

**AGENDA  
OPERATIONS COMMITTEE**

**DATE:** Tuesday, June 11, 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. Update on Opioid Settlement Funds
7. Wood County Annex & Health Center Water Supply Design & Engineering Cost
8. **WELLNESS COORDINATOR UPDATE**
9. **FINANCE**
  - a. Finance Department update
  - b. LATCF discussion
  - c. CIP discussion
10. **HUMAN RESOURCES**
  - a. Health Insurance Presentation- 2025 Renewal Planning by Tim Deaton, The Horton Group
11. Consider any agenda items for next meeting
12. Set next regular committee meeting date – Tuesday, July 2, 2024 – 9:00 AM
13. Adjourn

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**Join by phone**

+1-408-418-9388 United States Toll  
Meeting number (access code): 2499 045 3050

**Join by WebEx App or Web**

<https://woodcountywi.webex.com/woodcountywi/j.php?MTID=m6c56214693bee8101fb90d7d8e9a28ad>  
Meeting number (access code): 2499 045 3050  
Meeting password: 061124

## MINUTES OPERATIONS COMMITTEE

**DATE:** Tuesday, May 7, 2024  
**TIME:** 9:00 AM  
**PLACE:** Courthouse – Room 114

**MEMBERS PRESENT:** Laura Valenstein, Donna Rozar, Lance Pliml (WebEx), Jake Hahn, Joseph Zurfluh

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

1. Chair Valenstein called the meeting to order at 9:00 AM.
2. There was no public comment.
3. Chair Valenstein opened the floor for nominations as Vice Chair of the Operations Committee. Zurfluh nominated Rozar. There being no other nominations, Rozar was declared duly elected as Vice Chair of the committee.
4. Motion by Hahn/Rozar to approve the consent agenda. Motion carried unanimously.
5. Pliml reported that we are still waiting on preliminary numbers on the boiler project for the courthouse. This, as well as the water issue at Norwood, could change some projections for the use of ARPA funding.
6. Wellness Coordinator Boeshaar provided a departmental update.
7. Finance Director Newton provided a departmental update.
8. Newton presented a resolution to amend the DATCP Grant budget due to an increase in state aid revenues. Motion by Rozar/Zurfluh to approve the resolution and forward onto the county board for their consideration. Motion carried unanimously.
9. Newton presented a resolution to amend the Health Fund budget due to additional expenses being covered by stop-loss insurance funding. Motion by Rozar/Hahn to approve the resolution and forward onto the county board for their consideration. Motion carried unanimously.
10. Newton reminded the committee about the LOCAL ASSISTANCE AND TRIBAL CONSISTENCY FUND (LATCF) dollars the county received and how these funds could be used to help fund various projects. The committee will review this as various budgeting allocations move forward.
11. Newton presented the proposed timeline for the debt resolution. A final number for the 2025 borrow will need to be finalized by the August committee meeting.

12. Edgewater Administrator Cielewicz reviewed the air handler compressor failure at the facility and discussed the costs and financing options available at this time. The parts have been ordered and should be in place by the second week of June. The financing portion will wait until the end of the year to determine if a transfer of funds will be needed.
13. The CIP Plan was reviewed. This is a fluid document that will be finalized as we funding sources are defined. This will be an ongoing discussion and agenda item.
14. McGrath & Sheriff Becker reviewed the compression issues within the Sheriff's Dept and a proposal to mitigate it. The proposal included wage adjustment for 3 administration positions, movement on call-in pay, clothing and shoe allowances, and comp time adjustments for the Lieutenants. Motion by Rozar/Hahn to approve the proposal as outlined. Motion carried unanimously.
15. In addition, the two captain rates are not at the same paygrade. Becker & McGrath propose that the Jail Captain and Operations Captain be in the same paygrade. Motion by Hahn/Pliml to approve the move of the Jail Captain position to the same paygrade as the Operations Captain position. Motion carried unanimously.
16. McGrath presented the updated Safety & Risk Management manual. She and Safety & Risk Specialist Flugaur answered questions. Motion by Hahn/Zurfluh to approve the updated manual as presented. Motion carried unanimously.
17. The next meeting date will be held on Tuesday, June 11<sup>th</sup> at 9:00 AM.
18. Chair Valenstein adjourned the meeting at 9:45 AM.

