

**AGENDA
OPERATIONS COMMITTEE**

DATE: Tuesday, September 3, 2024
TIME: 9:00 AM
LOCATION: Courthouse - Conference Room 114

1. Call meeting to order
2. Public Comments
3. CONSENT AGENDA
 - a. Review/approve minutes from previous committee meetings
 - b. Review monthly letters of comment from department heads.
 - c. Approval of departments vouchers – County Board, County Clerk, Finance, Human Resources, and Treasurer.
4. Review items, if any, pulled from consent agenda
5. Discuss American Rescue Plan Act
6. **COUNTY CLERK**
 - a. 2025 County Clerk Budget Review
7. **TREASURER**
 - a. 2025 Treasurer Budget Review
8. **WELLNESS COORDINATOR UPDATE**
9. **FINANCE**
 - a. Finance Department update
 - b. 2025 Finance Budget
 - c. Moody’s Rating
 - d. Arbitrage
10. **HUMAN RESOURCES**
 - a. 2025 Human Resources Budget Review
 - b. Wage Plan Implementation Resolution
11. Consider any agenda items for next meeting
12. Set next regular committee meeting date – Tuesday, October 1, 2024 – 9:00 AM
13. Adjourn

Join by phone

+1-408-418-9388 United States Toll
Meeting number (access code): 2489 524 8372

Join by WebEx App or Web

<https://woodcountywi.webex.com/woodcountywi/j.php?MTID=mff7d409c463357e05fb49834871fcb30>

Meeting number (access code): 2489 524 8372
Meeting password: 090324

MINUTES OPERATIONS COMMITTEE

DATE: Tuesday, August 6, 2024

TIME: 9:00 AM

PLACE: Courthouse – Room 114

MEMBERS PRESENT: Laura Valenstein, Donna Rozar, Lance Pliml, Jake Hahn, Joseph Zurfluh

OTHERS PRESENT: Trent Miner, County Clerk; See attached sign-in list

1. Chair Valenstein called the meeting to order at 9:01 AM.
2. There was no public comment.
3. Motion by Rozar/Hahn to approve the consent agenda. Motion carried unanimously.
4. County Board Chair Pliml indicated that as numbers become more solidified, and after a meeting of the Jail Construction Adhoc Committee, a better idea of where borrowed funding will be used and where ARPA funding will be used. An ARPA Adhoc meeting will be called for not long after the County Board meeting to finalize those disbursements.
5. Wellness Coordinator Boeshaar provided a departmental update.
6. Finance Director Newton provided a departmental update.
7. Newton presented a request for tuition reimbursement for an employee obtaining their bachelor's degree in accounting. Motion by Rozar/Hahn to approve the tuition reimbursement request as presented. Motion carried unanimously.
8. Justin Fischer from Baird presented the financial implications of the last debt issuance for the new jail. Even after this debt, the county retains over 70% of its borrowing capacity.
9. The initial resolution for borrowing was presented to the committee. Motion by Zurfluh/Pliml to approve the resolution and forward onto the county board for their consideration. Motion carried unanimously.
10. As mentioned last month, UWSP at Marshfield had a CIP HVAC project in 2023 that ended up being \$20,000 less than budgeted. Since that time, a controller has gone out and needs to be replaced. A resolution was presented by Newton to carry over the excess funding from 2023 to fund the controllers in 2024. Motion by Rozar/Zurfluh to approve the resolution and forward onto the county board for their consideration. Motion carried unanimously.

11. Tim Deaton, from the Horton Group, reviewed up-to-date medical claim numbers as well as projections for the rest of 2024. A voluntary prescription drug plan will be introduced in 2025. In addition various other plan changes for 2025 were discussed as listed below:
 - a. Hearing Aids. Motion by Rozar/Hahn to approve adding a hearing aid benefit to the current offering, allowing a max benefit of \$1,500 per hearing aid, per ear, for both ears every three years. Further, that the plan allow coverage for hearing aid specialists in addition to audiologists. Motion carried unanimously.
 - b. Dental. Currently the county does not contribute to the dental premium. Motion by Pliml/Hahn to have the county contribute 50% of the dental insurance premium beginning in 2025. Motion carried unanimously.
 - c. Health Insurance Rate: After reviewing claim numbers and various projections, motion by Rozar/Zurfluh to increase the health insurance premiums to the departments and employees on the PPO Plan by 4.5% in 2025. In addition the high deductible plan remain the same premium level. Motion carried unanimously.
12. Dr. Victoria McGrath, from McGrath Consulting Group, presented the information her firm garnered for the county's pay plan update. Generally, 65% of the starting wages of the county are under market. She reviewed some positions that needed to move grades. In addition she provided recommendations for the pay structure the county currently has. The Operations Committee will meet prior to county board to discuss implementation strategies.
13. The next regular meeting date will be held on Tuesday, September 3, 2024, at 9:00 AM.
14. Chair Valenstein adjourned the meeting at 10:33 AM.

Minutes taken by Trent Miner, County Clerk, and are in draft form until approved at the next meeting.

**Operations Committee
August 6, 2024**

NAME	REPRESENTING
Bill Clendinning	WCB#15
Tim Deaton	Horton
Jeff Perkowski	WCB#11
ED NEWTON	FINANCE
PANYIA YANG	
Sue Smith	Heath
Kim McGrath	HR
Kelli Szymanski	HR
DENNIS POLACH	WCB-14
Heather Gehrt	Treasurer
Brandon Vranwink	HSO
Roland Hawk	Hwy
Kimberly Stmiric	COC.
Tasha Jensen	PM/DATA
RUVANTASSEC	MAINT.
QUENTIN ELLIS	SHERIFFS
CAITLIN SAYLOR	Criminal Justice
Brent Vranwink	CSA
Peter Kastenholz	Corp. Counsel
Brad Hamilton (WebEx)	CB District 18
Amy Kaup (WebEx)	IT
Nicole Gessert (WebEx)	Mtnc
Ryan Zaehner (WebEx)	Wellness
Marissa Korrack (WebEx)	Norwood Admin
Nick Flugaur (WebEx)	HR
Justin Cielowicz (WebEx)	Elgewater Admin
Sarah Christensen (WebEx)	Emergency Mgmt

**MINUTES
OPERATIONS COMMITTEE**

DATE: Tuesday, August 20, 2024

TIME: 8:00 AM

PLACE: Courthouse – Rm 114

MEMBERS PRESENT: Laura Valenstein, Donna Rozar, Jake Hahn, Lance Pliml

MEMBER EXCUSED: Joseph Zurfluh

OTHERS PRESENT: Trent Miner, County Clerk; see attached sign-in sheet

1. Chair Valenstein called the meeting to order at 8:00 AM.
2. There was no public comment.
3. Treasurer Gehrt presented a resolution to sell back a tax deeded property to the former owner. Motion by Rozar/Hahn to approve the resolution and forward onto the county board for their consideration. Motion carried unanimously.
4. Human Resources Director presented 4 options to implement the revised pay structure along with cost estimates of each. After discussion, motion by Pliml/Rozar to implement Option 4 (Place employees in the step of their assigned grade that provides a minimum of a 3% increase and then ensure employees with at least 5 years of consecutive service (as of 12/31/2024) are at least Step 3) effective January 1, 2025. Motion carried unanimously.
5. Chair Valenstein declared the meeting adjourned at 8:22 AM.

Minutes taken by Trent Miner, County Clerk, and are in draft form until approved at the next meeting.

Operations Committee
August 20, 2024

NAME	REPRESENTING
Joe Smith	Health Dept
Ed Newton	Finance
Bill Cledemans	WCB #15
DENNIS POLACH	wcb-14
Kelli Szymanski	HR
Kim McGrath	HR
Heather Gehrt	Treasurer
Kim Stimac	C.O.C.
Tara Jensen	PRD/HR
Brent Vruwink	ISSD
Brent Vruwink	CSA
Danyang	Finance
Amy Karp (WebEx)	IT
Nicole Gessert (WebEx)	Mtace
Justin Ciolewicz (WebEx)	Edgewater Haven
Katie Miloch (WebEx)	Human Services
Tony Bastien (WebEx)	Dispatch
Chad Schooley (WebEx)	Parks & Forestry
Mary Schlagenhaut (WebEx)	Human Services
Nick Flugaur (WebEx)	HR
Darrin Steinback (WebEx)	Human Services
2 unidentified (WebEx)	



Wood County

WISCONSIN

OFFICE OF THE
COUNTY CLERK

Trent Miner

Letter of Comments – September 2024

- The Partisan Primary is now past us and we are well into the November election ordering and planning. The rush is on, in that we will not have final certification of candidates, etc. until about September 3rd, and absentee ballots must be in the mail no later than September 19th due to state and federal law. The timing is crazy tight.
- Speaking of the Partisan Primary, the county had a 38.59% turnout, which is really pretty good for this election. Top municipality turnouts include:
 - Town of Cary – 45.02%
 - Village of Milladore (Wood County portion) – 43.98%
 - City of Marshfield (Wood County portion) – 43.04%
- That all being said, election night was interesting. It got to be about 8:20 and I had not had any results in yet. I thought for sure I would have had a couple of the small municipalities in. Suddenly, the phones all lit up with clerks and chief election inspectors stating that they could not modem the results and were getting error codes. We have contingencies in place for if that happens, so it all worked out. About 8:30 PM, the modems started to send results. I had the last results entered just before 10:00 PM and I only had to hand enter about 10 municipalities.
- The 2025 budget is included in your packet. The biggest increases were in items I do not control, which we will discuss at the meeting.
- I am planning, tentatively, to do some training prior to the November election. There are different scenarios available to different types of voters during this election, so I want to ensure poll workers are aware of them. They are oddities and 97% of the municipalities will not have any issues, but it is good to have it in the back of their minds. We will be back to full staff by the end of September, thank goodness, which will allow for me to get that training set up.
- I am also starting to plan, even if initially, for what happens if we have a recount of the Presidential election. As you know, these things usually happen the week of Thanksgiving, including the holiday and weekend following, so we will start to think about recruitment of folks that can work that timeframe. I have also had preliminary discussions with Courthouse Security with what that scenario might look like as well. Hopefully, all of the preparation will be for naught.
- In looking at our marriage license numbers, I really am starting to doubt whether we will meet our marriage license budget this year (340). Our numbers are WAY down compared to every year on record, including during COVID. Stay tuned.



Wood County WISCONSIN

HUMAN RESOURCES DEPARTMENT

August 30, 2024

To: Wood County Operations Committee

From: Kimberly McGrath, Director- Human Resources

Subject: Human Resources (HR) Monthly Letter of Comments – August 2024

Human Resources Activity

	August 2024	2024 Year-to-Date
Applications Received	186	1,299
Positions Filled	12	124
Promotions/Transfers	4	42
New Hire Orientations	11	95
Terminations, Voluntary	8	84
Terminations, Involuntary	8*	15
Retirements	1	7
Turnover Rate	1.73%	1.62%
Exit Interviews	5	33

*This is the result of the closure of the Crisis unit

Human Resources Narrative

General Highlights

1. The 2024 Market Review project is complete! Implementation options and recommendations for both the general county and care facilities wage plans were presented to the Operations Committee in August. An implementation model was selected and wage information was provided to Finance as well as Department Heads. A resolution confirming the implementation model selected will be presented to the Operations Committee at their September meeting.
2. With regards to the closure of the Bridgeway unit and telephonic/mobile Crisis services, and the layoff procedures of the impacted staff, Forward Services was onsite at Norwood on August 5th and 6th to present information on services available to these staff members through the WIOA Dislocated Worker Program.
3. Communication was sent to all employees regarding the revised Employee Policy Handbook and the new electronic format. All employees are required to turn in a new Handbook Acknowledgment to Human Resources by September 19th.
4. Continued preparations for the 2024 Leadership Retreat to be held at Mid-State Technical College on Wednesday, November 20th. The leadership topics to be presented this year are Leader Identity, Team Building, and Communication. We are anticipating approximately 70 attendees (all Wood County Department Heads and departmental supervisors have been invited and encouraged to attend). We are looking forward to another successful retreat!

5. Completed the Q2 2024 Wood County Core Value Awards process. To be nominated, a Wood County employee would have been witnessed exemplifying one or more of the six identified Wood County Core Values. A total of 6 nominations were received for the quarter, of which Department Heads reviewed and voted on at their Q3 Department Head meeting. The following employees were selected to receive a Core Values Award:
 - Compassion: Karli Tomsyck, UW-Extension
 - Professionalism: Kassie Scheckel, Human Services
 - Initiative: Karriann Teresinski, Human ServicesThese employees will receive their merit pay award on the September 5th payroll.
6. Finalized the Human Resources/Wellness/Risk Management 2025 budget. Budget reports and an overview will be presented to the Operations Committee on September 3rd.

Meetings & Trainings

1. Attended the Operations Committee meetings on August 6th and 20th.
2. Attended County Board on August 20th.
3. Attended the Health & Human Services Committee on August 22nd.
4. Attended von Briesen's Public Sector Town Hall: Collective Bargaining webinar on August 8th.
5. Held the monthly conference call with The Horton Group on August 27th to discuss various benefit topics.
6. Attended and facilitated the Department Head Meeting on August 28th.
7. Held individual staff and team meetings to discuss and provide updates on the department's identified 2024 goals.
8. Team members attended various webinars related to benefits, employment law, and compliance.

Benefits

1. Continued work on 2025 Open Enrollment including finalizing premium rates, updating the Benefit Guide, and creating the Open Enrollment Presentation.
2. Processed Family and Medical Leave requests, address changes, beneficiary designations, qualifying events, benefit elections or contributions for new hires, terminations, and cancellation/reporting of benefits.
3. Processed and prepared monthly COBRA remittance, EBC admin fees, and stop loss admin fees.
4. Reconciled monthly enrollments for health, dental, vision, life, and disability insurances.
5. Assisted multiple employees with questions related to FMLA, leaves of absence, retirement, and benefit claims concerns.
6. Processed COBRA notifications for dependents on the health plan reaching age 26.

Recruitment

1. Updated the Status of Open Positions, Headcount Sheet (FTE Control), New Hire, and Termination spreadsheets daily.
2. Assisted multiple departments with interviews and selection process.
3. Reported new hires with the Wisconsin New Hire Reporting Center.
4. Posted multiple vacancies on Cyber Recruiter and other pertinent employment sites based on the Request for Hire submitted. Closed multiple positions in Cyber Recruiter upon successful acceptance of an offer and notified all remaining applicants of position status.
5. Communicated with multiple applicants, employees, and supervisors regarding varying positions.
6. Continuing to work with Edgewater, Norwood, and Human Services to review and update/pause/re-instate subscriptions with Indeed. Looking into different options to ensure we are reaching out to interested candidates in a timely manner.
7. Scheduled multiple post-offer, pre-employment drug tests with multiple testing locations for applicants offered employment.

The following chart shows position activity during the month. Positions that are filled are dropped from the list the following month.

<u>Refilled Position</u>	<u>Department</u>	<u>Position</u>	<u>Status</u>
Replacement	Dispatch	Dispatcher	Vacancy filled utilizing eligibility list, position filled 8/26/2024.
Replacements	Edgewater	CNA, RN, LPN, and Dietary Assistant – (Multiple) & Therapy Activity Aide	Ongoing recruitment- positions posted, applications reviewed, interviews, references, backgrounds, onboarding. Deadline 9/23/2024.
Replacement	Highway	Truck Operator	Vacancy filled internally 8/18/2024.
Replacement	Highway	Equipment Operator – End Loader	Position posted, deadline 9/2/2024.
Replacement	Human Services	CCS Service Facilitator (Mfld)	Position posted, interviews conducted, filled internally 8/18/2024.
New	Human Services	Support & Service Coordinators (2)	Positions posted, interviews conducted, final candidates selected, references and backgrounds completed, offer extended and accepted, filled 8/12 and 9/9/2024.
Replacement	Human Services	FSET Case Manager	Position posted, deadline 9/2/2024.
New	Human Services	CSP Manager	Position posted, interviews conducted, final candidate selected, references and background completed, offer accepted, filled 9/23/2024.
New	Human Services	CSP Case Manager (2)	Positions posted, interviews conducted, filled internally 9/1 and 9/30/2024.
Replacement	Human Services	Economic Support Specialist (Mfld)	Position posted, interviews conducted, filled internally 8/26/2024.
Replacement	Human Services	Family Resource Coordinator	Position posted, interviews conducted, final candidate selected, references and background completed, offer accepted, filled 8/19/2024.
Replacement	Human Services	Family Interaction Worker	Position posted, deadline 9/2/2024.
Replacement	Human Services	Case Mgr/SW-Ongoing	Position posted, deadline 9/2/2024.
Replacement	Human Services	SW – Permanency Support Coordinator	Position posted, deadline 9/2/2024.
Replacement	Human Services	CCS Program Manager	Position posted, deadline 9/2/2024.
Replacement	Human Services	CCS Service Facilitator (2)	Position posted, deadline 9/2/2024.
Replacement	Human Services	Admin Asst II-OPC Scheduling/Reception	Position posted, interviews conducted, acceptance withdrawn 8/26/2024. Position was reposted, deadline 9/16/2024.
Replacement	IT	IT Intern	Position posted, interviews conducted, final candidate selected, references and background completed, offer accepted, filled 8/26/2024.
Replacements	Norwood	Mental Health Technicians, Dietary Aides, RN, LPN, and Therapy Assistant	Ongoing recruitment- positions posted, applications reviewed, interviews, references, backgrounds, onboarding. Deadline 11/11/2024.
Replacement	Planning & Zoning	Program Assistant	Position posted, interviewing 8/29/2024.

New	Sheriff	Correction Officers (2)	Position posted, multiple backgrounds completed, multiple interviews conducted. Two positions filled 8/5 and 8/26/2024.
Replacement	Sheriff	Jail Sergeant (2)	Both position filled internally 9/1/2024.

Safety/Risk Management

1. Managed open claims with Aegis/Charles Taylor throughout the month.
2. Corresponded with various insurers regarding claims, including for the River Block power failures in March and September of 2023.
3. Attended Edgewater Haven Safety Committee meeting on 8/7/24, and Norwood's Safety Committee on 8/13/24.
4. Met with Emergency Management, Dispatch, and IT staff on various dates to discuss messaging in the Everbridge System.
5. Attended quarterly ODIP meeting with WI Department of Workforce Development on 8/13/24.
6. Conducted AHA BLS skills testing session for Norwood RN on 8/21/24.
7. Completed approval process as Training Center Faculty for our CPR/AED TC on 8/28/24. This allows us to approve new internal instructors and monitor instructor renewals.

