demand Telehealth – Free with Health Insurance

IPERS – Employee 6.29%
Employer 9.44% = total 15.73%

VOYA CRITICAL ILLNESS INSURANCE: Employer paid for \$5,000 employee coverage. Additional coverage can be purchased by employee for children and/or spouse.

VOYA ACCIDENT INSURANCE: Employer paid for employees enrolled in medical. \$100 per year wellness benefit. Additional coverage can be purchased by employee for children and/or spouse.

RELIANCE CRITICAL ILLNESS INSURANCE: Employer paid for \$5,000 employee coverage. \$100 per year wellness benefit. Additional coverage can be purchased by employee for children and/or spouse.

Available Employee-Paid Plans: Dental, Vision, Aflac, 457B

CLOTHING ALLOWANCE: Each year employees receive up to \$300 for work safety clothing items approved by the Engineer.

SCHEDULE:

Regular Schedule: Monday – Friday 7:00a.m.-3:30p.m.

Summer Schedule: Monday – Thursday 6:00a.m.-4:30p.m.

During winter weather months, employees are on call 24/7

ON-CALL/PAGER PAY:

During winter weather months, employees receive on-call pay of \$10 per weekend day (\$20 per weekend) and \$20 per holiday.

COMP TIME/OVERTIME:

Your status will be non-exempt, and you will earn comp time at the rate of one and one-half hours for each hour in excess of 8 in any work day (or 10 during the summer schedule). Overtime will be paid if your comp time balance exceeds 120 hours. We are currently asking all employees to regularly use comp time in the summer and enter the winter with no more than an 80 hour comp time balance.