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

## Operations Committee

May 7, 2024

NAME	REPRESENTING
Bill Cendearing	WOB #15
<del>POB</del> PANYA yang	FINANCE
ED NEWTON	
JUSTIN CIESCIEWICZ	EDGEWATER
Kim McBrath	HR
Nick Flynn	HR / Safety
R VANTASSEL	MAINT
DENNIS POLACH	WOB-14
Heather Gehrt	Treasurer
Ryan Boeshaar	wellness
Shawn Becker	WCS
Amy Kamp (WebEx)	IT
Scott Brehm (WebEx)	CB District #9
Katie Milock (WebEx)	Human Services
Quentin Ellis (WebEx)	Sheriff's Dept



# Wood County

## WISCONSIN

OFFICE OF THE  
COUNTY CLERK

*Trent Miner*

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### Letter of Comments – June 2024

- I will be attending the annual County Clerks Summer Conference later this month in Hayward in Sawyer County. It will be great to get some more training as we head into the fall elections. As I have stated previously, there are over 30 county clerks that have never administered a presidential election. We had another resignation in May and another one announced they are leaving in June.
- I have scheduled a couple of election trainings in Pittsville in June, one on Wednesday, June 12<sup>th</sup> at 9:00 AM and one on Saturday, June 15<sup>th</sup> at 8:00 AM. This is just for municipal clerks and chief inspectors. Any further trainings I do this year will only be on Saturdays for the reason spelled out below.
- As you all know, when I took office in 2018, we decided to not fill a position, and due to attrition, we then decided to cut an FTE to 80% to be as lean as we possibly can. The Treasurer went through the same exercise when she took office in 2016 and cut her staff as well. However, this means when we have a long-term absence, it is definitely noticeable. Our office will be extremely short staffed this summer when the Deputy County Clerk/Admin Assistant goes out on maternity leave late June or early July which means I will be very short staffed during the Partisan Primary election. I am still trying to talk my lovely and gracious bride to come in on election night to help out in August for the Partisan Primary, as she did last year when one of my staff was ill on election night. However, the thought of spending a “romantic” evening with her groom does not hold the same allure it did, say, 35 years ago when we were dating. This is an ongoing, and developing, project.
- We have started to think more about the future of our election processes and doing more of the programming and ballot design in house. As mentioned previously, I am looking at a mid to late-2026 timeframe. This would coincide with the planned retirement of the Chief Deputy County Clerk and is around the same timeframe that our servers and various other election equipment would need to be replaced. As a part of the upgrade, we are thinking about building a room within our current footprint that would be key card access only to myself and my staff. I have had preliminary discussion with the Facilities Manager on layout, have grabbed some surplus office furniture that was leftover, and have taken a couple of road trips with the Deputy County Clerk/Program Assistant in looking at various layouts of programming/server rooms. We traveled to Marathon, Portage, and La Crosse Counties to observe their processes and security measures to get a better idea of what others do and what we can enhance.
- I filed the “Maintenance of Effort” certifications with the Wisconsin Dept. of Revenue, which new requirement of the “Shared Revenue bill”. Counties are exempted from

filing for any police maintenance of effort, however we have to certify that our EMS/Fire employees and expenditures have gone down in the past year. This may seem odd that we must file a certification on this, as we do not have countywide fire or EMS. However, as the DOR explained to me, our numbers did not go down. We were at 0 for employees and expenditures, and we remain at 0. So, we are kind of certifying a negative, in some respects. Many county clerks were confused by the requirements since a great number of our counties do not provide these services. As President of our association, I had conversations with the DOR and WCA General Counsel, Andy Phillips, to come up with a solution that satisfied the DOR, and pass that along to our membership. I still think it is goofy, but.....que sera, sera.

- I was asked by the City of Nekoosa to sit in on interviews for their City Clerk position. Their incumbent is retiring after over 30 years of service. I was honored they asked and appreciate the opportunity to have a seat at the table as the city makes their decision.
- The filing deadline for the fall election has passed and as of this writing we are waiting for ballot candidate orders from the state to be able to go to print. Absentee ballots must be in the mail by June 27<sup>th</sup>.