NEW Workers' Compensation Claims (4)

1. 8/2/24 – Edgewater – Employee suffered upper back/arm/shoulder strain while lifting resident
2. 8/14/24 – Sheriff's (Corrections) – Employee injured L ring finger falling while walking up stairs in the new jail
3. 8/16/24 – Edgewater Haven – Employee strained R upper back while assisting resident off commode
4. 8/22/24 – Highway – Employee struck in L eye by metal shaving while cutting signpost (PPE was in use)

OPEN Workers' Compensation Claims (5)

1. 12/7/23 – Sheriff's – Employee is seeking treatment for mental health conditions as a result of employment with the Department
2. 1/12/24 – Sheriff's – Employee is experiencing lingering effects from conceded WC injury to L shoulder from 2003
3. 5/1/24 – Edgewater – Employee tripped forward, landing on both knees and hands
4. 6/4/24 – Highway – Employee bruised R knee after slipping while surveying culvert
5. 6/21/24 – EM – Employee injured R shoulder while moving rototiller at North Park Shop (late report)

CLOSED Workers' Compensation Claims (4)

1. 6/26/24 – Highway – Employee sprained R wrist and cut R hand after tripping on block at asphalt plant
2. 7/2/24 – Highway – Employee injured L shoulder while removing tire rings and barrels from truck at Highway Shop
3. 7/15/24 – Highway – Employee was exposed to poison ivy or poison oak while weed trimming on the side of STH 173
4. 7/23/24 – Edgewater – Employee injured L knee running into cart in walk-in cooler while unloading food stocks

First Aid Injuries (6)

1. 7/29/24 – Human Services – Employee was bitten by care provider's dog while performing home visit
2. 8/1/24 – Norwood – Employee cut R middle finger knuckle on metal conduit, after drilling into floor

3. 8/14/24 – Human Services – Employee was struck by item thrown by customer’s child at a Portage County office
4. 8/20/24 – Sheriff’s (Corrections) – Employee was bitten on R hand by combative inmate while changing over to suicide smock.
5. 8/21/24 – Norwood – Employee cut tip of L middle finger with knife while cutting food in kitchen
6. 8/23/24 – Norwood – Employee strained lower back after tripping while moving restraint chair

Property/Vehicle Damage Claims (5)

1. 3/6/23 - River Block power loss - the claim has been accepted by Hartford Steam Boiler and will be paid under the County’s equipment breakdown coverage. As of current, a total of \$114,645.34 has been received from various property and liability insurance providers.
2. 9/25/23 - River Block power surge - we received some of the final invoices for replacing HVAC components damaged during the power surge, and have now exceeded the County’s deductible. A claim was submitted to Aegis/County Mutual for cost reimbursement. As of current, Wood County has paid \$47,166.16 in repair and replacement costs. This includes repairing control drives in the building’s HVAC units, elevator controls, lighting modules, and security panels and various pieces of equipment within the building, as well as replacing several hundred surge suppressors and three pieces of electronic equipment within departments. On 6/3/24, a proposal to replace existing surge suppressors, troubleshoot the lighting system, and upgrade outside lighting for \$25,986.00 was authorized by the Facilities Manager. A claim was opened by County Mutual, and this has been submitted to the appropriate insurer.
3. 7/28/24 – Sheriff’s – Squad 20 struck deer while responding to emergency call (est. damage \$2,531.04)
4. 8/1/24 – Parks – Ranger van stalled and was washed into Yellow River at North Park Campground. Van was extracted by towing company downstream from incident site on 8/4/24 (actual recovery cost \$16,270.00).
5. 8/22/24 – Sheriff’s – Deer ran into side of Squad while travelling on County Road A (est. damage \$3,024.20)

Liability Claims (2)

1. 6/8/24 – Parks – Claimant alleges damage to camper by falling branch at North Park (claimed damage \$2,150.80) – investigation underway
2. 7/24/24 – Highway – Claimant alleges tire damage and towing costs from unprotected manhole cover on STH 54 (est. damage \$697.87). After investigation conducted, the County has no liability on this claim. Denial letter to be issued by County Mutual.

OPEN EEOC/ERD Claims (2)

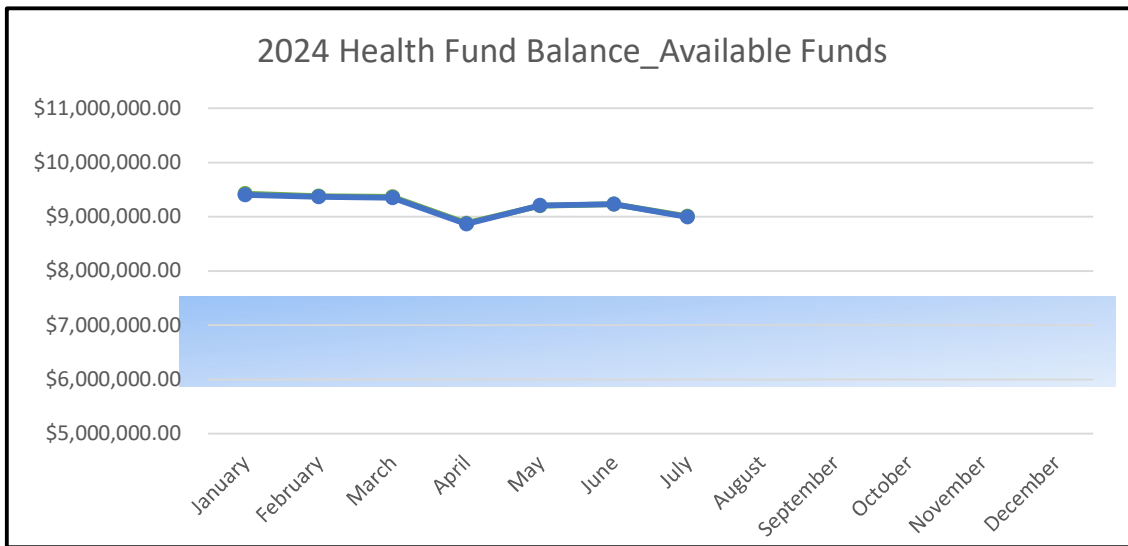
1. 2/14/22- Former Norwood employee submitted a claim alleging violation of the Wisconsin Fair Employment Act. We received a Notice of Complaint on February 16, 2022. Chubb Insurance assigned external counsel to Jackson Lewis. Our position statement was drafted, finalized, and submitted to the EEOC on April 15, 2022. No recent activity.
2. 2/24/22- Former Norwood employee submitted a claim alleging violation of the Wisconsin Fair Employment Act. We received an Initial Determination of No Probable Cause on August 26, 2022. The claimant filed a timely appeal and a hearing was held on July 19 & 20, 2023. Hearing decision was received on March 21, 2024. The judge found no probable cause on three counts and probable cause on one count. Mediation was held on July 30, 2024; all settlement offers were rejected by both parties.

Other

1. Posted multiple announcements on LinkedIn and Facebook throughout the month. These include job advertisements, employee recognition, and other relevant community focused announcements.

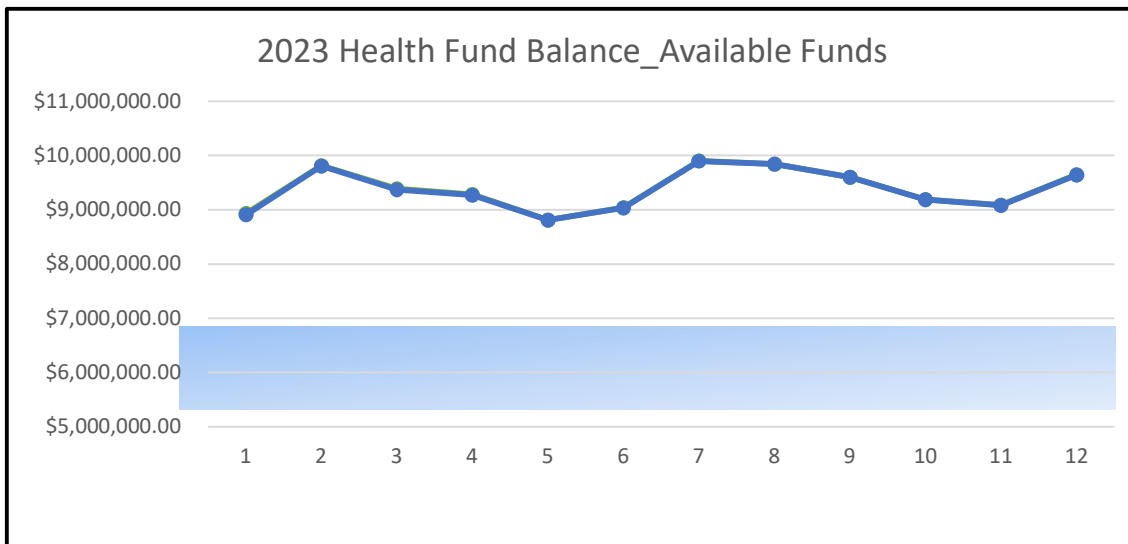
2. Continuing to work on updating job descriptions as jobs evolve and vacancies occur.
3. Worked with Unemployment Insurance (UI) to provide additional information regarding multiple claims. Worked with various departments to compile information needed.
4. Reconciled and processed the July Unemployment Insurance payment.
5. Received and processed multiple invoices for HR, Safety & Risk, and Wellness.
6. Facilitated New Hire Orientation on August 5th, 12th, 19th, and 26th.
7. Conducted exit interviews on August 1st, 15th, 27th, and 28th.
8. Responded to multiple verifications of employment.
9. Replied to requests from surrounding counties with varied information.
10. Met with several County employees and managers individually over the month to listen to concerns, provide advice, counsel, resources, and appropriate follow-up.

	2024		2023	
	Total	Available	Total	Available
January	\$ 9,427,766.51	\$ 9,404,475.83	\$ 8,930,525.31	\$ 8,907,992.93
February	\$ 9,380,675.69	\$ 9,368,060.10	\$ 9,812,561.93	\$ 9,803,088.17
March	\$ 9,366,727.89	\$ 9,354,191.44	\$ 9,389,238.55	\$ 9,372,293.86
April	\$ 8,881,153.05	\$ 8,866,367.03	\$ 9,280,719.81	\$ 9,266,233.16
May	\$ 9,204,285.79	\$ 9,207,982.91	\$ 8,812,064.51	\$ 8,809,711.19
June	\$ 9,232,186.71	\$ 9,229,652.09	\$ 9,038,126.24	\$ 9,035,294.50
July	\$ 9,007,157.55	\$ 8,995,993.17	\$ 9,903,399.31	\$ 9,897,749.54
August			\$ 9,842,898.87	\$ 9,841,374.62
September			\$ 9,601,891.13	\$ 9,598,265.15
October			\$ 9,189,858.21	\$ 9,189,539.63
November			\$ 9,082,480.97	\$ 9,078,920.25
December			\$ 9,643,399.06	\$ 9,642,537.95



2024 Total Balance - Green Line

2024 Available Funds - Blue Line



2023 Total Balance - Green Line

2023 Available Funds - Blue Line

For further information on HR activities, please contact the HR department.



Wood County

WISCONSIN

OFFICE OF THE
TREASURER

Heather L. Gehrt

LETTER OF COMMENTS—SEPTEMBER 2024

1. Attended Wisconsin Counties Association weekly calls on Mondays in August.
2. Attended the Operations Committee meetings on August 6 & 20.
3. Participated in Wisconsin Counties Association Webinar on Act 207 on August 14.
4. Attended United Way Board of Directors meeting on August 14.
5. Participated with Finance and WISC on an arbitrage phone call on August 15.
6. Attended County Board meeting on August 20.
7. Paid out all taxing jurisdictions settlement payments on August 20.
8. After wage information was completed submitted budget to Finance on August 23.
9. Participated in a zoom call with our credit card provider, Point & Pay for needed updates/upgrades for UW Extension on August 23.
10. Attended WCTA Executive Board meeting in Mauston on August 26.
11. With the assistance of the Sheriff's and Maintenance Departments, inspected and locked up properties for upcoming tax deed sealed bid sale on August 27.
12. Attended Department Head meeting at Courthouse on August 28 and then received a tour of the jail.
13. This office sent out a little over 900 notices for all years' delinquent taxes (2021-2023) to try to lessen tax certificates being issued on September 1 for the delinquent 2023 taxes. Total amount as of that printing outstanding was just under \$2.5 million.



Wood County

WISCONSIN

Employee Wellness

Ryan Boeshaar

Letter of Comments – August 2024

- A good portion of my time in August was spent figuring out the 2024 flu shot clinics, which are scheduled to be held in October. Last month I brought awareness to the committee the option of having contracted Aspirus nursing staff administer the flu shots at Riverblock for all interested Wood County staff based in WI Rapids. This is due to Wood County nursing staff not being able to assist this year in WI Rapids. A service agreement with Aspirus has been finalized to bring qualified, contracted staff onsite to administer 2 of the 3 flu shot clinics this year. The other flu shot clinic will be held in Marshfield and coordinated by a Wood County nursing staff member from Norwood. Clinic preparations are underway - rooms have been reserved and I have created an initial sign-up page. An initial communication will be sent to all staff once we receive the vaccines.
- The Quarter 3 Wellness Challenge, “*Real Food*” will be wrapping up at the end of the week. Participants were given an abundance of helpful nutrition tips, healthy recipes, and resources throughout the 6-week activity. A final recap, the emphasis of this challenge was to encourage participants to add more nutrient dense foods into their weekly diets in replace of processed foods. There were 122 employees who completed the challenge.
- I will be conducting body composition testing in September via the InBody analysis machine. Participants will have the opportunity to get measurements such as fat mass/percentage, skeletal muscle mass, lean dry mass, and water weight tested all in less than 10 minutes. After the assessment, the participants will get a detailed review of the numbers from the Wellness Coordinator. An initial kickoff email was sent last week, and registration is now available at www.managewell.com.
- I am continuing to work with new hires and/or employees who have previously not enrolled in the Wellness Program to get accounts setup on www.managewell.com so they may begin the process of completing the qualifying activities and become more involved in the Wellness Program.

COUNTY BOARD CLAIMS

Jul-24

Paid August 2024

	MONTH	PER DIEM	MILEAGE	Other Expense s	TOTAL
Scott Brehm	July-24	\$ 300.00	\$ 44.22		\$344.22
Allen Breu	July-24	\$ 380.00	\$ 80.40		\$460.40
Thomas Buttke	Feb-July 24	\$ 2,060.00	\$ 690.10		\$2,750.10
William Clendenning	July-24	\$ 665.00	\$ 356.44		\$1,021.44
Jake Hahn	July-24	\$ 250.00	\$ 48.24		\$298.24
Brad Hamilton	July-24	\$ 780.00	\$ 360.46	\$36.00	\$1,176.46
John Hokamp	June -July 24	\$ 600.00	\$ 56.28		\$656.28
Timothy Hovendick	July-24	\$ 350.00	\$ 187.60		\$537.60
Bill Leichtnam	July-24	\$ 610.00	\$ 222.44		\$832.44
Jeff Penzkover	July-24	\$ 300.00			\$300.00
Russell Perlock	July-24	\$ 350.00	\$ 187.60		\$537.60
Lance Pliml	July-24	\$ 850.00	\$ 99.16		\$949.16
Dennis Polach	July-24	\$ 350.00	\$ 34.10		\$384.10
Wayne Schulz	June -July 24	\$ 650.00	\$ 184.25		\$834.25
William Voight	July-24	\$ 350.00	\$ 123.28		\$473.28
Joseph Zurfluh	July-24	\$ 325.00	\$ 14.74		\$339.74
Lee Garrels	August-24	\$ 100.00	\$ 46.90		\$146.90
Leslie Kronstedt	July-24	\$ 50.00	\$ 46.50		\$96.50
David Laude	August-24	\$ 100.00			\$100.00
Robert Levendoske	August-24	\$ 100.00	\$ 93.80		\$193.80
Thomas Mancuso	August-24	\$ 100.00	\$ 8.04		\$108.04
Michael Meyers	August-24	\$ 130.00	\$ 93.80		\$223.80
Rebecca Spiros	July-24	50.00			\$50.00
		\$ 9,800.00	\$ 2,978.35	\$ 36.00	\$ 12,814.35

Chairman

Operations Committee

Committee Report

County of Wood

Report of claims for: COUNTY CLERK

For the period of: AUGUST 2024

For the range of vouchers: 06240097 - 06240102

Voucher	Vendor Name	Nature of Claim	Doc Date	Amount	Paid
06240097	UNITED MAILING SERVICE	MAIL FEES JULY 2024 UMS	08/12/2024	\$1,503.71	P
06240098	STEVNING-ROE ANN	Canvass Brd - Partisan Primary	08/16/2024	\$50.00	P
06240099	HOKS DAVID E	Canvass Brd - Partisan Primary	08/16/2024	\$50.00	P
06240100	GANNETT WISCONSIN LOCALIQ	VARIOUS ADS JULY 2024	08/19/2024	\$480.28	P
06240101	AMAZON CAPITAL SERVICES	Office Supplies	08/19/2024	\$84.99	P
06240102	US BANK	VISA Charges	08/19/2024	\$180.00	
Grand Total:				\$2,348.98	

Signatures

Committee Chair: _____

Committee Member: _____

Committee Member: _____

Committee Member: _____

Committee Member: _____

Committee Member: _____

Committee Member: _____

Committee Member: _____

Committee Member: _____

Committee Report

County of Wood

Report of claims for: FINANCE

For the period of: AUGUST 2024

For the range of vouchers: 14240162 - 14240178

Voucher	Vendor Name	Nature of Claim	Doc Date	Amount	Paid
14240162	UW - STEVENS POINT AT MARSHFIELD	2024 HVAC PROJECT	07/23/2024	\$36,464.00	P
14240163	QUESTICA LTD	BUDGET SALARY SYNC	07/31/2024	\$875.00	P
14240164	HARRING MARK STANDING CHAPTER 13 TRUSTEE	GARNISHMENT PAYMENT	08/08/2024	\$246.92	P
14240165	HARRING MARK STANDING CHAPTER 13 TRUSTEE	GARNISHMENT PAYMENT	08/08/2024	\$761.54	P
14240166	MUTUAL OF OMAHA INSURANCE COMPANY	SHORT TERM DISABILITY INSUR	08/08/2024	\$5,882.31	P
14240167	MUTUAL OF OMAHA INSURANCE COMPANY	LONG TERM DISABILITY INSURANCE	08/08/2024	\$3,198.86	P
14240168	MUTUAL OF OMAHA INSURANCE COMPANY	BASIC LIFE/SUPP (VOL) LIFE INS	08/08/2024	\$4,273.70	P
14240169	SUPPORT PAYMENT CLEARINGHOUSE	AZ CHILD SUPPORT PAYMENT	08/08/2024	\$355.85	P
14240170	STAPLES ADVANTAGE	OFFICE SUPPLIES	08/09/2024	\$47.18	P
14240171	UNITED STATES TREASURY (Ogden UT)	IRS ARBITRAGE REBATE PAYMENT	08/16/2024	\$92,894.56	P
14240172	HARRING MARK STANDING CHAPTER 13 TRUSTEE	GARNISHMENT PAYMENT	08/22/2024	\$246.92	P
14240173	HARRING MARK STANDING CHAPTER 13 TRUSTEE	GARNISHMENT PAYMENT	08/22/2024	\$761.54	P
14240174	MUTUAL OF OMAHA INSURANCE COMPANY	SHORT TERM DISABILITY INSUR	08/22/2024	\$5,766.62	P
14240175	MUTUAL OF OMAHA INSURANCE COMPANY	LONG TERM DISABILITY INSURANCE	08/22/2024	\$3,109.92	P
14240176	MUTUAL OF OMAHA INSURANCE COMPANY	BASIC LIFE/SUPP (VOL) LIFE INS	08/22/2024	\$4,170.96	P
14240177	SUPPORT PAYMENT CLEARINGHOUSE	AZ CHILD SUPPORT PAYMENT	08/22/2024	\$355.85	P
14240178	US BANK	2023 ACFR REVIEW FEE	08/19/2024	\$610.00	
Grand Total:				\$160,021.73	

Signatures

Committee Chair: _____

Committee Member: _____

Committee Member: _____

Committee Member: _____

Committee Member: _____

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Committee Member: _____

Committee Report

County of Wood

Report of claims for: HUMAN RESOURCES

For the period of: AUGUST 2024

For the range of vouchers: 17240084 - 17240097 23240040 - 23240043

Voucher	Vendor Name	Nature of Claim	Doc Date	Amount	Paid
17240084	NORTHWOODS LASER & EMBROIDERY	Service Recognition Program	07/25/2024	\$67.00	P
17240085	WELD RILEY SC	Legal Fees	07/29/2024	\$780.00	P
17240086	SCHECKEL KASSIE	Tuition Reimbursement	08/14/2024	\$783.75	P
17240087	PAUL GROSS JEWELERS INC	Recognition Program	08/01/2024	\$138.55	P
17240088	OPPORTUNITY DEVELOPMENT CENTER	Recognition Program	07/31/2024	\$70.00	P
17240089	ASPIRUS OCCUPATIONAL HEALTH	Advisor/Mileage/HRA/Bios/Labs	08/01/2024	\$7,125.00	P
17240090	CONCENTRA HEALTH SERVICES INC	Drug & Alcohol Testing	07/23/2024	\$318.00	P
17240091	MCHS OCCUPATIONAL HEALTH	Drug & Alcohol Testing	07/30/2024	\$289.00	P
17240092	WI DEPT OF WORKFORCE DEVELOPMENT	July 2024 Unemployment Charges	08/25/2024	\$5,477.15	P
17240093	US BANK	P-Card Charges	08/16/2024	\$414.19	
17240094	ASPIRUS OCCUPATIONAL HEALTH	Drug Testing	08/01/2024	\$301.00	P
17240095	WELD RILEY SC	Legal Fees	08/19/2024	\$460.00	P
17240096	MCGRATH CONSULTING GROUP INC	Wage Study	08/11/2024	\$12,350.00	P
17240097	WEILER MICHELLE	Tuition Assistance	08/28/2024	\$1,298.40	
23240040	WI COUNTY MUTUAL INS CORP	ODIP Jail Construction	08/02/2024	\$17,112.00	P
23240041	JJ KELLER & ASSOCIATES	SMS Prof Sub	07/23/2024	\$897.50	P
23240042	NIEMAN'S TOWING & RECOVERY	Parks & Forestry Van Recovery	08/05/2024	\$16,270.00	P
23240043	TJ'S AUTO & COLLISION REPAIR	Vehicle Damage - Squad #20	08/26/2024	\$2,531.04	
Grand Total:				\$66,682.58	

Signatures

Committee Chair: _____

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Committee Member: _____

Committee Report

County of Wood

Report of claims for: TREASURER

For the period of: AUGUST 2024

For the range of vouchers: 28240181 - 28240211

Voucher	Vendor Name	Nature of Claim	Doc Date	Amount	Paid
28240181	ALBRECHT SAMUEL	TAX OVERPAYMENT REFUND	08/07/2024	\$171.25	P
28240182	CITY OF MARSHFIELD	JULY SPECIAL CHARGES	08/07/2024	\$3,003.02	P
28240183	CITY OF NEKOOSA TREASURER	JULY SPECIAL CHARGES	08/07/2024	\$1,479.70	P
28240184	CITY OF WISCONSIN RAPIDS	JULY SPECIAL CHARGES	08/07/2024	\$6,537.58	P
28240185	DRAEGER CARRIE	TAX OVERPAYMENT REFUND	08/07/2024	\$20.00	P
28240186	DREVLLOW MICHAEL	TAX OVERPAYMENT REFUND	08/07/2024	\$47.88	P
28240187	KRAMAS MARK	TAX OVERPAYMENT REFUND	08/07/2024	\$7.01	P
28240188	MARSHFIELD MUFFLER AUTO SALES & REPAIR LLC	TAX OVERPAYMENT REFUND	08/07/2024	\$311.04	P
28240189	PANTER LINDA	TAX OVERPAYMENT REFUND	08/07/2024	\$139.88	P
28240190	PEIRCE JOHN	TAX OVERPAYMENT REFUND	08/07/2024	\$272.12	P
28240191	POTTER & SON INC	TAX OVERPAYMENT REFUND	08/07/2024	\$76.77	P
28240192	STUTTGEN CATHERINE	TAX OVERPAYMENT REFUND	08/07/2024	\$7.00	P
28240193	TOWN OF PORT EDWARDS	JULY SPECIAL CHARGES	08/07/2024	\$793.03	P
28240194	TOWN OF REMINGTON	JULY SPECIAL CHARGES	08/07/2024	\$582.49	P
28240195	TOWN OF SARATOGA	JULY SPECIAL CHARGES	08/07/2024	\$1,102.02	P
28240196	TOWN OF GRAND RAPIDS	JULY SPECIAL CHARGES	08/07/2024	\$478.50	P
28240197	TOWN OF HANSEN	JULY SPECIAL CHARGES	08/07/2024	\$233.20	P
28240198	TOWN OF LINCOLN	JULY SPECIAL CHARGES	08/07/2024	\$311.64	P
28240199	TOWN OF RICHFIELD	JULY SPECIAL CHARGES	08/07/2024	\$605.98	P
28240200	TOWN OF ROCK	JULY SPECIAL CHARGES	08/07/2024	\$629.64	P
28240201	VILLAGE OF PORT EDWARDS TREAS	JULY SPECIAL CHARGES	08/07/2024	\$1,470.89	P
28240202	VILLAGE OF RUDOLPH	JULY SPECIAL CHARGES	08/07/2024	\$100.00	P
28240203	WI DEPT OF ADMINISTRATION	JULY WI LAND INFO	08/07/2024	\$6,076.00	P
28240204	WI REAL PROPERTY LISTERS ASSN	WRPLA CONFERENCE	08/07/2024	\$140.00	P
28240205	WOOD COUNTY REGISTER OF DEEDS	TAX DEED RECORDING FEES	08/07/2024	\$180.00	P
28240206	MELVILLE PAULA LEE	TAX OVERPAYMENT REFUND	08/14/2024	\$51.17	P
28240207	STATE OF WISCONSIN TREASURER	JULY CLERK OF COURT REVENUE	08/14/2024	\$130,659.68	P
28240208	WALLIS HARRY	TAX OVERPAYMENT REFUND	08/14/2024	\$100.79	P
28240209	BEAVER CREEK NURSERY & LANDSCAPING LLC	TAX DEED MOWING	08/28/2024	\$455.00	P
28240210	CITY OF MARSHFIELD	TAX DEED SPECIALS	08/28/2024	\$1,006.58	P
28240211	GOWEY ABSTRACT & TITLE COMPANY INC	TAX OVERPAYMENT REFUND	08/28/2024	\$74.83	P
Grand Total:				\$157,124.69	

Signatures

Committee Chair: _____

Committee Member: _____

Committee Member: _____

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MISSION STATEMENT OF THE WOOD COUNTY CLERK

Providing effective, efficient and high-quality service to the citizens of Wood County, County Board members and departments for the many mandated functions that are statutorily designated to this office, along with those functions that are not so designated.

Trent Miner
Wood County Clerk

STATEMENT OF SERVICES

This is a constitutional and statutory office which is mandated to handle a wide variety of functions including election administration, dog licensing, marriage licenses, domestic partnership terminations, tax apportionment, and timber cutting permits. In addition to those statutory responsibilities, and in an effort to relieve the tax levy burden of this office, we process passport applications. The County Clerk is the clerk to the County Board. This office is also entrusted to be the retainer of all records associated with all aspects of the county board and its committee functions as well as county contracts, county ordinances, oaths and bonds and titles. The clerk's office annually publishes a county directory, a county board proceedings book and the county statistical report. Mail services for the Courthouse and River Block are handled by this department.



Department Operating Budget Detail

With Previous Year Comparison and Annual Estimate

	2025 Budget	% Change	2024 Budget	2024 Actual	2024 Estimate
06 - County Clerk					
0601 - County Clerk-Administration					
<u>Revenue / Funding Source</u>					
0601-44200 - DNR & Marriage License Fees					
44 - Licenses and Permits	18,700	0.00%	18,700	10,670	18,700
44-000 - Licenses and Permits	18,700	0.00%	18,700	10,670	18,700
0601-44200 - DNR & Marriage License Fees Total	18,700	0.00%	18,700	10,670	18,700
0601-44201 - Dog License Fund					
44 - Licenses and Permits	1,000	0.00%	1,000	0	1,000
44-000 - Licenses and Permits	1,000	0.00%	1,000	0	1,000
0601-44201 - Dog License Fund Total	1,000	0.00%	1,000	0	1,000
0601-46110 - Public Chgs-Passports					
46 - Public Charges for Services	25,000	0.00%	25,000	24,070	30,000
46-000 - Public Charges for Services	25,000	0.00%	25,000	24,070	30,000
0601-46110 - Public Chgs-Passports Total	25,000	0.00%	25,000	24,070	30,000
0601-46191 - Public Charges - Marriage License					
46 - Public Charges for Services	6,800	0.00%	6,800	3,840	6,800
46-000 - Public Charges for Services	6,800	0.00%	6,800	3,840	6,800
0601-46191 - Public Charges - Marriage License Total	6,800	0.00%	6,800	3,840	6,800
0601-46192 - Temporary License Service					
46 - Public Charges for Services	0	-100.00%	3,600	2,552	2,700
46-000 - Public Charges for Services	0	-100.00%	3,600	2,552	2,700
0601-46192 - Temporary License Service Total	0	-100.00%	3,600	2,552	2,700
0601-46194 - Clerk Copy Fees					
46 - Public Charges for Services	100	-60.00%	250	45	100
46-000 - Public Charges for Services	100	-60.00%	250	45	100
0601-46194 - Clerk Copy Fees Total	100	-60.00%	250	45	100



Department Operating Budget Detail

With Previous Year Comparison and Annual Estimate

	2025 Budget	% Change	2024 Budget	2024 Actual	2024 Estimate
0601-47330 - Local Gov't Charges					
47 - Intergov. Charges for Services	0	0.00%	0	0	0
47-000 - Intergovernmental Charges for Services	0	0.00%	0	0	0
0601-47330 - Local Gov't Charges Total	0	0.00%	0	0	0
Revenue / Funding Source Total	51,600	-6.78%	55,350	41,177	59,300
<u>Expense / Expenditure</u>					
0601-51420 - County Clerk					
100 - Personnel Services	269,606	+7.42%	250,978	145,258	242,988
101 - Wages-Permanent	162,655	+0.34%	162,099	94,509	162,198
107 - Sick Leave	8,218	+110.43%	3,905	1,363	1,307
108 - Vacation	11,799	+84.30%	6,402	3,962	3,955
109 - Holiday	6,811	+110.43%	3,237	1,592	1,592
120 - FICA	14,495	+7.88%	13,437	7,390	12,587
130 - Health Insurance	48,447	+5.64%	45,860	28,222	45,860
132 - Post Employment Benefits	1,180	-57.62%	2,783	674	2,783
133 - Vision Insurance	104	0.00%	104	64	104
134 - Dental Insurance	1,734	+100.00%	0	0	0
140 - Life Insurance	45	0.00%	45	27	46
151 - Retirement	13,169	+8.66%	12,119	6,998	11,628
160 - Worker's Compensation	150	-19.60%	186	107	128
172 - Training / Conference / CPE	800	0.00%	800	350	800
200 - Contractual Services	7,780	-6.04%	8,280	5,994	8,200
214 - Prof Serv-Printing	3,000	-14.29%	3,500	1,637	2,500
219 - Prof Serv-Other	1,000	0.00%	1,000	1,920	1,920
221 - Utility Service-Cellphone / Telephone	2,200	0.00%	2,200	1,384	2,200
230 - R/M Serv-PC Replacement	1,580	0.00%	1,580	1,053	1,580
300 - Supplies and Expense	14,725	-21.36%	18,725	6,730	12,299
311 - Office Supplies	3,000	0.00%	3,000	825	3,000
312 - Copy Expense	300	-25.00%	400	109	250
313 - Postage	4,100	+2.50%	4,000	2,415	4,000
323 - Public Notices	6,000	-40.00%	10,000	2,665	4,000
325 - Dues & Subscriptions	0	0.00%	0	0	



Department Operating Budget Detail

With Previous Year Comparison and Annual Estimate

	2025 Budget	% Change	2024 Budget	2024 Actual	2024 Estimate
328 - Dues	125	0.00%	125	125	125
331 - Mileage	300	0.00%	300	24	24
332 - Meals	0	0.00%	0	0	
333 - Lodging / Hotels	900	0.00%	900	568	900
336 - Parking	0	0.00%	0	0	
500 - Fixed Charges	42,539	+44.74%	29,391	19,932	29,146
511 - Insurance-Liability	3,129	+2.91%	3,041	2,027	3,041
520 - Premiums on Surety Bonds	1,750	0.00%	1,750	1,505	1,505
531 - Rent-Interdepartment	37,660	+53.09%	24,600	16,400	24,600
800 - Capital Outlay	0	0.00%	0	0	
0601-51420 - County Clerk Total	334,650	+8.87%	307,373	177,915	292,633
Expense / Expenditure Total	334,650	+8.87%	307,373	177,915	292,633
0601 - County Clerk-Administration Total	283,050	+12.31%	252,023	136,739	233,333
0602 - County Clerk-Postage Meter					
<u>Expense / Expenditure</u>					
0602-51424 - Postage Meter					
300 - Supplies and Expense	8,400	+2.44%	8,200	4,906	8,200
311 - Office Supplies	2,200	+10.00%	2,000	932	2,000
313 - Postage	6,200	0.00%	6,200	3,974	6,200
500 - Fixed Charges	6,000	-3.23%	6,200	4,490	5,986
535 - Leases-Equipment	6,000	-3.23%	6,200	4,490	5,986
0602-51424 - Postage Meter Total	14,400	0.00%	14,400	9,396	14,186
Expense / Expenditure Total	14,400	0.00%	14,400	9,396	14,186
0602 - County Clerk-Postage Meter Total	14,400	0.00%	14,400	9,396	14,186
0603 - County Clerk-Elections					
<u>Revenue / Funding Source</u>					
0603-46141 - Public Chrgs-Court Fees/Costs					
46 - Public Charges for Services	6,375	-16.72%	7,655	35	6,800



Department Operating Budget Detail

With Previous Year Comparison and Annual Estimate

	2025 Budget	% Change	2024 Budget	2024 Actual	2024 Estimate
46-000 - Public Charges for Services	6,375	-16.72%	7,655	35	6,800
0603-46141 - Public Chrgs-Court Fees/Costs Total	6,375	-16.72%	7,655	35	6,800
Revenue / Funding Source Total	6,375	-16.72%	7,655	35	6,800
<u>Expense / Expenditure</u>					
0603-51440 - Elections					
100 - Personnel Services	1,356	-24.08%	1,786	100	1,661
101 - Wages-Permanent	800	0.00%	800	0	800
119 - In or Out Call Pay	400	-50.00%	800	100	800
120 - FICA	31	-49.18%	61	0	61
172 - Training / Conference / CPE	125	0.00%	125	0	0
300 - Supplies and Expense	66,350	-41.72%	113,850	79,025	115,500
311 - Office Supplies	4,500	-35.71%	7,000	8,716	9,000
312 - Copy Expense	250	0.00%	250	92	150
313 - Postage	100	0.00%	100	1	100
321 - Publications	40,000	-50.00%	80,000	54,897	80,000
323 - Public Notices	7,000	-50.00%	14,000	3,082	14,000
331 - Mileage	500	0.00%	500	0	0
344 - Operating Supplies & Expense	0	0.00%	0	0	
350 - Repair & Maintenance Supplies	14,000	+16.67%	12,000	12,237	12,250
0603-51440 - Elections Total	67,706	-41.45%	115,636	79,125	117,161
Expense / Expenditure Total	67,706	-41.45%	115,636	79,125	117,161
0603 - County Clerk-Elections Total	61,331	-43.20%	107,981	79,090	110,361
0604 - County Clerk-Info & Comm					
<u>Expense / Expenditure</u>					
0604-51453 - Information & Communication					
200 - Contractual Services	0	0.00%	0	0	0
300 - Supplies and Expense	0	0.00%	0	0	0



Department Operating Budget Detail

With Previous Year Comparison and Annual Estimate

	2025 Budget	% Change	2024 Budget	2024 Actual	2024 Estimate
0604-51453 - Information & Communication Total	0	0.00%	0	0	0
Expense / Expenditure Total	0	0.00%	0	0	0
0604 - County Clerk-Info & Comm Total	0	0.00%	0	0	0
0605 - Committees & Commissions					
<u>Expense / Expenditure</u>					
0605-51120 - Committees & Commissions					
100 - Personnel Services	136,311	+0.43%	135,727	72,839	135,727
101 - Wages-Permanent	123,282	+0.47%	122,710	65,613	122,710
120 - FICA	9,431	+0.47%	9,387	5,019	9,387
132 - Post Employment Benefits	0	0.00%	0	0	0
160 - Worker's Compensation	97	-25.12%	130	74	130
172 - Training / Conference / CPE	3,500	0.00%	3,500	2,133	3,500
200 - Contractual Services	3,410	0.00%	3,410	1,886	3,360
214 - Prof Serv-Printing	500	0.00%	500	0	500
221 - Utility Service-Cellphone / Telephone	250	0.00%	250	113	200
230 - R/M Serv-PC Replacement	2,660	0.00%	2,660	1,773	2,660
300 - Supplies and Expense	54,500	+0.55%	54,200	28,551	48,053
312 - Copy Expense	200	-33.33%	300	71	150
313 - Postage	100	-50.00%	200	0	0
325 - Dues & Subscriptions	18,000	+2.86%	17,500	14,617	17,703
331 - Mileage	30,000	0.00%	30,000	12,585	25,000
332 - Meals	200	0.00%	200	48	200
333 - Lodging / Hotels	3,500	0.00%	3,500	449	3,500
336 - Parking	0	0.00%	0	0	0
341 - Operating Supplies & Expense	2,500	0.00%	2,500	780	1,500
0605-51120 - Committees & Commissions Total	194,221	+0.46%	193,337	103,276	187,140
Expense / Expenditure Total	194,221	+0.46%	193,337	103,276	187,140



Department Operating Budget Detail

With Previous Year Comparison and Annual Estimate

	2025 Budget	% Change	2024 Budget	2024 Actual	2024 Estimate
0605 - Committees & Commissions Total	194,221	+0.46%	193,337	103,276	187,140
06 - County Clerk Total	553,002	-2.60%	567,741	328,500	545,020



Department Operating Budget Summary

2025 Budget Summary						
Department: 06 - County Clerk	0601 - County Clerk-Administration	0602 - County Clerk-Postage Meter	0603 - County Clerk-Elections	0604 - County Clerk-Info & Comm	0605 - Committees & Commissions	2025 Total
Revenue / Funding Source						
44 - Licenses and Permits	19,700					19,700
46 - Public Charges for Services	31,900		6,375			38,275
47 - Intergov. Charges for Services	0					0
Total Operating Revenues	51,600		6,375			57,975
Revenue / Funding Source Total	51,600		6,375			57,975
Expense / Expenditure						
100 - Personnel Services	269,606		1,356		136,311	407,273
200 - Contractual Services	7,780			0	3,410	11,190
300 - Supplies and Expense	14,725	8,400	66,350	0	54,500	143,975
500 - Fixed Charges	42,539	6,000				48,539
Total Operating Expenditures	334,650	14,400	67,706	0	194,221	610,977
800 - Capital Outlay	0					0
Expense / Expenditure Total	334,650	14,400	67,706	0	194,221	610,977
06 - County Clerk Total	283,050	14,400	61,331	0	194,221	553,002



Department Operating Budget Summary

2025 Budget Summary	
Change %	2024 Budget
0.00%	19,700
-11.62%	43,305
0.00%	0
-7.98%	63,005
-7.98%	63,005
+4.83%	388,490
-4.28%	11,690
-26.16%	194,975
+36.38%	35,591
-3.13%	630,746
0.00%	0
-3.13%	630,746
-2.60%	567,741



Department Operating Budget Summary

2024 Budget Summary						
Department: 06 - County Clerk	0601 - County Clerk-Administration	0602 - County Clerk-Postage Meter	0603 - County Clerk-Elections	0604 - County Clerk-Info & Comm	0605 - Committees & Commissions	2024 Budget
Revenue / Funding Source						
44 - Licenses and Permits	19,700					19,700
46 - Public Charges for Services	35,650		7,655			43,305
47 - Intergov. Charges for Services	0					0
Total Operating Revenues	55,350		7,655			63,005
Revenue / Funding Source Total	55,350		7,655			63,005
Expense / Expenditure						
100 - Personnel Services	250,978		1,786		135,727	388,490
200 - Contractual Services	8,280			0	3,410	11,690
300 - Supplies and Expense	18,725	8,200	113,850	0	54,200	194,975
500 - Fixed Charges	29,391	6,200				35,591
Total Operating Expenditures	307,373	14,400	115,636	0	193,337	630,746
800 - Capital Outlay	0					0
Expense / Expenditure Total	307,373	14,400	115,636	0	193,337	630,746
06 - County Clerk Total	252,023	14,400	107,981	0	193,337	567,741



Department Operating Budget Narrative

Account Number	Description	2025 Requested	2024 Budget	Difference		Change Justification 10% or greater change
				Amount	%	
06 - County Clerk						
0601 - County Clerk-Administration						
<u>Revenue / Funding Source</u>						
0601-44200 - DNR & Marriage License Fees						
101-0601-44200-???-000	44-000 - Licenses and Permits	18,700	18,700	0	0.00%	
0601-44201 - Dog License Fund						
101-0601-44201-???-000	44-000 - Licenses and Permits	1,000	1,000	0	0.00%	
0601-46110 - Public Chgs-Passports						
101-0601-46110-???-000	46-000 - Public Charges for Services	25,000	25,000	0	0.00%	25000
0601-46191 - Public Charges - Marriage License						
101-0601-46191-???-000	46-000 - Public Charges for Services	6,800	6,800	0	0.00%	
0601-46192 - Temporary License Service						
101-0601-46192-???-000	46-000 - Public Charges for Services	0	3,600	(3,600)	-100.00%	Discontinuing DMV Services. Numbers down. Less profit than before.
0601-46194 - Clerk Copy Fees						
101-0601-46194-???-000	46-000 - Public Charges for Services	100	250	(150)	-60.00%	We do not send out invoiced directories anymore.
0601-47330 - Local Gov't Charges						
101-0601-47330-???-000	47-000 - Intergovernmental Charges for Services	0	0	0	0.00%	
<u>Expense / Expenditure</u>						
0601-51420 - County Clerk						
101-0601-51420-???-101	101 - Wages-Permanent	162,655	162,099	556	+0.34%	Estimates for Personnel Services based on FMLA absense.
101-0601-51420-???-107	107 - Sick Leave	8,218	3,905	4,313	+110.43%	
101-0601-51420-???-108	108 - Vacation	11,799	6,402	5,397	+84.30%	