# Wood County WISCONSIN

## HUMAN RESOURCES DEPARTMENT

May 31, 2024

To: Wood County Operations Committee

From: Kimberly McGrath, Director- Human Resources

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

### Human Resources Activity

	May 2024	2024 Year-to-Date
Applications Received	219	885
Positions Filled	21	79
Promotions/Transfers	2	33
New Hire Orientations	15	54
Terminations, Voluntary	13*	52
Terminations, Involuntary	1	4
Retirements	1	4
Exit Interviews	10	23

\*Four of these are casual

### Human Resources Narrative

#### General Highlights

- In regards to the 2024 Market Update on our general county and care facilities wage plans, McGrath Human Resources Group requested and received market data from our comparables. They are now working to consolidate and analyze all data, including a review of job descriptions for appropriate matches. McGrath is also reviewing wage grade appeal requests; those requests were due to HR by May 31<sup>st</sup>. Further, there is a significant pending change to the Fair Labor Standards Act (FLSA) salary threshold for exempt employees of which McGrath will be analyzing during the project as well.
- Completed the Q1 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 11 nominations were received for the quarter, of which Department Heads reviewed and voted on at their Q2 Department Head meeting. The following employees were selected to receive a Core Values Award:
  - Laura Zeinert (Edgewater) for Compassion
  - Nancy Marti (Treasurer) for Professionalism
  - Vicki Stoflet (Child Support) for Integrity
  - Blair Meddaugh (Emergency Management) for Diversity
  - Angel Meddaugh (Human Resources) for Service
  - Chris Markworth (Information Technology) for Initiative

### **Meetings & Trainings**

1. Attended the Operations Committee meeting on May 7<sup>th</sup>.
2. Attended County Board on May 21<sup>st</sup>.
3. Attended Project SEARCH at Riverview Hospital on May 2<sup>nd</sup> as a member of the Business Advisory Council. Project Search is an organization that provides valuable employment and life skills training for young adults with disabilities. At this meeting, the interns each recited their graduation speech and shared the skills they have learned throughout their year in the program.
4. Attended the Network Exchange for HR Professionals (formerly the Wisconsin Rapids HR Roundtable) sponsored by the Heart of Wisconsin Chamber of Commerce on May 8<sup>th</sup>.
5. Attended the Q2 Department Head Meeting on May 22<sup>nd</sup>.
6. Held the monthly conference call with The Horton Group on May 28<sup>th</sup> to discuss various benefit topics.
7. Held individual staff and team meetings to discuss and provide updates on the department's identified 2024 goals.
8. Staff attended various webinars related to benefits, employment law, and compliance.

### **Benefits**

1. Submitted reports and data for the 2024 OPEB valuation to Foster & Foster.
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.**

<b><u>Refilled Position</u></b>	<b><u>Department</u></b>	<b><u>Position</u></b>	<b><u>Status</u></b>
Replacement	Clerk of Courts	Court Clerk – Small Claims/Civil	Position posted, deadline 6/10/2024.



Replacement	District Attorney	Legal Admin Assistant	Position posted, applications being reviewed, interviews scheduled.
Replacements	Dispatch	Dispatcher (2)	Position posted, deadline 6/10/2024.
Replacements	Edgewater	CNA, RN, LPN, and Dietary Assistant – (Multiple) & Therapy Activity Aide	Ongoing recruitment- positions posted, applications reviewed, interviews, references, backgrounds, onboarding. Deadline 7/11/2024.
Replacement	Health	Program Assistant – Bilingual	Position posted, interviews conducted, final candidate selected, offer extended and accepted. Filled 5/13/2024.
Replacement	Health	Epidemiologist	Position posted, filled internally 5/6/2024.
Replacement	Health	Community Health Planner	Position posted, deadline 6/3/2024.
Replacement	Highway	Summer Help	Position posted; two positions filled 5/22/2024.
Replacement	Highway	Stockroom Attendant	Position posted, interviews held, final candidate selected, references being conducted.
Replacement	Highway	Mechanic	Position posted, deadline 5/27/2024.
Replacement	Human Services	Crisis Interventionist – Casual	Position posted, deadline 6/17/2024.
Replacements	Human Services	Admin Asst II-Admin FS (2)	Position posted, interviews conducted, references and backgrounds completed, both positions filled 5/13/2024.
Replacement	Human Services	CCS Service Facilitator	Position posted, deadline 6/10/2024.
Replacement	Human Services	Emergency MHS Program Manager – Marshfield	Position posted, deadline 6/10/2024.
Replacements	Human Services	Admin Asst II-CCS/CSP – WR & Mfld	Positions posted, deadline 5/30/2024 and 6/6/2024.
Replacement	Human Services	Case Manager-EMH/APS	Position posted, deadline 6/10/2024.
Replacement	Human Services	Case Manager/SW-IA	Position posted, deadline 5/27/2024.
Replacement	Human Services	Case Manager/SW-Ongoing	Position posted, deadline 6/3/2024.
Replacement	Human Services	Crisis Interventionist – 7 a to 7 p	Position posted, deadline 6/3/2024.
Replacement	Human Services	Economic Support Specialist	Position posted, deadline 6/10/2024.
Replacements	IT	Systems Tech	Positions posted, deadline 6/3/2024.
Replacements	Norwood	Mental Health Technicians, Dietary Aides, RN, LPN, and Therapy Assistant	Ongoing recruitment- positions posted, applications reviewed, interviews, references, backgrounds, onboarding. Deadline 8/12/2024.
Replacement	Planning & Zoning	Program Assistant	Position posted, interviews conducted, final candidate selected, references completed, offer extended and accepted. Filled 6/3/2024.
New	Sheriff	Corrections Officer (4)	Position posted, deadline 6/24/2024.