Department Operating Budget Narrative

101-0601-51420-???-109	109 - Holiday	6,811	3,237	3,574	+110.43%	
101-0601-51420-???-120	120 - FICA	14,495	13,437	1,059	+7.88%	
101-0601-51420-???-130	130 - Health Insurance	48,447	45,860	2,587	+5.64%	Rate set per Operations Committee
101-0601-51420-???-132	132 - Post Employment Benefits	1,180	2,783	(1,604)	-57.62%	
101-0601-51420-???-133	133 - Vision Insurance	104	104	0	0.00%	
101-0601-51420-???-134	134 - Dental Insurance	1,734	0	1,734	0.00%	Rate set per Operations
101-0601-51420-???-140	140 - Life Insurance	45	45	0	0.00%	
101-0601-51420-???-151	151 - Retirement	13,169	12,119	1,050	+8.66%	
101-0601-51420-???-160	160 - Worker's Compensation	150	186	(36)	-19.60%	
101-0601-51420-???-172	172 - Training / Conference / CPE	800	800	0	0.00%	
101-0601-51420-???-214	214 - Prof Serv-Printing	3,000	3,500	(500)	-14.29%	Do not print as many directories
101-0601-51420-???-219	219 - Prof Serv-Other	1,000	1,000	0	0.00%	
101-0601-51420-???-221	221 - Utility Service-Cellphone / Telephone	2,200	2,200	0	0.00%	
101-0601-51420-???-230	230 - R/M Serv-PC Replacement	1,580	1,580	0	0.00%	
101-0601-51420-???-311	311 - Office Supplies	3,000	3,000	0	0.00%	
101-0601-51420-???-312	312 - Copy Expense	300	400	(100)	-25.00%	Stopping DMV Services, so printing will go down slightly
101-0601-51420-???-313	313 - Postage	4,100	4,000	100	+2.50%	Postage goes up 12-18% per year
101-0601-51420-???-323	323 - Public Notices	6,000	10,000	(4,000)	-40.00%	Decreased due to posting instead of publishing
101-0601-51420-???-325	325 - Dues & Subscriptions	0	0	0	0.00%	
101-0601-51420-???-328	328 - Dues	125	125	0	0.00%	
101-0601-51420-???-331	331 - Mileage	300	300	0	0.00%	
101-0601-51420-???-332	332 - Meals	0	0	0	0.00%	
101-0601-51420-???-333	333 - Lodging / Hotels	900	900	0	0.00%	
101-0601-51420-???-336	336 - Parking	0	0	0	0.00%	
101-0601-51420-???-511	511 - Insurance-Liability	3,129	3,041	89	+2.91%	Expense set by Finance/Risk Mgmt
101-0601-51420-???-520	520 - Premiums on Surety Bonds	1,750	1,750	0	0.00%	
101-0601-51420-???-531	531 - Rent-Interdepartment	37,660	24,600	13,060	+53.09%	New County Board room and committee room rent charged here
101-0601-51420-???-814	814 - Computers & Printers	0	0	0	0.00%	



Department Operating Budget Narrative

0602 - County Clerk-Postage Meter

Expense / Expenditure

0602-51424 - Postage Meter

101-0602-51424-???-311	311 - Office Supplies	2,200	2,000	200	+10.00%	Increased amount for ink cartridges and consumable supplies
101-0602-51424-???-313	313 - Postage	6,200	6,200	0	0.00%	
101-0602-51424-???-535	535 - Leases-Equipment	6,000	6,200	(200)	-3.23%	Actual amount of lease

0603 - County Clerk-Elections

Revenue / Funding Source

0603-46141 - Public Chrgs-Court Fees/Costs

101-0603-46141-???-000	46-000 - Public Charges for Services	6,375	7,655	(1,280)	-16.72%	New state rate for modems, was \$5.00/month/modem. Now less than \$1.00. Also, only two elections in 2025. Can suspend accounts for 6 months.
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Expense / Expenditure

0603-51440 - Elections

101-0603-51440-???-101	101 - Wages-Permanent	800	800	0	0.00%	
101-0603-51440-???-119	119 - In or Out Call Pay	400	800	(400)	-50.00%	Only 2 elections in 2025
101-0603-51440-???-120	120 - FICA	31	61	(30)	-49.18%	
101-0603-51440-???-172	172 - Training / Conference / CPE	125	125	0	0.00%	
101-0603-51440-???-311	311 - Office Supplies	4,500	7,000	(2,500)	-35.71%	Only 2 elections in 2025
101-0603-51440-???-312	312 - Copy Expense	250	250	0	0.00%	
101-0603-51440-???-313	313 - Postage	100	100	0	0.00%	
101-0603-51440-???-321	321 - Publications	40,000	80,000	(40,000)	-50.00%	Only 2 elections in 2025
101-0603-51440-???-323	323 - Public Notices	7,000	14,000	(7,000)	-50.00%	Only 2 elections in 2025
101-0603-51440-???-331	331 - Mileage	500	500	0	0.00%	
101-0603-51440-???-344	344 - Operating Supplies & Expense	0	0	0	0.00%	
101-0603-51440-???-350	350 - Repair & Maintenance Supplies	14,000	12,000	2,000	+16.67%	New yearly server subscription fee. Not a purchase agreement anymore.



Department Operating Budget Narrative

0604 - County Clerk-Info & Comm

Expense / Expenditure

0604-51453 - Information & Communication

101-0604-51453-???-221	221 - Utility Service-Cellphone / Telephone	0	0	0	0.00%
101-0604-51453-???-314	314 - UPS Charges	0	0	0	0.00%

0605 - Committees & Commissions

Expense / Expenditure

0605-51120 - Committees & Commissions

101-0605-51120-???-101	101 - Wages-Permanent	123,282	122,710	573	+0.47%
101-0605-51120-???-120	120 - FICA	9,431	9,387	44	+0.47%
101-0605-51120-???-132	132 - Post Employment Benefits	0	0	0	0.00%
101-0605-51120-???-160	160 - Worker's Compensation	97	130	(33)	-25.12%
101-0605-51120-???-172	172 - Training / Conference / CPE	3,500	3,500	0	0.00%
101-0605-51120-???-214	214 - Prof Serv-Printing	500	500	0	0.00%
101-0605-51120-???-221	221 - Utility Service-Cellphone / Telephone	250	250	0	0.00%
101-0605-51120-???-230	230 - R/M Serv-PC Replacement	2,660	2,660	0	0.00%
101-0605-51120-???-312	312 - Copy Expense	200	300	(100)	-33.33%
101-0605-51120-???-313	313 - Postage	100	200	(100)	-50.00%
101-0605-51120-???-325	325 - Dues & Subscriptions	18,000	17,500	500	+2.86%
101-0605-51120-???-331	331 - Mileage	30,000	30,000	0	0.00%
101-0605-51120-???-332	332 - Meals	200	200	0	0.00%
101-0605-51120-???-333	333 - Lodging / Hotels	3,500	3,500	0	0.00%
101-0605-51120-???-336	336 - Parking	0	0	0	0.00%
101-0605-51120-???-341	341 - Operating Supplies & Expense	2,500	2,500	0	0.00%



Department Operating Budget Narrative

Total 06 - County Clerk	553,002	567,741	(14,739)	-2.60%
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Operating Position Cost Summary

Report data returned based on the user's security permissions.

Fiscal Year 2025
 Forecast Year 2025
 Department or Sub-Department 06 - County Clerk

Position	Pay Grade	Alloc. %	Salary	Modifiers	Premiums	Total	Hours	Premium Hours	FTE
06 - County Clerk									
0601 - County Clerk-Administration									
0601-51420 - County Clerk									
(Unassigned)									
1301-County Clerk		100.00	91,000	31,756	-	122,756	2,080	-	1.00
1302-Chief Deputy County Clerk	Grade G	96.88	58,979	26,895	-	85,874	2,015	-	0.97
1303-Deputy County Clerk/Program Assistant	Grade F	80.00	39,503	20,673	-	60,176	1,664	-	0.80
Total (Unassigned)			189,482	79,324	-	268,806	5,759	-	2.77
Total 0601-51420 - County Clerk			189,482	79,324	-	268,806	5,759	-	2.77
Total 0601 - County Clerk-Administration			189,482	79,324	-	268,806	5,759	-	2.77
0603 - County Clerk-Elections									
0603-51440 - Elections									
Non FTE Count									
CC - PartTimeElections		0.53	280	-	520	800	11	-	0.01
Total Non FTE Count			280	-	520	800	11	-	0.01
Total 0603-51440 - Elections			280	-	520	800	11	-	0.01
Total 0603 - County Clerk-Elections			280	-	520	800	11	-	0.01
0605 - Committees & Commissions									
0605-51120 - Committees & Commissions									
Non FTE Count									
		25.00	500	39	-	539	520	-	0.25
3701-County Board Super		100.00	2,400	185	5,034	7,620	2,080	-	1.00
3701-County Board Super		100.00	2,448	189	-	2,637	2,080	-	1.00
3701-County Board Super		100.00	2,400	185	5,034	7,620	2,080	-	1.00
3701-County Board Super		100.00	22,400	1,731	5,034	29,166	2,080	-	1.00
3701-County Board Super		100.00	2,400	185	5,034	7,620	2,080	-	1.00
3701-County Board Super		100.00	2,400	185	5,034	7,620	2,080	-	1.00
3701-County Board Super		100.00	2,400	185	5,034	7,620	2,080	-	1.00
3701-County Board Super		100.00	2,400	185	5,034	7,620	2,080	-	1.00

Operating Position Cost Summary

Report data returned based on the user's security permissions.

Fiscal Year 2025
 Forecast Year 2025
 Department or Sub-Department 06 - County Clerk

Position	Pay Grade	Alloc. %	Salary	Modifiers	Premiums	Total	Hours	Premium Hours	FTE
3701-County Board Super		100.00	2,400	185	5,034	7,620	2,080	-	1.00
3701-County Board Super		100.00	2,400	185	5,034	7,620	2,080	-	1.00
3701-County Board Super		100.00	2,400	185	-	2,585	2,080	-	1.00
3701-County Board Super		100.00	3,360	260	5,034	8,654	2,080	-	1.00
3701-County Board Super		100.00	2,400	185	5,034	7,620	2,080	-	1.00
3701-County Board Super		100.00	2,400	185	5,034	7,620	2,080	-	1.00
3701-County Board Super		100.00	2,448	189	-	2,637	2,080	-	1.00
3701-County Board Super		100.00	2,448	189	-	2,637	2,080	-	1.00
3701-County Board Super		100.00	2,400	185	-	2,585	2,080	-	1.00
3701-County Board Super		100.00	2,400	185	-	2,585	2,080	-	1.00
3701-County Board Super		100.00	2,400	185	-	2,585	2,080	-	1.00
Total Non FTE Count			67,205	5,194	60,412	132,811	40,040	-	19.25
Total 0605-51120 - Committees & Commissions			67,205	5,194	60,412	132,811	40,040	-	19.25
Total 0605 - Committees & Commissions			67,205	5,194	60,412	132,811	40,040	-	19.25
Total 06 - County Clerk			256,967	84,518	60,932	402,417	45,810	-	22.02
Grand Total			256,967	84,518	60,932	402,417	45,810	-	22.02



Department Operating Budget Detail

With Previous Year Comparison and Annual Estimate

	2025 Budget	% Change	2024 Budget	2024 Actual	2024 Estimate
28 - Treasurer					
2801 - Treasurer					
<u>Revenue / Funding Source</u>					
2801-41150 - Forest Cropland/Managed Forest					
41 - Taxes	63,000	+152.00%	25,000	69,116	77,000
2801-41150 - Forest Cropland/Managed Forest Total	63,000	+152.00%	25,000	69,116	77,000
2801-41800 - Interest & Penalties on Taxes					
41 - Taxes	317,800	-7.29%	342,800	187,832	300,000
2801-41800 - Interest & Penalties on Taxes Total	317,800	-7.29%	342,800	187,832	300,000
2801-43640 - Cty Share Managed Forest Lands					
43 - Intergovernmental Revenues	20,000	0.00%	20,000	0	20,000
2801-43640 - Cty Share Managed Forest Lands Total	20,000	0.00%	20,000	0	20,000
2801-46121 - Treas Fees-Redemption Notices					
46 - Public Charges for Services	6,000	0.00%	6,000	5,892	6,000
2801-46121 - Treas Fees-Redemption Notices Total	6,000	0.00%	6,000	5,892	6,000
2801-46122 - Public Chgs-Property Conversio					
46 - Public Charges for Services	1,000	0.00%	1,000	5,838	4,166
2801-46122 - Public Chgs-Property Conversio Total	1,000	0.00%	1,000	5,838	4,166
2801-46194 - Copy Fees					
46 - Public Charges for Services	0	0.00%	0	0	0
2801-46194 - Copy Fees Total	0	0.00%	0	0	0
2801-48300 - Property Sales					
48 - Miscellaneous Revenues	7,500	0.00%	7,500	500	3,000
2801-48300 - Property Sales Total	7,500	0.00%	7,500	500	3,000
2801-48900 - Miscellaneous Revenue					
48 - Miscellaneous Revenues	200	0.00%	200	2,058	2,058
2801-48900 - Miscellaneous Revenue Total	200	0.00%	200	2,058	2,058
Revenue / Funding Source Total	415,500	+3.23%	402,500	271,237	412,224
<u>Expense / Expenditure</u>					
2801-51520 - Treasurer					
100 - Personnel Services	295,734	+6.25%	278,330	176,006	278,544
200 - Contractual Services	52,970	+2.13%	51,865	30,458	45,969
300 - Supplies and Expense	29,800	0.00%	29,800	14,582	26,880
500 - Fixed Charges	36,574	-13.75%	42,406	24,337	36,506
2801-51520 - Treasurer Total	415,078	+3.15%	402,401	245,383	387,899
Expense / Expenditure Total	415,078	+3.15%	402,401	245,383	387,899
2801 - Treasurer Total	(422)	-324.49%	(99)	(25,854)	(24,325)



Department Operating Budget Summary

2025 Budget Summary				
Department: 28 - Treasurer	2801 - Treasurer	2025 Total	Change %	2024 Budget
Revenue / Funding Source				
41 - Taxes	380,800	380,800	+3.53%	367,800
43 - Intergovernmental Revenues	20,000	20,000	0.00%	20,000
46 - Public Charges for Services	7,000	7,000	0.00%	7,000
48 - Miscellaneous Revenues	7,700	7,700	0.00%	7,700
Total Operating Revenues	415,500	415,500	+3.23%	402,500
Revenue / Funding Source Total				
	415,500	415,500	+3.23%	402,500
Expense / Expenditure				
100 - Personnel Services	295,734	295,734	+6.25%	278,330
200 - Contractual Services	52,970	52,970	+2.13%	51,865
300 - Supplies and Expense	29,800	29,800	0.00%	29,800
500 - Fixed Charges	36,574	36,574	-13.75%	42,406
Total Operating Expenditures	415,078	415,078	+3.15%	402,401
Expense / Expenditure Total				
	415,078	415,078	+3.15%	402,401
28 - Treasurer Total	(422)	(422)	-324.49%	(99)



Department Operating Budget Summary

Department: 28 - Treasurer	2024 Budget Summary	
	2801 - Treasurer	2024 Budget
Revenue / Funding Source		
41 - Taxes	367,800	367,800
43 - Intergovernmental Revenues	20,000	20,000
46 - Public Charges for Services	7,000	7,000
48 - Miscellaneous Revenues	7,700	7,700
Total Operating Revenues	402,500	402,500
Revenue / Funding Source Total	402,500	402,500
Expense / Expenditure		
100 - Personnel Services	278,330	278,330
200 - Contractual Services	51,865	51,865
300 - Supplies and Expense	29,800	29,800
500 - Fixed Charges	42,406	42,406
Total Operating Expenditures	402,401	402,401
Expense / Expenditure Total	402,401	402,401
28 - Treasurer Total	(99)	(99)



Department Operating Budget Narrative

Account Number	Description	2025 Requested	2024 Budget	Difference		Change Justification 10% or greater change
				Amount	%	
28 - Treasurer						
2801 - Treasurer						
<u>Revenue / Funding Source</u>						
2801-41150 - Forest Cropland/Managed Forest						
101-2801-41150-???-000	41-000 - Taxes	63,000	25,000	38,000	+152.00%	People putting into/withdrawing from program
2801-41800 - Interest & Penalties on Taxes						
101-2801-41800-???-000	41-000 - Taxes	317,800	342,800	(25,000)	-7.29%	
2801-43640 - Cty Share Managed Forest Lands						
101-2801-43640-???-000	43-000 - Intergovernmental Revenues	20,000	20,000	0	0.00%	
2801-46121 - Treas Fees-Redemption Notices						
101-2801-46121-???-000	46-000 - Public Charges for Services	6,000	6,000	0	0.00%	
2801-46122 - Public Chgs-Property Conversio						
101-2801-46122-???-000	46-000 - Public Charges for Services	1,000	1,000	0	0.00%	
2801-46194 - Copy Fees						
101-2801-46194-???-000	46-000 - Public Charges for Services	0	0	0	0.00%	
2801-48300 - Property Sales						
101-2801-48300-???-000	48-000 - Miscellaneous Revenues	7,500	7,500	0	0.00%	
2801-48900 - Miscellaneous Revenue						
101-2801-48900-???-000	48-000 - Miscellaneous Revenues	200	200	0	0.00%	



Department Operating Budget Narrative

Expense / Expenditure

2801-51520 - Treasurer

101-2801-51520-???-101	101 - Wages-Permanent	189,367	178,140	11,226	+6.30%	
101-2801-51520-???-107	107 - Sick Leave	5,446	5,235	211	+4.04%	
101-2801-51520-???-108	108 - Vacation	9,027	7,579	1,448	+19.11%	Employees hitting milestone years of service
101-2801-51520-???-109	109 - Holiday	4,514	4,338	175	+4.04%	
101-2801-51520-???-110	110 - Funeral/Jury/Other	0	0	0	0.00%	
101-2801-51520-???-120	120 - FICA	15,939	14,940	999	+6.69%	
101-2801-51520-???-130	130 - Health Insurance	52,470	49,709	2,761	+5.55%	
101-2801-51520-???-132	132 - Post Employment Benefits	2,347	3,906	(1,559)	-39.91%	Treasurer was budgeted in there and not eligible
101-2801-51520-???-133	133 - Vision Insurance	155	155	0	0.00%	
101-2801-51520-???-134	134 - Dental Insurance	1,179	0	1,179	0.00%	
101-2801-51520-???-140	140 - Life Insurance	45	45	0	0.00%	
101-2801-51520-???-151	151 - Retirement	14,481	13,475	1,005	+7.46%	
101-2801-51520-???-160	160 - Worker's Compensation	165	207	(42)	-20.49%	Rates?
101-2801-51520-???-172	172 - Training / Conference / CPE	600	600	0	0.00%	
101-2801-51520-???-214	214 - Prof Serv-Printing	7,000	7,000	0	0.00%	
101-2801-51520-???-215	215 - Prof Serv-Other	19,700	19,700	0	0.00%	
101-2801-51520-???-219	219 - Prof Serv-Other	1,000	1,000	0	0.00%	
101-2801-51520-???-221	221 - Utility Service-Cellphone / Telephone	2,000	2,000	0	0.00%	
101-2801-51520-???-230	230 - R/M Serv-PC Replacement	1,670	1,390	280	+20.14%	License fees went up
101-2801-51520-???-236	236 - R/M Serv-Lic Agreemt-Software	21,400	20,575	825	+4.01%	
101-2801-51520-???-243	243 - R/M Serv Other-Equipment	200	200	0	0.00%	
101-2801-51520-???-310	310 - Debit Cards	500	500	0	0.00%	
101-2801-51520-???-311	311 - Office Supplies	3,000	3,000	0	0.00%	
101-2801-51520-???-312	312 - Copy Expense	2,000	2,000	0	0.00%	
101-2801-51520-???-313	313 - Postage	17,000	17,000	0	0.00%	



Department Operating Budget Narrative

101-2801-51520-???-323	323 - Public Notices	500	500	0	0.00%	
101-2801-51520-???-328	328 - Dues	500	500	0	0.00%	
101-2801-51520-???-331	331 - Mileage	1,800	1,800	0	0.00%	
101-2801-51520-???-332	332 - Meals	500	500	0	0.00%	
101-2801-51520-???-333	333 - Lodging / Hotels	1,500	1,500	0	0.00%	
101-2801-51520-???-341	341 - Operating Supplies & Expense	2,500	2,500	0	0.00%	
101-2801-51520-???-511	511 - Insurance-Liability	2,710	2,642	69	+2.60%	
101-2801-51520-???-531	531 - Rent-Interdepartment	33,864	33,864	0	0.00%	
101-2801-51520-???-560	560 - Illegal Taxes & Refunds	0	3,900	(3,900)	-100.00%	Removed from budget into 24410 account
101-2801-51520-???-561	561 - Delinq Property Chargebacks	0	2,000	(2,000)	-100.00%	Removed from budget into 24410 account

Total 28 - Treasurer		(422)	(99)	(322)	-324.49%	
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Operating Position Cost Summary

Report data returned based on the user's security permissions.