### Safety/Risk Management

1. Updated Safety/Risk Manual, which was approved by Operations Committee on 5/7/24.
2. Managed open claims with Aegis/Charles Taylor throughout the month.
3. Corresponded with various insurers regarding claims, including for the River Block power failures in March and September of 2023.
4. Conducted Basic Life Support (BLS) CPR skills testing for 6 Dispatch employees on 5/9/24 and 5/15/24.
5. Attended Edgewater Safety Committee meeting on 5/1/24 and Norwood Safety Committee meeting on 5/14/24.
6. Met with Emergency Management, Dispatch, and IT staff on various dates to discuss messaging in the Everbridge System.

### NEW Workers' Compensation Claims (3)

1. 5/1/24 – Edgewater – Employee tripped forward, landing on both knees and hands
2. 5/13/24 – Land Conservation – Employee contacted poisonous plant while hand-pulling invasive plant in ditch, causing contact dermatitis on L arm
3. 5/16/24 – EM – Employee injured L ring finger while repairing awning arm on County's Command Trailer

### OPEN Workers' Compensation Claims (3)

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. 4/10/24 – Norwood – Employee strained lower back while lifting resident from floor to wheelchair

### CLOSED Workers' Compensation Claims (0)

### First Aid Injuries (3)

1. 5/8/24 – Maintenance – Employee sprained L thumb while servicing fan coil unit in second floor Courthouse office
2. 5/13/24 – Norwood – Employee cut L arm on metal part underneath desk while turning to answer phone
3. 5/28/24 – Highway – While walking through Highway Shop, employee struck head on open tailgate

### Property/Vehicle Damage Claims (3)

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.
3. 5/10/24 – Human Services – Transport van hit traffic barrel during incident near Eau Claire; broken R rear taillight (est. damage unknown) – Highway Shop will repair
4. 5/13/24 – Sheriff – Squad 28 struck deer while on routine patrol (est. damage \$3,001.20)
5. 5/18/24 – Various vehicles were struck by hail
  - a. Communications – Director's Truck (est. damage unknown at this time)

- b. Sheriff's – 3 squads and Jail Transport Van 1 (squad damage unknown at this time, transport van damage estimate \$232 for windshield repair)

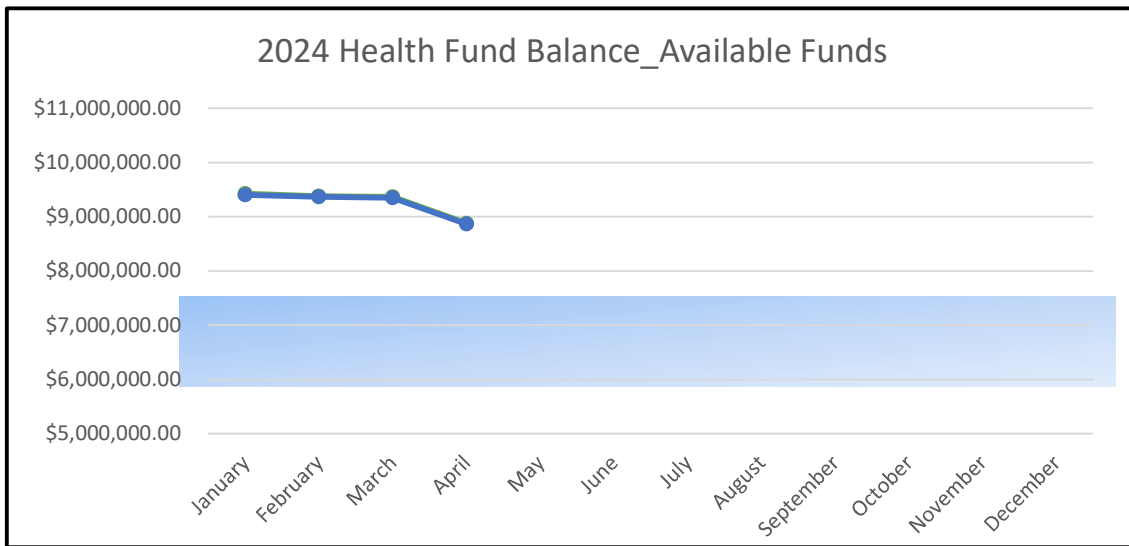
OPEN EEOC/ERD Claims (2)

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. Through counsel, we have requested a mediator through the Department of Workforce Development.

Other

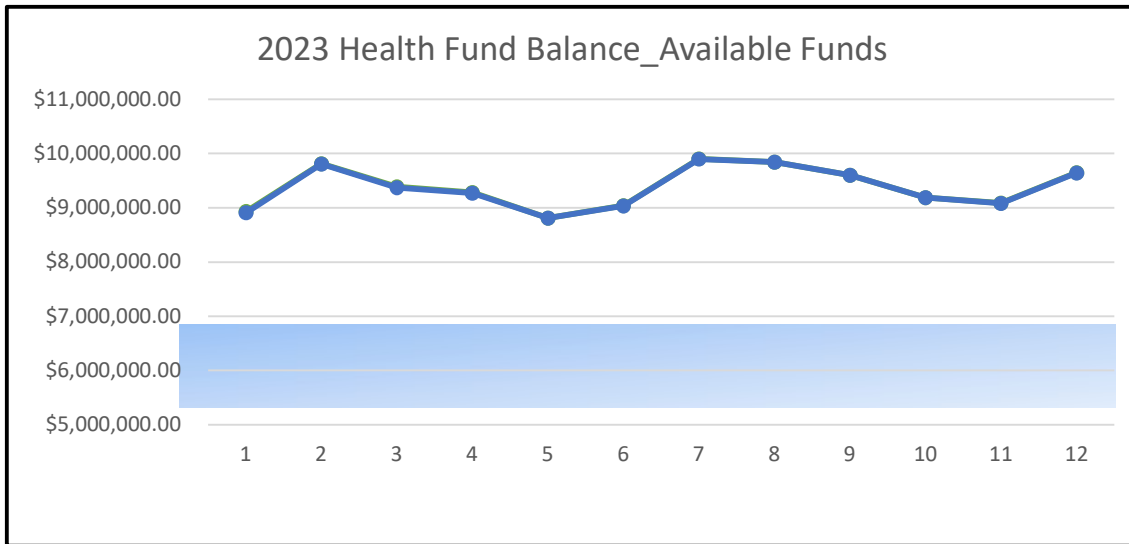
1. Posted multiple announcements on LinkedIn and Facebook throughout the month. These include job advertisements, employee recognition, and other relevant community focused announcements.
2. Continuing to work on updating job descriptions as jobs evolve and vacancies occur.
3. Worked with Unemployment Insurance (UI) to provide additional information regarding multiple claims. Worked with various departments to compile information needed.
4. Reconciled and processed the April Unemployment Insurance payment.
5. Received and processed multiple invoices for HR, Safety & Risk, and Wellness.
6. Facilitated New Hire Orientation on May 6<sup>th</sup>, 13<sup>th</sup>, and 20<sup>th</sup>.
7. Conducted exit interviews on May 7<sup>th</sup>, 8<sup>th</sup>, 16<sup>th</sup> (2), 20<sup>th</sup>, 21<sup>st</sup>, 22<sup>nd</sup>, 23<sup>rd</sup>, and 30<sup>th</sup> (2).
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			\$ 8,812,064.51	\$ 8,809,711.19
June			\$ 9,038,126.24	\$ 9,035,294.50
July			\$ 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*