Fiscal Year 2025
 Forecast Year 2025
 Department or Sub-Department 2801 - Treasurer

Position	Pay Grade	Step	Alloc. %	Salary	Modifiers	Premiums	Total	Hours	Premium Hours	FTE
28 - Treasurer										
2801 - Treasurer										
2801-51520 - Treasurer										
(Unassigned)										
3401-Treasurer (3401-10316): HEATHER GEHRT (10316)		<i>Salaried</i>	100.00	91,000	31,808	-	122,808	2,080	-	1.00
3402-Deputy Treasurer (3402-12181): CHERYL KROHN (12181)	Grade G	Step 4	100.00	59,405	27,751	-	87,156	2,080	-	1.00
3404-Real Property Lister (3404-10860): NANCY MARTI (10860)	Grade G	Step 3	100.00	57,949	27,222	-	85,170	2,080	-	1.00
Total (Unassigned)				208,354	86,780	-	295,134	6,240	-	3.00
Total 2801-51520 - Treasurer				208,354	86,780	-	295,134	6,240	-	3.00
Total 2801 - Treasurer				208,354	86,780	-	295,134	6,240	-	3.00
Total 28 - Treasurer				208,354	86,780	-	295,134	6,240	-	3.00
Grand Total				208,354	86,780	-	295,134	6,240	-	3.00



Wood County

WISCONSIN

Office of
Finance Director

Edward Newton
Finance Director

Date: September 3, 2024
To: Operations Committee

Subject: Finance Department Update
From: Ed Newton & PaNyia Yang

Departmental Activities and Projects - Ongoing/Upcoming

- 2023 Annual Audit and Reporting (Newton/Yang).
- 2023 Single Audit (Newton/Yang).
- 2023 Cost Allocation Plan planning and preparation (Newton/Yang).
- 2023 Form A preliminary/audited filing (Yang).
- Ongoing year-end/audit/single audit/discussions with WIPFLI (Newton/Yang).
- Prepare/file quarterly ARPA report (Newton).
- Prepare/file semi-annual Opioid report (Newton).
- Prepare/file annual Local Assistance and Tribal Consistency Fund (LATCF) report (Newton).
- Prepare/file annual disclosure Municipal Securities Rulemaking Board (MSRB) (Newton/Yang).
- Review departments budget to actuals expenditures (Newton/Yang).
- Assisting departments on various questions (Newton/Yang/Weiler/Nelson).
- Questica – Upgrade, improve current reports, update functions, and training (Newton/Yang).
- 2025 – 2029 Capital Improvement Plan – CIP request/borrowing/funding needs (Newton/Yang).
- Debt funding – 2025 CIP projects/Jail (Newton/Yang).
- Staff development - succession planning (Newton/Yang).
- Opioid settlement information (Newton/Yang).
- AP/payroll cross training (Nelson/Weiler).
- Prepare monthly voucher reports for committee packets (Nelson).
- Prepare/review various resolutions (Newton/Yang).
- Account Payable ACH project (Nelson).

Meetings, Webinars and Conferences

- Weekly WCA County Leadership meetings (Newton).
- Attend County Board meeting (Newton/Yang).
- Attend various committee meetings (Newton/Yang).
- Attend CEED Grant request meeting (Newton).
- Attend Jail Ad Hoc meeting (Newton).
- Attend Department Head meeting (Newton).
- Attend Baird 1st annual conference (Newton/Yang).
- Meeting with Quarles regarding leadership changes (Newton/Yang).
- Meeting with Moody's regarding ratings call (Newton/Yang).
- Various discussions with departments regarding budgets (Newton/Yang).
- Various discussions and meetings with Human Resources. (Newton/Yang).
- Various discussions and meetings with Corporate Counsel (Newton/Yang).
- Various discussions with UWSP-Marshfield budget (Newton/Yang).
- Various discussions with Baird/Quarles regarding debt financing (Newton/Yang).
- Various discussions with PMA/Arbitrage Group regarding arbitrage (Newton/Yang).
- Various discussions with OC Chair regarding 2025 budget/Jail information (Newton/Yang).
- Various discussions with IT regarding Questica report/upgrades and support (Newton/Yang).

Wood County Finance Mission Statement

The mission of the Finance Department is to provide financial stability to the County level of government for the residents of Wood County. In order to achieve this, the Department must be able to provide a comprehensive financial accounting and reporting system for the entire reporting entity. The Department must also be able to provide the support for the annual budget process.

The Finance Department's mission must avail itself to all Federal and State laws and financial reporting requirements established by the Governmental Accounting Standards Board (GASB). The Finance Department must also provide the financial and budgeting activities of Wood County under more specific guidance from the ordinances and resolutions of the County Board of Supervisors.



Department Operating Budget Summary

Department: 14 - Finance	2025 Budget Summary			
	1401 - Finance-Administration	2025 Total	Change %	2024 Budget
Revenue / Funding Source				
46 - Public Charges for Services	400	400	0.00%	400
Total Operating Revenues	400	400	0.00%	400
Revenue / Funding Source Total	400	400	0.00%	400
Expense / Expenditure				
100 - Personnel Services	476,730	476,730	+5.24%	452,987
200 - Contractual Services	89,958	89,958	+0.54%	89,475
300 - Supplies and Expense	6,635	6,635	+9.04%	6,085
500 - Fixed Charges	20,696	20,696	+0.44%	20,606
600 - Debt Service		0	0.00%	0
Total Operating Expenditures	594,019	594,019	+4.37%	569,153
Expense / Expenditure Total	594,019	594,019	+4.37%	569,153
Beginning Carryover	0	0	N/A	0
Ending Carryover	0	0	N/A	0
14 - Finance Total	593,619	593,619	+4.37%	568,753

Department: 14 - Finance	2024 Budget Summary	
	1401 - Finance-Administration	2024 Budget
Revenue / Funding Source		
46 - Public Charges for Services	400	400
Total Operating Revenues	400	400
Revenue / Funding Source Total	400	400
Expense / Expenditure		
100 - Personnel Services	452,987	452,987
200 - Contractual Services	89,475	89,475
300 - Supplies and Expense	6,085	6,085
500 - Fixed Charges	20,606	20,606
600 - Debt Service		0
Total Operating Expenditures	569,153	569,153
Expense / Expenditure Total	569,153	569,153
Beginning Carryover	0	N/A
Ending Carryover	0	N/A
14 - Finance Total	568,753	568,753



Department Operating Budget Detail

With Previous Year Comparison and Annual Estimate

	2025 Budget	% Change	2024 Budget	2024 Actual	2024 Estimate
14 - Finance					
1401 - Finance-Administration					
<u>Revenue / Funding Source</u>					
1401-46196 - Public Charges-Human Resources					
46 - Public Charges for Services	400	0.00%	400	123	150
Revenue / Funding Source Total	400	0.00%	400	123	150
<u>Expense / Expenditure</u>					
1401-51510 - Finance					
100 - Personnel Services					
101 - Wages-Permanent	294,916	+4.68%	281,734	189,114	334,437
107 - Sick Leave	16,133	+4.68%	15,412	5,102	
108 - Vacation	23,211	+4.67%	22,174	10,642	
109 - Holiday	13,370	+4.68%	12,773	5,682	
110 - Funeral/Jury/Other	0	0.00%	0	60	
120 - FICA	26,594	+4.68%	25,405	15,197	24,138
130 - Health Insurance	69,960	+4.50%	66,948	43,774	66,948
132 - Post Employment Benefits	3,188	+4.22%	3,059	1,939	3,080
133 - Vision Insurance	129	-16.63%	155	84	129
134 - Dental Insurance	1,734	+100.00%	0	0	0
140 - Life Insurance	60	0.00%	60	39	60
151 - Retirement	24,160	+5.44%	22,914	14,531	23,080
156 - Unemployment Compensation	0	0.00%	0	0	0
160 - Worker's Compensation	275	-21.98%	352	223	355
172 - Training / Conference / CPE	3,000	+50.00%	2,000	348	2,200
200 - Contractual Services					
212 - Prof Serv-Accounting	35,518	-7.99%	38,600	75,851	35,600
214 - Prof Serv-Printing	700	0.00%	700	114	500
219 - Prof Serv-Other	51,100	+7.50%	47,535	47,934	49,199
221 - Utility Service-Cellphone / Telephone	1,080	0.00%	1,080	585	1,020
230 - R/M Serv-PC Replacement	1,560	0.00%	1,560	1,040	1,560
300 - Supplies and Expense					
311 - Office Supplies	1,200	+20.00%	1,000	493	800
312 - Copy Expense	700	0.00%	700	305	670
313 - Postage	2,200	0.00%	2,200	1,205	2,100
328 - Dues	1,410	0.00%	1,410	1,300	1,310
331 - Mileage	500	+233.33%	150	565	130
332 - Meals	75	0.00%	75	0	50
333 - Lodging / Hotels	400	0.00%	400	0	200
336 - Parking	50	0.00%	50	0	0
341 - Operating Supplies & Expense	100	0.00%	100	0	50
500 - Fixed Charges					
511 - Insurance-Liability	3,176	+2.94%	3,086	2,057	3,086
531 - Rent-Interdepartment	17,520	0.00%	17,520	11,680	17,520
Expense / Expenditure Total	594,019	+4.37%	569,153	429,866	568,222
14 - Finance Total	593,619	+4.37%	568,753	429,743	568,072



Department Operating Budget Narrative

Account Number	Description	2025 Requested	2024 Budget	Difference		Change Justification 10% or greater change
				Amount	%	
14 - Finance						
1401 - Finance-Administration						
<u>Revenue / Funding Source</u>						
101-1401-46196-???-000	46-000 - Public Charges for Services	400	400	0	0.00%	
<u>Expense / Expenditure</u>						
1401-51510 - Finance						
101-1401-51510-???-101	101 - Wages-Permanent	294,916	281,734	13,183	+4.68%	
101-1401-51510-???-107	107 - Sick Leave	16,133	15,412	721	+4.68%	
101-1401-51510-???-108	108 - Vacation	23,211	22,174	1,036	+4.67%	
101-1401-51510-???-109	109 - Holiday	13,370	12,773	598	+4.68%	
101-1401-51510-???-110	110 - Funeral/Jury/Other	0	0	0	0.00%	
101-1401-51510-???-120	120 - FICA	26,594	25,405	1,189	+4.68%	
101-1401-51510-???-130	130 - Health Insurance	69,960	66,948	3,012	+4.50%	
101-1401-51510-???-132	132 - Post Employment Benefits	3,188	3,059	129	+4.22%	
101-1401-51510-???-133	133 - Vision Insurance	129	155	(26)	-16.63%	
101-1401-51510-???-134	134 - Dental Insurance	1,734	0	1,734	0.00%	
101-1401-51510-???-140	140 - Life Insurance	60	60	0	0.00%	
101-1401-51510-???-151	151 - Retirement	24,160	22,914	1,246	+5.44%	
101-1401-51510-???-156	156 - Unemployment Compensation	0	0	0	0.00%	
101-1401-51510-???-160	160 - Worker's Compensation	275	352	(77)	-21.98%	
101-1401-51510-???-172	172 - Training / Conference / CPE	3,000	2,000	1,000	+50.00%	
101-1401-51510-???-212	212 - Prof Serv-Accounting	35,518	38,600	(3,083)	-7.99%	
101-1401-51510-???-214	214 - Prof Serv-Printing	700	700	0	0.00%	
101-1401-51510-???-219	219 - Prof Serv-Other	51,100	47,535	3,565	+7.50%	Increase in various Software (Dynamics-CIP-TimeStar)
101-1401-51510-???-221	221 - Utility Service-Cellphone / Telephone	1,080	1,080	0	0.00%	
101-1401-51510-???-230	230 - R/M Serv-PC Replacement	1,560	1,560	0	0.00%	
101-1401-51510-???-311	311 - Office Supplies	1,200	1,000	200	+20.00%	
101-1401-51510-???-312	312 - Copy Expense	700	700	0	0.00%	
101-1401-51510-???-313	313 - Postage	2,200	2,200	0	0.00%	
101-1401-51510-???-328	328 - Dues	1,410	1,410	0	0.00%	
101-1401-51510-???-331	331 - Mileage	500	150	350	+233.33%	
101-1401-51510-???-332	332 - Meals	75	75	0	0.00%	
101-1401-51510-???-333	333 - Lodging / Hotels	400	400	0	0.00%	
101-1401-51510-???-336	336 - Parking	50	50	0	0.00%	
101-1401-51510-???-341	341 - Operating Supplies & Expense	100	100	0	0.00%	
101-1401-51510-???-511	511 - Insurance-Liability	3,176	3,086	91	+2.94%	
101-1401-51510-???-531	531 - Rent-Interdepartment	17,520	17,520	0	0.00%	
Total 14 - Finance		593,619	568,753	24,867	+4.37%	

Operating Position Cost Summary

Fiscal Year 2025
 Forecast Year 2025
 Department or Sub-Department 14 - Finance

Position	Pay Grade	Alloc. %	Salary	Modifiers	Premiums	Total	Hours	Premium Hours	FTE
14 - Finance									
1001-Finance Director	Grade R	100.00	127,171	37,039	-	164,211	2,080	-	1.00
1005A-Deputy Finance Dir	Grade M	100.00	93,642	33,176	-	126,818	2,080	-	1.00
1006-Payroll Admin	Grade H	100.00	61,069	26,495	-	87,564	2,080	-	1.00
1007-Accounts Payable Admin	Grade H	100.00	65,749	29,389	-	95,138	2,080	-	1.00
Total 14 - Finance			347,630	126,100	-	473,730	8,320	-	4.00
Grand Total			347,630	126,100	-	473,730	8,320	-	4.00

Rating Action

Moody's Ratings assigns Aa2 to Wood County, WI's GO notes

New York, August 26, 2024 -- Moody's Ratings (Moody's) has assigned an Aa2 rating to Wood County, WI's General Obligation Promissory Notes, with an expected par amount of \$10 million. We maintain the county's Aa2 issuer rating and Aa2 rating on outstanding general obligation unlimited tax (GOULT) debt. Following the sale, the county will have just over \$159 million in GOULT debt outstanding.

RATINGS RATIONALE

The Aa2 issuer rating reflects the county's moderately sized tax base in central Wisconsin (Aa1 stable) that is anchored by the Marshfield Clinic. Resident incomes are average at about 95% of the US and full value per capita exceeds \$100,000. The financial profile benefits from solid reserves that are expected to remain above 50% of revenue, supported by conservative budgeting. The county has modest enterprise risk associated with a nursing home and mental health facility. Total leverage is moderate at 162% and is expected to grow with future borrowing plans.

The Aa2 GOULT rating is equivalent to the Aa2 issuer rating given the county's full faith and credit pledge and authorization to levy a dedicated property tax that is unlimited as to rate or amount.

RATING OUTLOOK

We do not assign outlooks to local government issuers with this amount of debt.

FACTORS THAT COULD LEAD TO AN UPGRADE OF THE RATING

- Substantial economic growth that supports increases in resident incomes and full value per capita to levels on par with higher rated peers above
- Growth in reserves to levels consistently above 60% of revenue
- Further moderation of leverage to levels well below 150%

FACTORS THAT COULD LEAD TO A DOWNGRADE OF THE RATING

- Deterioration of the economic base
- Decline in reserves to levels below 40% of revenue
- Substantial increase in leverage to levels near 250% of revenue

LEGAL SECURITY

Outstanding GOULT debt and notes are backed by the county's full faith and credit and pledge to levy unlimited ad valorem property taxes.

USE OF PROCEEDS

Proceeds from the notes will be used for public purposes, including paying the cost of capital improvement projects and jail projects.

PROFILE

Wood County is located in central Wisconsin (Aa1 stable). The county serves a population of over 70,000 residents spread across more than 800 square miles and encompasses the cities of Marshfield (Aa3), Wisconsin Rapids (Aa3), Nekoosa, Pittsville, eight villages and 22 towns. The county provides judicial, public safety, health and human services, nursing home, mental healthcare, highway maintenance, parks and recreation, and other services.

METHODOLOGY

The principal methodology used in this rating was US Cities and Counties published in July 2024 and available at <https://ratings.moodys.com/rmc-documents/425429>. Alternatively, please see the Rating Methodologies page on <https://ratings.moodys.com> for a copy of this methodology.

REGULATORY DISCLOSURES

For further specification of Moody's key rating assumptions and sensitivity analysis, see the sections Methodology Assumptions and Sensitivity to Assumptions in the disclosure form. Moody's Rating Symbols and Definitions can be found on <https://ratings.moodys.com/rating-definitions>.

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Wood County / Note Issue Summary (Interest Earnings & Arbitrage):

IRS Regulations:

Arbitrage occurs when tax-exempt bond proceeds are invested in higher yielding taxable investments, resulting in a profit. Rebate to the Federal Government is equal to the excess of the amount earned on all investments purchased with the gross proceeds of the bonds over the amount that would have been earned if such investments were invested at a rate equal to the yield on the bonds.

Wood County / Note Issues:

The County issued three Note Anticipation Notes (NANs), one issue in 2021, 2022 and 2023.

- The \$61.5M NANs, Dated 9/7/2021, is not projected to be subject to an arbitrage rebate payment due to the lower investment yields at the time of investment.
- The \$10M NANs, Dated 10/17/22, is not projected to be subject to an arbitrage rebate payment since the investment earnings and yield on the NAN proceeds were under the allowable arbitrage yield.
- The \$31M NANs, Dated 9/14/23, are subject to an arbitrage rebate payment (totaling \$92,894.56) due to the County earning over the allowable arbitrage yield over the time period of 9/14/23 (NAN closing date) through 12/07/23 (NAN refunding/payoff date).

See below for a summary of total investment earnings, arbitrage rebate, and net interest earnings retained by the County for all three Note issues.

Summary - All Issues	
Total Interest Earnings**:	\$ 1,958,158.68
FV Arbitrage Rebate (to IRS):	\$ (92,894.56)
Wood County Interest Earnings:	\$ 1,865,264.12
<i>**Interest earnings through 7/31/2024.</i>	

***Note, the outstanding proceeds are still subject to future arbitrage rebate and yield restriction payments until all the proceeds and interest earnings are spent out. Don't hesitate to reach out if you have any questions or would like review anything in more detail.

Wood County, WI - 2022 Note Anticipation Note

Amount	\$61,500,000.00
Dated	09/07/21
NAN Yield	0.1737870%
Refunding Date	11/09/21
Refunding Yield	1.8840513%

Issue Date: 09/07/21
 Payoff Date: 11/09/21
 Arbitrage Yield*: 1.88%

Interest Earnings**: \$ 1,384,639.30
 Allowable Earnings: \$ 2,135,641.93
 Arbitrage Rebate: \$ -

**Allowable arbitrage yield switches to refunding bond yield after NAN payoff date.*

Summary - 2021 NAN Proceeds	
Total Interest Earnings:	\$ 1,384,639.30
FV Arbitrage Rebate (to IRS):	\$ -
Wood County Interest Earnings:	\$ 1,384,639.30

Summary - All Issues	
Total Interest Earnings**:	\$ 1,958,158.68
FV Arbitrage Rebate (to IRS):	\$ (92,894.56)
Wood County Interest Earnings:	\$ 1,865,264.12

***Interest earnings through 7/31/2024.*

Wood County, WI - 2022 Note Anticipation Note

Amount	\$10,000,000.00
Dated	10/17/22
NAN Yield	3.7500000%
Refunding Date	12/15/22
Refunding Yield	3.9902420%

Issue Date: 10/17/22
 Payoff Date: 12/15/22
 Arbitrage Yield*: 3.75%

Interest Earnings: \$ 187,883.49
 Allowable Earnings: \$ 314,018.39
 Arbitrage Rebate: \$ -

**Allowable arbitrage yield switches to refunding bond yield after NAN payoff date.*

Summary - 2022 NAN Proceeds	
Total Interest Earnings:	\$ 187,883.49
FV Arbitrage Rebate (to IRS):	\$ -
Wood County Interest Earnings:	\$ 187,883.49

Wood County, WI - 2023 Note Anticipation Note

Amount	\$31,000,000
Dated	09/14/23
NAN Yield	3.7706640%
Refunding Date	12/07/23
Refunding Yield	4.7009554%

Issue Date: 09/14/23
 Payoff Date: 12/07/23
 Arbitrage Yield: 3.77%

Interest Earnings: \$ 385,635.89
 Allowable Earnings: \$ 290,861.39
 Arbitrage Rebate: \$ 94,774.50

Computation Date Credit: \$ (3,920.00)
 Total Rebate Liability: \$ 90,854.50

FV to Final Computation Date: \$ 92,894.56

Summary - 2023 NAN Proceeds	
Total Interest Earnings:	\$ 385,635.89
FV Arbitrage Rebate (to IRS):	\$ (92,894.56)
Wood County Interest Earnings:	\$ 292,741.33



Wood County Human Resources

Mission, Vision, and Values

Mission

The Wood County Human Resources Department supports all employees, programs, and departments by providing comprehensive services in a timely, caring, and respectful manner. We collaborate with our organizational leaders to maximize the potential of our employees and successfully recruit, develop, and retain a talented and engaged workforce.

Vision

The Wood County Human Resources Department is a collaborative team of professionals dedicated to:

- Valuing, encouraging, and supporting a diverse workforce,
- Continually improving individual and organizational effectiveness,
- Anticipating and meeting the changing needs of the workforce,
- Championing career and professional growth,
- Guiding and maintaining a healthy, positive, and safe work environment, and
- Enhancing services through innovation and creativity.

Values

The Wood County Human Resources Department values:

- **Honesty, Integrity, and Trust:** We honor our commitments and conduct business in a manner that promotes fairness, respect, honesty, and trust.
- **Teamwork and Collaboration:** We encourage the diversity of thoughts, experiences, and backgrounds and acknowledge participation and partnership in all of our endeavors.
- **Leadership:** We lead by example and advocate equitable treatment in our behaviors, policies, and practices.
- **Diversity and Inclusivity:** We strive to cultivate a diverse workforce and are dedicated to fostering an inclusive environment where everyone is valued and supported to reach their highest potential.
- **Change and Innovation:** We progressively work to foster creativity to support continuous improvement.
- **Quality Results:** We believe in providing excellent service and a safe, productive, and healthy work environment with quality results to those we serve.

To Our Employees

Employees will be provided the same consideration, respect, and caring attitude that they are expected to share externally with every citizen.



Department Operating Budget Summary

2025 Budget Summary										
<u>Department: 17 - Human Resources</u>	1701 - Human Resources	1702 - Human Resources-Labor Relations	1703 - Human Resources-Administration	1704 - Human Resources-Programs	1705 - Human Resources-Wellness	2302 - Human Resources-Property & Liability Insurance	2303 - Human Resources-Risk-Workers Comp	2025 Total	Change %	2024 Budget
Revenue / Funding Source										
46 - Public Charges for Services	1,356,127		0					1,356,127	+11.40%	1,217,300
47 - Intergov. Charges for Services	10,518,000					809,030	350,000	11,677,030	+4.36%	11,189,025
48 - Miscellaneous Revenues	1,269,303		0			10,000		1,279,303	-15.63%	1,516,235
49 - Other Financing Sources					146,671			146,671	0.00%	146,671
Revenue / Funding Source Total	13,143,430		0		146,671	819,030	350,000	14,459,131	+2.77%	14,069,231
Expense / Expenditure										
- Uncategorized Expenses				0			0	0	0.00%	0
100 - Personnel Services			459,986	15,700	1,520	27,056	81,319	585,582	+6.39%	550,429
200 - Contractual Services	223,642	30,000	23,450	9,000	120,570	0	44,630	451,292	+1.38%	445,140
300 - Supplies and Expense	10,815,958		21,000	6,000	22,895	0	302,750	11,168,603	+5.03%	10,634,222
500 - Fixed Charges	1,949,830		15,150		1,716	820,104	44,570	2,831,370	-5.56%	2,998,122
700 - Grants and Contributions	7,000		0					7,000	0.00%	7,000
Total Operating Expenditures	12,996,430	30,000	519,587	30,700	146,701	847,160	473,269	15,043,847	+2.79%	14,634,913
900 - Other Financing Uses	146,671							146,671	0.00%	146,671
Expense / Expenditure Total	13,143,101	30,000	519,587	30,700	146,701	847,160	473,269	15,190,518	+2.77%	14,781,584
Beginning Carryover	9,354,611	172,081	0	0	42,566	(140,397)	2,481,081	11,909,942	+9.30	10,897,007
Ending Carryover	9,354,940	170,281	0	0	42,536	(67,839)	2,357,812	11,857,730	+9.45%	10,830,935
17 - Human Resources Total	0	28,200	519,587	30,700	0	100,688	0	679,175	+5.09%	646,281

2024 Budget Summary								
<u>Department: 17 - Human Resources</u>	1701 - Human Resources	1702 - Human Resources-Labor Relations	1703 - Human Resources-Administration	1704 - Human Resources-Programs	1705 - Human Resources-Wellness	2302 - Human Resources-Property & Liability Insurance	2303 - Human Resources-Risk-Workers Comp	2024 Budget
Revenue / Funding Source								
46 - Public Charges for Services	1,217,300		0					1,217,300
47 - Intergov. Charges for Services	10,066,200					723,423	399,402	11,189,025
48 - Miscellaneous Revenues	1,506,235		0			10,000		1,516,235
49 - Other Financing Sources					146,671			146,671
Revenue / Funding Source Total	12,789,735		0		146,671	733,423	399,402	14,069,231
Expense / Expenditure								
- Uncategorized Expenses				0			0	0
100 - Personnel Services			430,731	15,200	1,520	25,707	77,271	550,429
200 - Contractual Services	221,150	30,000	23,540	9,000	120,570	0	40,880	445,140
300 - Supplies and Expense	10,280,477		20,850	6,000	22,895	0	304,000	10,634,222
500 - Fixed Charges	2,134,108		15,072		1,716	805,404	41,822	2,998,122
700 - Grants and Contributions	7,000		0					7,000
Total Operating Expenditures	12,642,735	30,000	490,193	30,200	146,701	831,111	463,973	14,634,913
900 - Other Financing Uses	146,671							146,671
Expense / Expenditure Total	12,789,406	30,000	490,193	30,200	146,701	831,111	463,973	14,781,584
Beginning Carryover	8,448,395	152,446	0	0	39,345	(167,802)	2,424,623	10,897,007
Ending Carryover	8,448,724	150,646	0	0	39,315	(167,802)	2,360,052	10,830,935
17 - Human Resources Total	0	28,200	490,193	30,200	0	97,688	(0)	646,281



Department Operating Budget Detail

With Previous Year Comparison and Annual Estimate

	2025 Budget	% Change	2024 Budget	2024 Actual	2024 Estimate
17 - Human Resources					
1701 - Human Resources					
<u>Revenue / Funding Source</u>					
1701-46196 - Public Charges-Human Resources					
46 - Public Charges for Services	1,356,127	+11.40%	1,217,300	760,774	1,217,300
1701-46196 - Public Charges-Human Resources Total	1,356,127	+11.40%	1,217,300	760,774	1,217,300
1701-47410 - Local Dept Charges-Gen Govt					
47 - Intergov. Charges for Services	10,494,000	+4.50%	10,042,200	6,295,445	10,042,200
1701-47410 - Local Dept Charges-Gen Govt Total	10,494,000	+4.50%	10,042,200	6,295,445	10,042,200
1701-47411 - Local Dept Charges-Purchasing					
47 - Intergov. Charges for Services	24,000	0.00%	24,000	14,534	24,000
1701-47411 - Local Dept Charges-Purchasing Total	24,000	0.00%	24,000	14,534	24,000
1701-48113 - Unrealized Gain/Loss on Invest					
48 - Miscellaneous Revenues	0	0.00%	0	90,464	90,464
1701-48113 - Unrealized Gain/Loss on Invest Total	0	0.00%	0	90,464	90,464
1701-48114 - Interest-Investment Revenue					
48 - Miscellaneous Revenues	30,000	0.00%	30,000	29,599	30,000
1701-48114 - Interest-Investment Revenue Total	30,000	0.00%	30,000	29,599	30,000
1701-48116 - Interest-Health & S125 Plans					
48 - Miscellaneous Revenues	100,000	+900.00%	10,000	84,409	100,000
1701-48116 - Interest-Health & S125 Plans Total	100,000	+900.00%	10,000	84,409	100,000
1701-48440 - Insurance Recoveries					
48 - Miscellaneous Revenues	1,139,303	-22.30%	1,466,235	193,278	1,000,000
1701-48440 - Insurance Recoveries Total	1,139,303	-22.30%	1,466,235	193,278	1,000,000
Revenue / Funding Source Total	13,143,430	+2.77%	12,789,735	7,468,504	12,503,964
<u>Expense / Expenditure</u>					
1701-49270 - Transfer from Internal Service					
900 - Other Financing Uses	0	0.00%	0	0	0
1701-49270 - Transfer from Internal Service Total	0	0.00%	0	0	0
1701-51430 - Health Fund					
200 - Contractual Services	223,642	+1.13%	221,150	(25,609)	221,212
300 - Supplies and Expense	10,815,958	+5.21%	10,280,477	6,380,395	10,302,677
500 - Fixed Charges	1,949,830	-8.63%	2,134,108	1,226,279	1,724,000
700 - Grants and Contributions	7,000	0.00%	7,000	0	0
1701-51430 - Health Fund Total	12,996,430	+2.80%	12,642,735	7,581,065	12,247,889
1701-59210 - Transfers to General Fund					
900 - Other Financing Uses	146,671	0.00%	146,671	0	146,671



Department Operating Budget Detail

With Previous Year Comparison and Annual Estimate

	2025 Budget	% Change	2024 Budget	2024 Actual	2024 Estimate
1701-59210 - Transfers to General Fund Total	146,671	0.00%	146,671	0	146,671
Expense / Expenditure Total	13,143,101	+2.77%	12,789,406	7,581,065	12,394,560
1701 - Human Resources Total	(329)	0.00%	(329)	112,562	(109,404)
1702 - Human Resources-Labor Relations					
<u>Expense / Expenditure</u>					
1702-51433 - Labor Relations					
200 - Contractual Services	30,000	0.00%	30,000	16,950	30,000
1702-51433 - Labor Relations Total	30,000	0.00%	30,000	16,950	30,000
Expense / Expenditure Total	30,000	0.00%	30,000	16,950	30,000
1702 - Human Resources-Labor Relations Total	30,000	0.00%	30,000	16,950	30,000
1703 - Human Resources-Adminstration					
<u>Revenue / Funding Source</u>					
1703-46196 - Public Charges-Human Resources					
46 - Public Charges for Services	0	0.00%	0	0	0
1703-46196 - Public Charges-Human Resources Total	0	0.00%	0	0	0
1703-48116 - Interest-Health & S125 Plans					
48 - Miscellaneous Revenues	0	0.00%	0	8	8
1703-48116 - Interest-Health & S125 Plans Total	0	0.00%	0	8	8
Revenue / Funding Source Total	0	0.00%	0	8	8
<u>Expense / Expenditure</u>					
1703-51435 - Personnel					
100 - Personnel Services	459,986	+6.79%	430,731	257,254	430,481
200 - Contractual Services	23,450	-0.38%	23,540	20,646	22,900
300 - Supplies and Expense	21,000	+0.72%	20,850	5,147	15,896
500 - Fixed Charges	15,150	+0.52%	15,072	10,048	15,072
700 - Grants and Contributions	0	0.00%	0	0	
1703-51435 - Personnel Total	519,587	+6.00%	490,193	293,095	484,349
Expense / Expenditure Total	519,587	+6.00%	490,193	293,095	484,349
1703 - Human Resources-Adminstration Total	519,587	+6.00%	490,193	293,088	484,341
1704 - Human Resources-Programs					
<u>Expense / Expenditure</u>					
1704-47417 - Human Resource Programs					
- Uncategorized Expenses	0	0.00%	0	0	0
1704-47417 - Human Resource Programs Total	0	0.00%	0	0	0
1704-51436 - Human Resource Programs					



Department Operating Budget Detail

With Previous Year Comparison and Annual Estimate

	2025 Budget	% Change	2024 Budget	2024 Actual	2024 Estimate
100 - Personnel Services	15,700	+3.29%	15,200	6,437	12,450
200 - Contractual Services	9,000	0.00%	9,000	3,068	7,000
300 - Supplies and Expense	6,000	0.00%	6,000	0	6,000
1704-51436 - Human Resource Programs Total	30,700	+1.66%	30,200	9,504	25,450
Expense / Expenditure Total	30,700	+1.66%	30,200	9,504	25,450
1704 - Human Resources-Programs Total	30,700	+1.66%	30,200	9,504	25,450

1705 - Human Resources-Wellness

Revenue / Funding Source

1705-49270 - Transfer from Internal Service					
49 - Other Financing Sources	146,671	0.00%	146,671	0	146,671
1705-49270 - Transfer from Internal Service Total	146,671	0.00%	146,671	0	146,671
Revenue / Funding Source Total	146,671	0.00%	146,671	0	146,671

Expense / Expenditure

1705-51431 - Wellness					
100 - Personnel Services	1,520	0.00%	1,520	1,304	1,304
200 - Contractual Services	120,570	0.00%	120,570	83,807	120,570
300 - Supplies and Expense	22,895	0.00%	22,895	18,200	18,820
500 - Fixed Charges	1,716	0.00%	1,716	1,144	1,716
1705-51431 - Wellness Total	146,701	0.00%	146,701	104,454	142,410
Expense / Expenditure Total	146,701	0.00%	146,701	104,454	142,410
1705 - Human Resources-Wellness Total	30	0.00%	30	104,454	(4,261)

2302 - Human Resources-Property & Liability Insurance

Revenue / Funding Source

2302-47412 - Local Dept Charges-Insurance					
47 - Intergov. Charges for Services	809,030	+11.83%	723,423	482,280	723,423
2302-47412 - Local Dept Charges-Insurance Total	809,030	+11.83%	723,423	482,280	723,423
2302-48440 - Insurance Recoveries					
48 - Miscellaneous Revenues	10,000	0.00%	10,000	23,806	23,806
2302-48440 - Insurance Recoveries Total	10,000	0.00%	10,000	23,806	23,806
Revenue / Funding Source Total	819,030	+11.67%	733,423	506,086	747,229

Expense / Expenditure

2302-51931 - Property & Liability Insurance					
100 - Personnel Services	27,056	+5.25%	25,707	15,366	25,707
200 - Contractual Services	0	0.00%	0	0	
300 - Supplies and Expense	0	0.00%	0	142	0
500 - Fixed Charges	820,104	+1.83%	805,404	759,993	790,456



Department Operating Budget Detail

With Previous Year Comparison and Annual Estimate

	2025 Budget	% Change	2024 Budget	2024 Actual	2024 Estimate
2302-51931 - Property & Liability Insurance Total	847,160	+1.93%	831,111	775,500	816,163
Expense / Expenditure Total	847,160	+1.93%	831,111	775,500	816,163
2302 - Human Resources-Property & Liability Insurance Total	28,130	-71.20%	97,688	269,415	68,934
2303 - Human Resources-Risk-Workers Comp					
<u>Revenue / Funding Source</u>					
2303-47413 - Local Dept Charges-Gen Govt					
47 - Intergov. Charges for Services	350,000	-12.37%	399,402	280,543	420,000
2303-47413 - Local Dept Charges-Gen Govt Total	350,000	-12.37%	399,402	280,543	420,000
2303-47417 - WC - CPR Revenue					
47 - Intergov. Charges for Services	0	0.00%	0	500	500
2303-47417 - WC - CPR Revenue Total	0	0.00%	0	500	500
Revenue / Funding Source Total	350,000	-12.37%	399,402	281,043	420,500
<u>Expense / Expenditure</u>					
2303-51933 - Workers Comp Insurance					
- Uncategorized Expenses	0	0.00%	0	500	500
100 - Personnel Services	81,319	+5.24%	77,271	46,096	77,270
200 - Contractual Services	44,630	+9.17%	40,880	1,247	40,509
300 - Supplies and Expense	302,750	-0.41%	304,000	23,386	80,750
500 - Fixed Charges	44,570	+6.57%	41,822	79,644	41,449
2303-51933 - Workers Comp Insurance Total	473,269	+2.00%	463,973	150,873	240,478
Expense / Expenditure Total	473,269	+2.00%	463,973	150,873	240,478
2303 - Human Resources-Risk-Workers Comp Total	123,269	+90.91%	64,571	(130,171)	(180,022)
17 - Human Resources Total	731,387	+2.67%	712,353	675,801	315,038



Department Operating Budget Narrative

Account Number	Description	2025 Requested	2024 Budget	Difference		Change Justification 10% or greater change
				Amount	%	
17 - Human Resources						
1701 - Human Resources						
<u>Revenue / Funding Source</u>						
1701-46196 - Public Charges-Human Resources						
702-1701-46196-???-000	46-000 - Public Charges for Services	1,356,127	1,217,300	138,827	+11.40%	Increase in premiums
1701-47410 - Local Dept Charges-Gen Govt						
702-1701-47410-???-000	47-000 - Intergovernmental Charges for Services	10,494,000	10,042,200	451,800	+4.50%	Increase in premiums
1701-47411 - Local Dept Charges-Purchasing						
702-1701-47411-???-000	47-000 - Intergovernmental Charges for Services	24,000	24,000	0	0.00%	
1701-48113 - Unrealized Gain/Loss on Invest						
702-1701-48113-???-000	48-000 - Miscellaneous Revenues	0	0	0	0.00%	
1701-48114 - Interest-Investment Revenue						
702-1701-48114-???-000	48-000 - Miscellaneous Revenues	30,000	30,000	0	0.00%	
1701-48116 - Interest-Health & S125 Plans						
702-1701-48116-???-000	48-000 - Miscellaneous Revenues	100,000	10,000	90,000	+900.00%	Increase in interest
1701-48440 - Insurance Recoveries						
702-1701-48440-???-000	48-000 - Miscellaneous Revenues	1,139,303	1,466,235	(326,932)	-22.30%	Decrease in stop loss reimbursements
<u>Expense / Expenditure</u>						
1701-49270 - Transfer from Internal Service						
702-1701-49270-???-911	911 - Transfer to General Fund	0	0	0	0.00%	
1701-51430 - Health Fund						
702-1701-51430-???-218	218 - Prof Serv-Witness Fees	3,142	3,000	142	+4.73%	Increase in PCORI Fees



Department Operating Budget Narrative

702-1701-51430-???-219	219 - Prof Serv-Other	220,500	218,150	2,350	+1.08%	Increase in admin fees
702-1701-51430-???-340	340 - Operating Supplies & Expense	57,500	35,000	22,500	+64.29%	Increase in HDHP participation
702-1701-51430-???-341	341 - Operating Supplies & Expense	10,758,458	10,245,477	512,981	+5.01%	Increase in claims expense
702-1701-51430-???-514	514 - Insurance-Stop Loss	1,925,830	2,110,108	(184,278)	-8.73%	Decrease based on renewal projections
702-1701-51430-???-515	515 - Insurance-Other	24,000	24,000	0	0.00%	
702-1701-51430-???-790	790 - Grants, Cont, Indem-Other	7,000	7,000	0	0.00%	
1701-59210 - Transfers to General Fund						
702-1701-59210-???-911	911 - Transfer to General Fund	146,671	146,671	0	0.00%	