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### LETTER OF COMMENTS—JUNE 2024

1. Attended Wisconsin Counties Association weekly calls on Mondays in May.
2. Participated in virtual meetings on May 7 & 21 with 3 other county treasurer's to discuss upcoming classes that we are teaching for UWGB in July for the Municipal Clerks/Treasurers.
3. Second installment grace period for the City of Wisconsin Rapids ended on May 7 and settlement was completed on May 8.
4. Attended Operations Committee meeting on May 7.
5. Attended United Way Committee meeting on May 8.
6. Participated in Rural Housing zoom to help them with their investment policy and procedures on May 9.
7. Attended County Board meeting on May 21.
8. Attended Jail Ad-Hoc Committee meeting on May 21 in what is going to be the new county board room.
9. Attended Department Head meeting at Riverblock on May 22.
10. Participated in WCA webinar titled In the Board Room: Counties' Organizational Structure – Constitutional Officers on May 22.
11. Attended my treasurer's district meeting in Thorp on May 23.
12. Participated in the blood drive held on May 31.
13. Spent much time with municipal clerks this month on filling out a new form from the state for Personal Property Value. This will be an additional aid payment to the municipalities for the elimination of personal property in 2024 due to Act 12. The easiest way to get the information needed was to refer them to their assessors for the values to determine how much was personal property was shifting to real estate property.
14. I have obtained enough required signatures to be eligible on the November ballot for County Treasurer.



# Wood County

## WISCONSIN

## Employee Wellness

*Ryan Boeshaar*

### Letter of Comments – May 2024

- The majority of my time in May was spent doing in-person and telephonic health coaching. As of writing this, there have been 355 participants ( $\approx 80\%$ ) who completed their health coaching session and have qualified for the reduced health insurance rate for 2025. There are 25 people who have not scheduled their coaching session yet for June, all other participants have a date/time scheduled for their health coaching session. The deadline to complete the third qualifying activity stands at June 30, 2024.
- The quarter 2 wellness challenge will wrap up on Sunday, June 16. The Alaska step challenge focused on increasing participants daily physical activity by tracking their step/activity count. This is a fitting challenge as the most common goal topic during 2024 health coaching has been related to improving physical activity or establishing an exercise routine. Below is the breakdown of the participation:
  - Goal option 1 (*50,000 steps/week*) = 99 (74% of participants)
  - Goal option 2 (*70,000 steps/week*) = 35 (26% of participants)
  - Total Participation = 134
- June is national employee wellness month, and to celebrate this observation, I am inviting participants to share a habit change that they established in 2024. Whether it's developing a good habit, or breaking a bad one, the habit can be anything that has made a positive impact on any area of your well-being. Participants are asked to fill out a brief questionnaire and submit the form back to [wellness@woodcountywi.gov](mailto:wellness@woodcountywi.gov). Also on the form is an area asking if I have permission to share their habit change to others in a future communication. All those who submit their habit change form by June 30 will receive 100 wellness points towards the 2024 program.
- I am working closely with any new hires and/or employees who have previously not enrolled in the Wellness Program to create their wellness portal accounts so they may begin the process of completing the qualifying activities and become more involved with wellness.