1702 - Human Resources-Labor Relations

Expense / Expenditure

1702-51433 - Labor Relations

101-1702-51433-???-219	219 - Prof Serv-Other	30,000	30,000	0	0.00%	
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1703 - Human Resources-Adminstration

Revenue / Funding Source

1703-46196 - Public Charges-Human Resources

101-1703-46196-???-000	46-000 - Public Charges for Services	0	0	0	0.00%	
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1703-48116 - Interest-Health & S125 Plans

101-1703-48116-???-000	48-000 - Miscellaneous Revenues	0	0	0	0.00%	
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Expense / Expenditure

1703-51435 - Personnel

101-1703-51435-???-101	101 - Wages-Permanent	283,519	265,437	18,082	+6.81%	
101-1703-51435-???-107	107 - Sick Leave	15,489	14,446	1,043	+7.22%	
101-1703-51435-???-108	108 - Vacation	21,912	19,418	2,494	+12.85%	
101-1703-51435-???-109	109 - Holiday	12,837	11,972	865	+7.22%	



Department Operating Budget Narrative

101-1703-51435-???-110	110 - Funeral/Jury/Other	0	0	0	0.00%	
101-1703-51435-???-119	119 - In or Out Call Pay	0	0	0	0.00%	
101-1703-51435-???-120	120 - FICA	25,532	23,812	1,720	+7.22%	
101-1703-51435-???-130	130 - Health Insurance	69,960	66,948	3,012	+4.50%	
101-1703-51435-???-132	132 - Post Employment Benefits	5,484	5,098	386	+7.57%	
101-1703-51435-???-133	133 - Vision Insurance	233	233	0	0.00%	
101-1703-51435-???-140	140 - Life Insurance	60	60	0	0.00%	
101-1703-51435-???-151	151 - Retirement	23,196	21,478	1,718	+8.00%	
101-1703-51435-???-160	160 - Worker's Compensation	264	330	(66)	-20.09%	
101-1703-51435-???-172	172 - Training / Conference / CPE	1,500	1,500	0	0.00%	
101-1703-51435-???-214	214 - Prof Serv-Printing	600	750	(150)	-20.00%	
101-1703-51435-???-219	219 - Prof Serv-Other	19,600	19,500	100	+0.51%	
101-1703-51435-???-221	221 - Utility Service-Cellphone / Telephone	1,600	1,600	0	0.00%	
101-1703-51435-???-230	230 - R/M Serv-PC Replacement	1,650	1,690	(40)	-2.37%	
101-1703-51435-???-311	311 - Office Supplies	2,000	2,000	0	0.00%	
101-1703-51435-???-312	312 - Copy Expense	800	500	300	+60.00%	Increase based on use
101-1703-51435-???-313	313 - Postage	400	400	0	0.00%	
101-1703-51435-???-324	324 - Advertising	7,000	7,000	0	0.00%	
101-1703-51435-???-325	325 - Dues & Subscriptions	1,100	1,300	(200)	-15.38%	Decrease in memberships
101-1703-51435-???-331	331 - Mileage	2,000	2,300	(300)	-13.04%	Decrease based on use
101-1703-51435-???-332	332 - Meals	400	300	100	+33.33%	Increase based on increased conference attendance
101-1703-51435-???-333	333 - Lodging / Hotels	1,200	1,000	200	+20.00%	Increase based on increased conference attendance
101-1703-51435-???-336	336 - Parking	100	50	50	+100.00%	Increase based on increased conference attendance
101-1703-51435-???-341	341 - Operating Supplies & Expense	6,000	6,000	0	0.00%	
101-1703-51435-???-511	511 - Insurance-Liability	2,910	2,832	79	+2.78%	
101-1703-51435-???-531	531 - Rent-Interdepartment	12,240	12,240	0	0.00%	
101-1703-51435-???-790	790 - Grants, Cont, Indem-Other	0	0	0	0.00%	



Department Operating Budget Narrative

1704 - Human Resources-Programs

Expense / Expenditure

1704-47417 - Human Resource Programs

101-1704-47417-???-000	000 - TBD	0	0	0	0.00%
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1704-51436 - Human Resource Programs

101-1704-51436-???-119	119 - In or Out Call Pay	15,500	15,000	500	+3.33% Increase based on taxes
101-1704-51436-???-155	155 - Post Retire Ben-Life	200	200	0	0.00%
101-1704-51436-???-219	219 - Prof Serv-Other	9,000	9,000	0	0.00%
101-1704-51436-???-322	322 - Educational Materials	6,000	6,000	0	0.00%

1705 - Human Resources-Wellness

Revenue / Funding Source

1705-49270 - Transfer from Internal Service

702-1705-49270-???-000	49-000 - Other Financing Sources	146,671	146,671	0	0.00%
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Expense / Expenditure

1705-51431 - Wellness

702-1705-51431-???-120	120 - FICA	1,520	1,520	0	0.00%
702-1705-51431-???-219	219 - Prof Serv-Other	120,000	120,000	0	0.00%
702-1705-51431-???-221	221 - Utility Service-Cellphone / Telephone	320	320	0	0.00%
702-1705-51431-???-230	230 - R/M Serv-PC Replacement	250	250	0	0.00%
702-1705-51431-???-312	312 - Copy Expense	100	100	0	0.00%
702-1705-51431-???-313	313 - Postage	1,350	1,350	0	0.00%
702-1705-51431-???-325	325 - Dues & Subscriptions	495	495	0	0.00%
702-1705-51431-???-331	331 - Mileage	950	950	0	0.00%
702-1705-51431-???-340	340 - Operating Supplies & Expense	0	0	0	0.00%
702-1705-51431-???-341	341 - Operating Supplies & Expense	20,000	20,000	0	0.00%



Department Operating Budget Narrative

702-1705-51431-???-531	531 - Rent-Interdepartment	1,716	1,716	0	0.00%
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2302 - Human Resources-Property & Liability Insurance

Revenue / Funding Source

2302-47412 - Local Dept Charges-Insurance

101-2302-47412-???-000	47-000 - Intergovernmental Charges for Services	809,030	723,423	85,607	+11.83%	Increase in department charges
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2302-48440 - Insurance Recoveries

101-2302-48440-???-000	48-000 - Miscellaneous Revenues	10,000	10,000	0	0.00%
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Expense / Expenditure

2302-51931 - Property & Liability Insurance

101-2302-51931-???-101	101 - Wages-Permanent	16,943	16,078	865	+5.38%	
101-2302-51931-???-107	107 - Sick Leave	917	870	47	+5.38%	
101-2302-51931-???-108	108 - Vacation	1,140	1,082	58	+5.38%	
101-2302-51931-???-109	109 - Holiday	760	721	39	+5.38%	
101-2302-51931-???-120	120 - FICA	1,512	1,434	77	+5.38%	
101-2302-51931-???-130	130 - Health Insurance	4,373	4,184	188	+4.50%	
101-2302-51931-???-133	133 - Vision Insurance	20	20	0	0.00%	
101-2302-51931-???-140	140 - Life Insurance	4	4	0	0.00%	
101-2302-51931-???-151	151 - Retirement	1,373	1,294	79	+6.14%	
101-2302-51931-???-160	160 - Worker's Compensation	16	20	(4)	-21.46%	
101-2302-51931-???-219	219 - Prof Serv-Other	0	0	0	0.00%	
101-2302-51931-???-311	311 - Office Supplies	0	0	0	0.00%	
101-2302-51931-???-312	312 - Copy Expense	0	0	0	0.00%	
101-2302-51931-???-313	313 - Postage	0	0	0	0.00%	
101-2302-51931-???-511	511 - Insurance-Liability	503,280	503,280	0	0.00%	8% Increase in premiums
101-2302-51931-???-513	513 - Insurance-Property	126,524	126,524	0	0.00%	8% Increase in premiums
101-2302-51931-???-515	515 - Insurance-Other	90,300	75,600	14,700	+19.44%	Increase in premiums



Department Operating Budget Narrative

101-2302-51931-???-519	519 - Insurance-Deductibles	100,000	100,000	0	0.00%
101-2302-51931-???-520	520 - Premiums on Surety Bonds	0	0	0	0.00%

2303 - Human Resources-Risk-Workers Comp

Revenue / Funding Source

2303-47413 - Local Dept Charges-Gen Govt

701-2303-47413-???-000	47-000 - Intergovernmental Charges for Services	350,000	399,402	(49,402)	-12.37%	Decrease in department charges
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2303-47417 - WC - CPR Revenue

701-2303-47417-???-000	47-000 - Intergovernmental Charges for Services	0	0	0	0.00%
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Expense / Expenditure

2303-51933 - Workers Comp Insurance

701-2303-51933-???-101	101 - Wages-Permanent	50,829	48,234	2,595	+5.38%	
701-2303-51933-???-107	107 - Sick Leave	2,751	2,611	140	+5.38%	
701-2303-51933-???-108	108 - Vacation	3,420	3,245	175	+5.38%	
701-2303-51933-???-109	109 - Holiday	2,280	2,164	116	+5.38%	
701-2303-51933-???-120	120 - FICA	4,535	4,303	232	+5.38%	
701-2303-51933-???-130	130 - Health Insurance	13,118	12,553	565	+4.50%	
701-2303-51933-???-133	133 - Vision Insurance	59	59	0	0.00%	
701-2303-51933-???-140	140 - Life Insurance	11	11	0	0.00%	
701-2303-51933-???-151	151 - Retirement	4,120	3,881	238	+6.14%	
701-2303-51933-???-160	160 - Worker's Compensation	47	60	(13)	-21.46%	
701-2303-51933-???-172	172 - Training / Conference / CPE	150	150	0	0.00%	
701-2303-51933-???-185	185 - TBD	0	0	0	0.00%	
701-2303-51933-???-219	219 - Prof Serv-Other	44,030	40,280	3,750	+9.31%	8% Increase in service fees
701-2303-51933-???-221	221 - Utility Service-Cellphone / Telephone	250	250	0	0.00%	
701-2303-51933-???-230	230 - R/M Serv-PC Replacement	350	350	0	0.00%	
701-2303-51933-???-311	311 - Office Supplies	0	0	0	0.00%	



Department Operating Budget Narrative

701-2303-51933-???-312	312 - Copy Expense	0	0	0	0.00%	
701-2303-51933-???-313	313 - Postage	0	0	0	0.00%	
701-2303-51933-???-331	331 - Mileage	750	1,000	(250)	-25.00%	Reduction in miles traveled
701-2303-51933-???-341	341 - Operating Supplies & Expense	300,000	300,000	0	0.00%	
701-2303-51933-???-342	342 - OperSup&Exp-Safety Supplies	2,000	3,000	(1,000)	-33.33%	Reduced based on usage
701-2303-51933-???-511	511 - Insurance-Liability	1,000	1,000	0	0.00%	
701-2303-51933-???-515	515 - Insurance-Other	42,130	39,382	2,748	+6.98%	8% Increase in charges
701-2303-51933-???-531	531 - Rent-Interdepartment	1,440	1,440	0	0.00%	

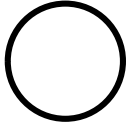
Total 17 - Human Resources		731,387	712,353	19,034	+2.67%	
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Operating Position Cost Summary

Report data returned based on the user's security permissions.

Fiscal Year 2025
 Forecast Year 2025
 Department or Sub-Department 17 - Human Resources

Position	Pay Grade	Alloc. %	Salary	Modifiers	Premiums	Total	Hours	Premium Hours	FTE
17 - Human Resources									
1703 - Human Resources-Administration									
1703-51435 - Personnel									
(Unassigned)									
2701-HR Director	Grade Q	100.00	119,974	37,594	-	157,568	2,080	-	1.00
2704B-HR Coordinator	Grade H	100.00	59,571	26,301	-	85,872	2,080	-	1.00
2708-HR Generalist	Grade H	100.00	69,077	29,104	-	98,181	2,080	-	1.00
2711-Assistant HR Director	Grade L	100.00	85,134	31,730	-	116,865	2,080	-	1.00
Total (Unassigned)			333,757	124,729	-	458,486	8,320	-	4.00
Total 1703-51435 - Personnel			333,757	124,729	-	458,486	8,320	-	4.00
Total 1703 - Human Resources-Administration			333,757	124,729	-	458,486	8,320	-	4.00
2302 - Human Resources-Property & Liability Insurance									
2302-51931 - Property & Liability Insurance									
(Unassigned)									
2710-Safety/Risk Specialist	Grade J	25.00	19,760	7,296	-	27,056	520	-	0.25
Total (Unassigned)			19,760	7,296	-	27,056	520	-	0.25
Total 2302-51931 - Property & Liability Insurance			19,760	7,296	-	27,056	520	-	0.25
Total 2302 - Human Resources-Property & Liability Insurance			19,760	7,296	-	27,056	520	-	0.25
2303 - Human Resources-Risk-Workers Comp									
2303-51933 - Workers Comp Insurance									
(Unassigned)									
2710-Safety/Risk Specialist	Grade J	75.00	59,280	21,889	-	81,169	1,560	-	0.75
Total (Unassigned)			59,280	21,889	-	81,169	1,560	-	0.75
Total 2303-51933 - Workers Comp Insurance			59,280	21,889	-	81,169	1,560	-	0.75
Total 2303 - Human Resources-Risk-Workers Comp			59,280	21,889	-	81,169	1,560	-	0.75
Total 17 - Human Resources			412,797	153,915	-	566,712	10,400	-	5.00
Grand Total			412,797	153,915	-	566,712	10,400	-	5.00



RESOLUTION#

Introduced by
Page 1 of 1

ITEM#

DATE September 18, 2024

Effective Date January 1, 2025

Motion: Adopted:
1st Lost:
2nd Tabled:
No: Yes: Absent:
Number of votes required:
[X] Majority [] Two-thirds
Reviewed by: PAK, Corp Counsel
Reviewed by: EN, Finance Dir.

INTENT & SYNOPSIS: To implement the General County and Care Facilities Wage Plans that have been revised as a result of a Market Review to ensure fair and competitive wages for Wood County employees not covered by union contracts, and excluding elected officials and employees compensated outside of the wage plans.

FISCAL NOTE: None in 2024. If adopted, based upon standard projections, the cost of implementation is approximately \$1,888,000 in wages in 2025 (a 5.7% increase).

Table with 5 columns: NO, YES, A, and 19 rows of names (Schulz, Rozar, Buttke, Perlock, Hovendick, Breu, Voight, Hahn, Brehm, Thao, Penzkover, Valenstein, Hokamp, Polach, Clendenning, Pliml, Zurfluh, Hamilton, Leichtnam).

WHEREAS, the Operations Committee directed the Human Resources Department to hire a wage consultant to complete a Market Review of the two non-elected, non-represented Wood County Wage Plans, and

WHEREAS, McGrath Human Resources Group was hired to conduct the Market Review and determined that the current General County and Care Facilities wage plans had fallen below the average market rate, and

WHEREAS, the recommendation of the McGrath Human Resources Group was that the grades and numbers of steps in the wage plans remain the same, but the wage rates for the steps be updated to be in line with the market and the difference between steps be standardized to 2.5% throughout the entire schedule, and

WHEREAS, there were 31 positions identified as significantly below market and therefore were recommended to be adjusted up one grade each,

and

WHEREAS, the Operations Committee accepted the recommended changes to the Wage Plans and a proposed implementation model at their meeting on August 20, 2024, and

WHEREAS, the implementation of the revised wage plans supersede the Wage Plan Policy in the Wood County Employee Policy Handbook as it pertains to annual step increases;

NOW, THEREFORE BE IT RESOLVED, that the Wood County Board of Supervisors accepts the General County and Care Facilities Wage Plans for Wood County employees not covered by union contracts, and excluding elected officials and employees compensated outside of the wage plans, with an implementation date effective January 1, 2025 by placing all affected employees in the step of their assigned grade that provides a minimum of a 3% increase and then ensure employees with at least five (5) years of consecutive services as of 12/31/2024 are at least step 3.

BE IT FURTHER RESOLVED, these wage projections are included in the 2025 budget and not final until and unless the Wood County Board of Supervisors adopts and approves the 2025 budget at their November 12, 2024 meeting.

()

Laura Valenstein (Chair)

Donna Rozar

Jake Hahn

Lance Pliml

Joseph Zurfluh

Adopted by the County Board of Wood County, this 18 day of September 20 24 .

County Clerk

County Board Chairman

Wood County General County Wage Structure 2025 DRAFT

NOTE: ALL ANNUALIZED HOURS ARE BASED ON 2,080 FULL-TIME HOURS

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16
S	\$ 61.70	\$ 63.24	\$ 64.82	\$ 66.44	\$ 68.10	\$ 69.80	\$ 71.55	\$ 73.34	\$ 75.17	\$ 77.05	\$ 78.98	\$ 80.95	\$ 82.97	\$ 85.04	\$ 87.17	\$ 89.35
	\$ 128,336.00	\$ 131,539.20	\$ 134,825.60	\$ 138,195.20	\$ 141,648.00	\$ 145,184.00	\$ 148,824.00	\$ 152,547.20	\$ 156,353.60	\$ 160,264.00	\$ 164,278.40	\$ 168,376.00	\$ 172,577.60	\$ 176,883.20	\$ 181,313.60	\$ 185,848.00
R	\$ 58.20	\$ 59.65	\$ 61.14	\$ 62.67	\$ 64.24	\$ 65.85	\$ 67.50	\$ 69.19	\$ 70.92	\$ 72.69	\$ 74.51	\$ 76.37	\$ 78.28	\$ 80.24	\$ 82.25	\$ 84.31
	\$ 121,056.00	\$ 124,072.00	\$ 127,171.20	\$ 130,353.60	\$ 133,619.20	\$ 136,968.00	\$ 140,400.00	\$ 143,915.20	\$ 147,513.60	\$ 151,195.20	\$ 154,980.80	\$ 158,849.60	\$ 162,822.40	\$ 166,899.20	\$ 171,080.00	\$ 175,364.80
Q	\$ 54.90	\$ 56.27	\$ 57.68	\$ 59.12	\$ 60.60	\$ 62.12	\$ 63.67	\$ 65.26	\$ 66.89	\$ 68.56	\$ 70.27	\$ 72.03	\$ 73.83	\$ 75.68	\$ 77.57	\$ 79.51
	\$ 114,192.00	\$ 117,041.60	\$ 119,974.40	\$ 122,969.60	\$ 126,048.00	\$ 129,209.60	\$ 132,433.60	\$ 135,740.80	\$ 139,131.20	\$ 142,604.80	\$ 146,161.60	\$ 149,822.40	\$ 153,566.40	\$ 157,414.40	\$ 161,345.60	\$ 165,380.80
P	\$ 51.80	\$ 53.09	\$ 54.42	\$ 55.78	\$ 57.17	\$ 58.60	\$ 60.07	\$ 61.57	\$ 63.11	\$ 64.69	\$ 66.31	\$ 67.97	\$ 69.67	\$ 71.41	\$ 73.20	\$ 75.03
	\$ 107,744.00	\$ 110,427.20	\$ 113,193.60	\$ 116,022.40	\$ 118,913.60	\$ 121,888.00	\$ 124,945.60	\$ 128,065.60	\$ 131,268.80	\$ 134,555.20	\$ 137,924.80	\$ 141,377.60	\$ 144,913.60	\$ 148,532.80	\$ 152,256.00	\$ 156,062.40
O	\$ 48.36	\$ 49.57	\$ 50.81	\$ 52.08	\$ 53.38	\$ 54.71	\$ 56.08	\$ 57.48	\$ 58.92	\$ 60.39	\$ 61.90	\$ 63.45	\$ 65.04	\$ 66.67	\$ 68.34	\$ 70.05
	\$ 100,588.80	\$ 103,105.60	\$ 105,684.80	\$ 108,326.40	\$ 111,030.40	\$ 113,796.80	\$ 116,646.40	\$ 119,558.40	\$ 122,553.60	\$ 125,611.20	\$ 128,752.00	\$ 131,976.00	\$ 135,283.20	\$ 138,673.60	\$ 142,147.20	\$ 145,704.00
N	\$ 45.61	\$ 46.75	\$ 47.92	\$ 49.12	\$ 50.35	\$ 51.61	\$ 52.90	\$ 54.22	\$ 55.58	\$ 56.97	\$ 58.39	\$ 59.85	\$ 61.35	\$ 62.88	\$ 64.45	\$ 66.06
	\$ 94,868.80	\$ 97,240.00	\$ 99,673.60	\$ 102,169.60	\$ 104,728.00	\$ 107,348.80	\$ 110,032.00	\$ 112,777.60	\$ 115,606.40	\$ 118,497.60	\$ 121,451.20	\$ 124,488.00	\$ 127,608.00	\$ 130,790.40	\$ 134,056.00	\$ 137,404.80
M	\$ 42.85	\$ 43.92	\$ 45.02	\$ 46.15	\$ 47.30	\$ 48.48	\$ 49.69	\$ 50.93	\$ 52.20	\$ 53.51	\$ 54.85	\$ 56.22	\$ 57.63	\$ 59.07	\$ 60.55	\$ 62.06
	\$ 89,128.00	\$ 91,353.60	\$ 93,641.60	\$ 95,992.00	\$ 98,384.00	\$ 100,838.40	\$ 103,355.20	\$ 105,934.40	\$ 108,576.00	\$ 111,300.80	\$ 114,088.00	\$ 116,937.60	\$ 119,870.40	\$ 122,865.60	\$ 125,944.00	\$ 129,084.80
L	\$ 38.96	\$ 39.93	\$ 40.93	\$ 41.95	\$ 43.00	\$ 44.07	\$ 45.17	\$ 46.30	\$ 47.46	\$ 48.65	\$ 49.87	\$ 51.12	\$ 52.40	\$ 53.71	\$ 55.05	\$ 56.43
	\$ 81,036.80	\$ 83,054.40	\$ 85,134.40	\$ 87,256.00	\$ 89,440.00	\$ 91,665.60	\$ 93,953.60	\$ 96,304.00	\$ 98,716.80	\$ 101,192.00	\$ 103,729.60	\$ 106,329.60	\$ 108,992.00	\$ 111,716.80	\$ 114,504.00	\$ 117,374.40
K	\$ 36.27	\$ 37.18	\$ 38.11	\$ 39.06	\$ 40.04	\$ 41.04	\$ 42.07	\$ 43.12	\$ 44.20	\$ 45.31	\$ 46.44	\$ 47.60	\$ 48.79	\$ 50.01	\$ 51.26	\$ 52.54
	\$ 75,441.60	\$ 77,334.40	\$ 79,268.80	\$ 81,244.80	\$ 83,283.20	\$ 85,363.20	\$ 87,505.60	\$ 89,689.60	\$ 91,936.00	\$ 94,244.80	\$ 96,595.20	\$ 99,008.00	\$ 101,483.20	\$ 104,020.80	\$ 106,620.80	\$ 109,283.20
J	\$ 33.59	\$ 34.43	\$ 35.29	\$ 36.17	\$ 37.07	\$ 38.00	\$ 38.95	\$ 39.92	\$ 40.92	\$ 41.94	\$ 42.99	\$ 44.06	\$ 45.16	\$ 46.29	\$ 47.45	\$ 48.64
	\$ 69,867.20	\$ 71,614.40	\$ 73,403.20	\$ 75,233.60	\$ 77,105.60	\$ 79,040.00	\$ 81,016.00	\$ 83,033.60	\$ 85,113.60	\$ 87,235.20	\$ 89,419.20	\$ 91,644.80	\$ 93,932.80	\$ 96,283.20	\$ 98,696.00	\$ 101,171.20
I	\$ 30.94	\$ 31.71	\$ 32.50	\$ 33.31	\$ 34.14	\$ 34.99	\$ 35.86	\$ 36.76	\$ 37.68	\$ 38.62	\$ 39.59	\$ 40.58	\$ 41.59	\$ 42.63	\$ 43.70	\$ 44.79
	\$ 64,355.20	\$ 65,956.80	\$ 67,600.00	\$ 69,284.80	\$ 71,011.20	\$ 72,779.20	\$ 74,588.80	\$ 76,460.80	\$ 78,374.40	\$ 80,329.60	\$ 82,347.20	\$ 84,406.40	\$ 86,507.20	\$ 88,670.40	\$ 90,896.00	\$ 93,163.20
H	\$ 28.64	\$ 29.36	\$ 30.09	\$ 30.84	\$ 31.61	\$ 32.40	\$ 33.21	\$ 34.04	\$ 34.89	\$ 35.76	\$ 36.65	\$ 37.57	\$ 38.51	\$ 39.47	\$ 40.46	\$ 41.47
	\$ 59,571.20	\$ 61,068.80	\$ 62,587.20	\$ 64,147.20	\$ 65,748.80	\$ 67,392.00	\$ 69,076.80	\$ 70,803.20	\$ 72,571.20	\$ 74,380.80	\$ 76,232.00	\$ 78,145.60	\$ 80,100.80	\$ 82,097.60	\$ 84,156.80	\$ 86,257.60
G	\$ 26.52	\$ 27.18	\$ 27.86	\$ 28.56	\$ 29.27	\$ 30.00	\$ 30.75	\$ 31.52	\$ 32.31	\$ 33.12	\$ 33.95	\$ 34.80	\$ 35.67	\$ 36.56	\$ 37.47	\$ 38.41
	\$ 55,161.60	\$ 56,534.40	\$ 57,948.80	\$ 59,404.80	\$ 60,881.60	\$ 62,400.00	\$ 63,960.00	\$ 65,561.60	\$ 67,204.80	\$ 68,889.60	\$ 70,616.00	\$ 72,384.00	\$ 74,193.60	\$ 76,044.80	\$ 77,937.60	\$ 79,892.80
F	\$ 23.74	\$ 24.33	\$ 24.94	\$ 25.56	\$ 26.20	\$ 26.86	\$ 27.53	\$ 28.22	\$ 28.93	\$ 29.65	\$ 30.39	\$ 31.15	\$ 31.93	\$ 32.73	\$ 33.55	\$ 34.39
	\$ 49,379.20	\$ 50,606.40	\$ 51,875.20	\$ 53,164.80	\$ 54,496.00	\$ 55,868.80	\$ 57,262.40	\$ 58,697.60	\$ 60,174.40	\$ 61,720.00	\$ 63,211.20	\$ 64,792.00	\$ 66,414.40	\$ 68,078.40	\$ 69,784.00	\$ 71,531.20
E	\$ 20.97	\$ 21.49	\$ 22.03	\$ 22.58	\$ 23.14	\$ 23.72	\$ 24.31	\$ 24.92	\$ 25.54	\$ 26.18	\$ 26.83	\$ 27.50	\$ 28.19	\$ 28.89	\$ 29.61	\$ 30.35
	\$ 43,617.60	\$ 44,699.20	\$ 45,822.40	\$ 46,966.40	\$ 48,131.20	\$ 49,337.60	\$ 50,564.80	\$ 51,833.60	\$ 53,123.20	\$ 54,454.40	\$ 55,806.40	\$ 57,200.00	\$ 58,635.20	\$ 60,091.20	\$ 61,588.80	\$ 63,128.00
D	\$ 19.05	\$ 19.53	\$ 20.02	\$ 20.52	\$ 21.03	\$ 21.56	\$ 22.10	\$ 22.65	\$ 23.22	\$ 23.80	\$ 24.40	\$ 25.01	\$ 25.64	\$ 26.28	\$ 26.94	\$ 27.61
	\$ 39,624.00	\$ 40,622.40	\$ 41,641.60	\$ 42,681.60	\$ 43,742.40	\$ 44,844.80	\$ 45,968.00	\$ 47,112.00	\$ 48,297.60	\$ 49,504.00	\$ 50,752.00	\$ 52,020.80	\$ 53,331.20	\$ 54,662.40	\$ 56,035.20	\$ 57,428.80
C	\$ 17.33	\$ 17.76	\$ 18.20	\$ 18.65	\$ 19.12	\$ 19.60	\$ 20.09	\$ 20.59	\$ 21.10	\$ 21.63	\$ 22.17	\$ 22.72	\$ 23.29	\$ 23.87	\$ 24.47	\$ 25.08
	\$ 36,046.40	\$ 36,940.80	\$ 37,856.00	\$ 38,792.00	\$ 39,769.60	\$ 40,768.00	\$ 41,787.20	\$ 42,827.20	\$ 43,888.00	\$ 44,990.40	\$ 46,113.60	\$ 47,257.60	\$ 48,443.20	\$ 49,649.60	\$ 50,897.60	\$ 52,166.40
B	\$ 15.45	\$ 15.84	\$ 16.24	\$ 16.65	\$ 17.07	\$ 17.50	\$ 17.94	\$ 18.39	\$ 18.85	\$ 19.32	\$ 19.80	\$ 20.30	\$ 20.81	\$ 21.33	\$ 21.86	\$ 22.41
	\$ 32,136.00	\$ 32,947.20	\$ 33,779.20	\$ 34,632.00	\$ 35,505.60	\$ 36,400.00	\$ 37,315.20	\$ 38,251.20	\$ 39,208.00	\$ 40,185.60	\$ 41,184.00	\$ 42,224.00	\$ 43,284.80	\$ 44,366.40	\$ 45,468.80	\$ 46,612.80
A	\$ 14.15	\$ 14.50	\$ 14.86	\$ 15.23	\$ 15.61	\$ 16.00	\$ 16.40	\$ 16.81	\$ 17.23	\$ 17.66	\$ 18.10	\$ 18.55	\$ 19.01	\$ 19.49	\$ 19.98	\$ 20.48
	\$ 29,432.00	\$ 30,160.00	\$ 30,908.80	\$ 31,678.40	\$ 32,468.80	\$ 33,280.00	\$ 34,112.00	\$ 34,964.80	\$ 35,838.40	\$ 36,732.80	\$ 37,648.00	\$ 38,584.00	\$ 39,540.80	\$ 40,539.20	\$ 41,558.40	\$ 42,598.40

Wood County Care Facilities Wage Structure 2025 DRAFT

NOTE: ALL ANNUALIZED HOURS ARE BASED ON 2,080 FULL-TIME HOURS

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16
QQ	\$119,184.00 \$57.30	\$122,158.40 \$58.73	\$125,216.00 \$60.20	\$128,336.00 \$61.70	\$131,539.20 \$63.24	\$134,825.60 \$64.82	\$138,195.20 \$66.44	\$141,648.00 \$68.10	\$145,184.00 \$69.80	\$148,824.00 \$71.55	\$152,547.20 \$73.34	\$156,353.60 \$75.17	\$160,264.00 \$77.05	\$164,278.40 \$78.98	\$168,376.00 \$80.95	\$172,577.60 \$82.97
PP	\$109,324.80 \$52.56	\$112,049.60 \$53.87	\$114,857.60 \$55.22	\$117,728.00 \$56.60	\$120,660.80 \$58.01	\$123,676.80 \$59.46	\$126,776.00 \$60.95	\$129,937.60 \$62.47	\$133,182.40 \$64.03	\$136,510.40 \$65.63	\$139,921.60 \$67.27	\$143,416.00 \$68.95	\$146,993.60 \$70.67	\$150,675.20 \$72.44	\$154,440.00 \$74.25	\$158,308.80 \$76.11
OO	\$101,108.80 \$48.61	\$103,646.40 \$49.83	\$106,246.40 \$51.08	\$108,908.80 \$52.36	\$111,633.60 \$53.67	\$114,420.80 \$55.01	\$117,291.20 \$56.39	\$120,224.00 \$57.80	\$123,240.00 \$59.25	\$126,318.40 \$60.73	\$129,480.00 \$62.25	\$132,724.80 \$63.81	\$136,052.80 \$65.41	\$139,464.00 \$67.05	\$142,958.40 \$68.73	\$146,536.00 \$70.45
NN	\$96,283.20 \$46.29	\$98,696.00 \$47.45	\$101,171.20 \$48.64	\$103,708.80 \$49.86	\$106,308.80 \$51.11	\$108,971.20 \$52.39	\$111,696.00 \$53.70	\$114,483.20 \$55.04	\$117,353.60 \$56.42	\$120,286.40 \$57.83	\$123,302.40 \$59.28	\$126,380.80 \$60.76	\$129,542.40 \$62.28	\$132,787.20 \$63.84	\$136,115.20 \$65.44	\$139,526.40 \$67.08
MM	\$89,648.00 \$43.10	\$91,894.40 \$44.18	\$94,182.40 \$45.28	\$96,532.80 \$46.41	\$98,945.60 \$47.57	\$101,420.80 \$48.76	\$103,958.40 \$49.98	\$106,558.40 \$51.23	\$109,220.80 \$52.51	\$111,945.60 \$53.82	\$114,753.60 \$55.17	\$117,624.00 \$56.55	\$120,556.80 \$57.96	\$123,572.80 \$59.41	\$126,672.00 \$60.90	\$129,833.60 \$62.42
LL	\$82,992.00 \$39.90	\$85,072.00 \$40.90	\$87,193.60 \$41.92	\$89,377.60 \$42.97	\$91,603.20 \$44.04	\$93,891.20 \$45.14	\$96,241.60 \$46.27	\$98,654.40 \$47.43	\$101,129.60 \$48.62	\$103,667.20 \$49.84	\$106,267.20 \$51.09	\$108,929.60 \$52.37	\$111,654.40 \$53.68	\$114,441.60 \$55.02	\$117,312.00 \$56.40	\$120,244.80 \$57.81
KK	\$76,315.20 \$36.69	\$78,228.80 \$37.61	\$80,184.00 \$38.55	\$82,180.80 \$39.51	\$84,240.00 \$40.50	\$86,340.80 \$41.51	\$88,504.00 \$42.55	\$90,708.80 \$43.61	\$92,976.00 \$44.70	\$95,305.60 \$45.82	\$97,697.60 \$46.97	\$100,131.20 \$48.14	\$102,627.20 \$49.34	\$105,185.60 \$50.57	\$107,806.40 \$51.83	\$110,510.40 \$53.13
JJ	\$72,675.20 \$34.94	\$74,484.80 \$35.81	\$76,356.80 \$36.71	\$78,270.40 \$37.63	\$80,225.60 \$38.57	\$82,222.40 \$39.53	\$84,281.60 \$40.52	\$86,382.40 \$41.53	\$88,545.60 \$42.57	\$90,750.40 \$43.63	\$93,017.60 \$44.72	\$95,347.20 \$45.84	\$97,739.20 \$46.99	\$100,172.80 \$48.16	\$102,668.80 \$49.36	\$105,227.20 \$50.59
II	\$66,081.60 \$31.77	\$67,724.80 \$32.56	\$69,409.60 \$33.37	\$71,136.00 \$34.20	\$72,924.80 \$35.06	\$74,755.20 \$35.94	\$76,627.20 \$36.84	\$78,540.80 \$37.76	\$80,496.00 \$38.70	\$82,513.60 \$39.67	\$84,572.80 \$40.66	\$86,694.40 \$41.68	\$88,857.60 \$42.72	\$91,083.20 \$43.79	\$93,350.40 \$44.88	\$95,680.00 \$46.00
HH	\$60,049.60 \$28.87	\$61,547.20 \$29.59	\$63,086.40 \$30.33	\$64,667.20 \$31.09	\$66,289.60 \$31.87	\$67,953.60 \$32.67	\$69,659.20 \$33.49	\$71,406.40 \$34.33	\$73,195.20 \$35.19	\$75,025.60 \$36.07	\$76,897.60 \$36.97	\$78,811.20 \$37.89	\$80,787.20 \$38.84	\$82,804.80 \$39.81	\$84,884.80 \$40.81	\$87,006.40 \$41.83
GH	\$54,100.80 \$26.01	\$55,452.80 \$26.66	\$56,846.40 \$27.33	\$58,260.80 \$28.01	\$59,716.80 \$28.71	\$61,214.40 \$29.43	\$62,753.60 \$30.17	\$64,313.60 \$30.92	\$65,915.20 \$31.69	\$67,558.40 \$32.48	\$69,243.20 \$33.29	\$70,969.60 \$34.12	\$72,737.60 \$34.97	\$74,547.20 \$35.84	\$76,419.20 \$36.74	\$78,332.80 \$37.66
GG	\$49,171.20 \$23.64	\$50,398.40 \$24.23	\$51,667.20 \$24.84	\$52,956.80 \$25.46	\$54,288.00 \$26.10	\$55,640.00 \$26.75	\$57,033.60 \$27.42	\$58,468.80 \$28.11	\$59,924.80 \$28.81	\$61,422.40 \$29.53	\$62,961.60 \$30.27	\$64,542.40 \$31.03	\$66,164.80 \$31.81	\$67,828.80 \$32.61	\$69,534.40 \$33.43	\$71,281.60 \$34.27
FF	\$45,968.00 \$22.10	\$47,112.00 \$22.65	\$48,297.60 \$23.22	\$49,504.00 \$23.80	\$50,731.20 \$24.39	\$52,000.00 \$25.00	\$53,310.40 \$25.63	\$54,641.60 \$26.27	\$56,014.40 \$26.93	\$57,408.00 \$27.60	\$58,843.20 \$28.29	\$60,320.00 \$29.00	\$61,838.40 \$29.73	\$63,377.60 \$30.47	\$64,958.40 \$31.23	\$66,580.80 \$32.01
EF	\$41,038.40 \$19.73	\$42,057.60 \$20.22	\$43,118.40 \$20.73	\$44,200.00 \$21.25	\$45,302.40 \$21.78	\$46,425.60 \$22.32	\$47,590.40 \$22.88	\$48,776.00 \$23.45	\$50,003.20 \$24.04	\$51,251.20 \$24.64	\$52,540.80 \$25.26	\$53,851.20 \$25.89	\$55,203.20 \$26.54	\$56,576.00 \$27.20	\$57,990.40 \$27.88	\$59,446.40 \$28.58
EE	\$38,001.60 \$18.27	\$38,958.40 \$18.73	\$39,936.00 \$19.20	\$40,934.40 \$19.68	\$41,953.60 \$20.17	\$42,993.60 \$20.67	\$44,075.20 \$21.19	\$45,177.60 \$21.72	\$46,300.80 \$22.26	\$47,465.60 \$22.82	\$48,651.20 \$23.39	\$49,857.60 \$23.97	\$51,105.60 \$24.57	\$52,374.40 \$25.18	\$53,684.80 \$25.81	\$55,036.80 \$26.46
DD	\$34,528.00 \$16.60	\$35,380.80 \$17.01	\$36,275.20 \$17.44	\$37,190.40 \$17.88	\$38,126.40 \$18.33	\$39,083.20 \$18.79	\$40,060.80 \$19.26	\$41,059.20 \$19.74	\$42,078.40 \$20.23	\$43,139.20 \$20.74	\$44,220.80 \$21.26	\$45,323.20 \$21.79	\$46,446.40 \$22.33	\$47,611.20 \$22.89	\$48,796.80 \$23.46	\$50,024.00 \$24.05
CC	\$31,366.40 \$15.08	\$32,156.80 \$15.46	\$32,968.00 \$15.85	\$33,800.00 \$16.25	\$34,652.80 \$16.66	\$35,526.40 \$17.08	\$36,420.80 \$17.51	\$37,336.00 \$17.95	\$38,272.00 \$18.40	\$39,228.80 \$18.86	\$40,206.40 \$19.33	\$41,204.80 \$19.81	\$42,244.80 \$20.31	\$43,305.60 \$20.82	\$44,387.20 \$21.34	\$45,489.60 \$21.87
BB	\$27,310.40 \$13.13	\$27,996.80 \$13.46	\$28,704.00 \$13.80	\$29,411.20 \$14.14	\$30,139.20 \$14.49	\$30,888.00 \$14.85	\$31,657.60 \$15.22	\$32,448.00 \$15.60	\$33,259.20 \$15.99	\$34,091.20 \$16.39	\$34,944.00 \$16.80	\$35,817.60 \$17.22	\$36,712.00 \$17.65	\$37,627.20 \$18.09	\$38,563.20 \$18.54	\$39,520.00 \$19.00
AA	\$ 24,814.40 \$11.93	\$ 25,438.40 \$12.23	\$ 26,083.20 \$12.54	\$ 26,728.00 \$12.85	\$ 27,393.60 \$13.17	\$ 28,080.00 \$13.50	\$ 28,787.20 \$13.84	\$ 29,515.20 \$14.19	\$ 30,243.20 \$14.54	\$ 30,992.00 \$14.90	\$ 31,761.60 \$15.27	\$ 32,552.00 \$15.65	\$ 33,363.20 \$16.04	\$ 34,195.20 \$16.44	\$ 35,048.00 \$16.85	\$ 35,921.60 \$17.27