**COUNTY BOARD CLAIMS**

**Apr-24**

Paid May 2024

	MONTH	PER DIEM	MILEAGE	Other Expense s	TOTAL
Scott Brehm	April-24	\$ 300.00	\$ 44.22		<b>\$344.22</b>
Allen Breu	April-24	\$ 315.00	\$ 120.60		<b>\$435.60</b>
William Clendenning	April-24	\$ 665.00	\$ 351.75		<b>\$1,016.75</b>
Jake Hahn	April-24	\$ 365.00	\$ 96.48		<b>\$461.48</b>
Brad Hamilton	April-24	\$ 515.00	\$ 65.66		<b>\$580.66</b>
John Hokamp	April-24	\$ 250.00	\$ 6.70		<b>\$256.70</b>
Timothy Hovendick	April-24	\$ 250.00	\$ 43.55		<b>\$293.55</b>
David La Fontaine	May-24	\$ 250.00	\$ 92.46		<b>\$342.46</b>
Bill Leichtnam	May-24	\$ 545.00	\$ 192.29		<b>\$737.29</b>
Jeff Penzkover	May-24	\$ 350.00	\$ 49.58		<b>\$399.58</b>
Russell Perlock	May-24	\$ 250.00	\$ 93.80		<b>\$343.80</b>
Lance Pliml	Mar/April 24	\$ 1,600.00	\$ 178.22		<b>\$1,778.22</b>
Dennis Polach	May-24	\$ 400.00	\$ 29.35		<b>\$429.35</b>
Donna Rozar	March-24	\$ 615.00	\$ 192.96		<b>\$807.96</b>
Wayne Schulz	April-24	\$ 300.00	\$ 47.57		<b>\$347.57</b>
Laura Valenstein	May-24	\$ 430.00	\$ -		<b>\$430.00</b>
William Voight	May-24	\$ 450.00	\$ 221.10		<b>\$671.10</b>
William Winch	May-24	\$ 250.00			<b>\$250.00</b>
Joseph Zurfluh	May-24	\$ 490.00	\$ 77.72		<b>\$567.72</b>
Rebecca Spiros	March-24	50.00			<b>\$50.00</b>
		<b>\$ 8,640.00</b>	<b>\$ 1,904.01</b>	<b>\$ -</b>	<b>\$ 10,544.01</b>

\_\_\_\_\_  
Chairman

\_\_\_\_\_  
Operations Committee

## Committee Report

County of Wood

Report of claims for: COUNTY CLERK

For the period of: MAY 2024

For the range of vouchers: 06240064 - 06240072

Voucher	Vendor Name	Nature of Claim	Doc Date	Amount	Paid
06240064	STAPLES ADVANTAGE	Office Supplies	05/02/2024	\$52.81	P
06240065	ELECTION SOURCE	Rolling Election Carts	04/22/2024	\$5,836.38	P
06240066	GRIMM BOOK BINDERY INC	Proceedings Book Binding	05/08/2024	\$78.07	P
06240067	UNITED MAILING SERVICE	MAIL FEES APRIL 2024	05/09/2024	\$1,294.53	P
06240068	STAPLES ADVANTAGE	Office Supplies	05/08/2024	\$9.42	P
06240069	GANNETT WISCONSIN LOCALIQ	VARIOUS ADS - APRIL 2024	05/13/2024	\$2,440.04	P
06240070	US BANK	VISA Charges	05/17/2024	\$300.00	
06240071	VERIZON	Monthly Modem Fee	05/28/2024	\$226.32	
06240072	STAPLES ADVANTAGE	Office Supplies	05/24/2024	\$13.02	
<b>Grand Total:</b>				<b>\$10,250.59</b>	

### Signatures

Committee Chair:

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Committee Member:

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# Committee Report

County of Wood

Report of claims for: FINANCE

For the period of: MAY 2024

For the range of vouchers: 14240096 - 14240121

Voucher	Vendor Name	Nature of Claim	Doc Date	Amount	Paid
14240096	DELPHIA CONSULTING LLC	TIMESTAR SUPPORT RENEWAL	04/30/2024	\$9,199.62	P
14240097	GFOA	ANNUAL MEMBERSHIP DUES	04/30/2024	\$640.00	P
14240098	CREATIVE FINANCE INC	GARNISHMENT PAYMENT	05/02/2024	\$371.26	P
14240099	HARRING MARK STANDING CHAPTER 13 TRUSTEE	GARNISHMENT PAYMENT	05/02/2024	\$246.92	P
14240100	KOHN LAW FIRM SC	GARNISHMENT PAYMENT	05/02/2024	\$302.40	P
14240101	MESSERLI & KRAMER PA	GARNISHMENT PAYMENT	05/02/2024	(Voided)	P
14240102	MUTUAL OF OMAHA INSURANCE COMPANY	SHORT TERM DISABILITY INS	05/02/2024	\$5,771.96	P
14240103	MUTUAL OF OMAHA INSURANCE COMPANY	LONG TERM DISABILITY INSURANCE	05/02/2024	\$3,089.52	P
14240104	MUTUAL OF OMAHA INSURANCE COMPANY	BASIC LIFE/SUPP (VOL) LIFE INS	05/02/2024	\$4,284.45	P
14240105	SUPPORT PAYMENT CLEARINGHOUSE	AZ CHILD SUPPORT PAYMENT	05/02/2024	\$355.85	P
14240106	CREATIVE FINANCE INC	GARNISHMENT PAYMENT	05/16/2024	\$391.86	P
14240107	HARRING MARK STANDING CHAPTER 13 TRUSTEE	GARNISHMENT PAYMENT	05/16/2024	\$246.92	P
14240108	HARRING MARK STANDING CHAPTER 13 TRUSTEE	GARNISHMENT PAYMENT	05/16/2024	\$761.54	P
14240109	MUTUAL OF OMAHA INSURANCE COMPANY	SHORT TERM DISABILITY INS	05/16/2024	\$5,860.23	P
14240110	MUTUAL OF OMAHA INSURANCE COMPANY	LONG TERM DISABILITY INSURANCE	05/16/2024	\$3,096.05	P
14240111	MUTUAL OF OMAHA INSURANCE COMPANY	BASIC LIFE/SUPP (VOL) LIFE INS	05/16/2024	\$4,259.09	P
14240112	SUPPORT PAYMENT CLEARINGHOUSE	AZ CHILD SUPPORT PAYMENT	05/16/2024	\$355.85	P
14240113	AMAZON CAPITAL SERVICES	OFFICE SUPPLIES	05/16/2024	\$26.16	P
14240114	US BANK	TRNG, SH DEPT DELPHIA CONSULT	05/17/2024	\$809.00	
14240115	CREATIVE FINANCE INC	GARNISHMENT PAYMENT	05/30/2024	\$380.01	
14240116	HARRING MARK STANDING CHAPTER 13 TRUSTEE	GARNISHMENT PAYMENT	05/30/2024	\$246.92	
14240117	HARRING MARK STANDING CHAPTER 13 TRUSTEE	GARNISHMENT PAYMENT	05/30/2024	\$761.54	
14240118	MUTUAL OF OMAHA INSURANCE COMPANY	SHORT TERM DISABILITY INS	05/30/2024	\$5,797.48	
14240119	MUTUAL OF OMAHA INSURANCE COMPANY	LONG TERM DISABILITY INSURANCE	05/30/2024	\$3,089.91	
14240120	MUTUAL OF OMAHA INSURANCE COMPANY	BASIC LIFE/SUPP (VOL) LIFE INS	05/30/2024	\$4,252.57	
14240121	SUPPORT PAYMENT CLEARINGHOUSE	AZ CHILD SUPPORT PAYMENT	05/30/2024	\$355.85	
<b>Grand Total:</b>				<b>\$54,952.96</b>	

Signatures

Committee Chair: \_\_\_\_\_

Committee Member: \_\_\_\_\_

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## Committee Report

County of Wood

Report of claims for: HUMAN RESOURCES

For the period of: MAY 2024

For the range of vouchers: 23240025 - 23240028 17240052 - 17240062

Voucher	Vendor Name	Nature of Claim	Doc Date	Amount	Paid
17240052	PAUL GROSS JEWELERS INC	Recognition Program	05/01/2024	\$80.95	P
17240053	ASPIRUS OCCUPATIONAL HEALTH	Advisor/Mileage/HRA/Bios/Labs	05/01/2024	\$6,760.00	P
17240054	MCHS OCCUPATIONAL HEALTH	Drug & Alcohol Testing	04/29/2024	\$180.00	P
17240055	OPPORTUNITY DEVELOPMENT CENTER	Recognition Program	04/30/2024	\$36.00	P
17240056	CONCENTRA HEALTH SERVICES INC	Drug & Alcohol Testing	04/19/2024	\$53.00	P
17240057	ASPIRUS OCCUPATIONAL HEALTH	Drug Testing	05/01/2024	\$424.00	P
17240058	ASPIRUS OCCUPATIONAL HEALTH	Drug Testing	05/01/2024	\$53.00	P
17240059	ASPIRUS OCCUPATIONAL HEALTH	Drug Testing	05/01/2024	\$212.00	P
17240060	ASPIRUS OCCUPATIONAL HEALTH	Drug Testing	05/01/2024	\$95.50	P
17240061	WI DEPT OF WORKFORCE DEVELOPMENT	April 2024 Unemployment Charge	05/23/2024	\$2,220.00	P
17240062	WELD RILEY SC	Legal Fees	05/21/2024	\$40.00	P
23240025	APHE WISCONSIN LLC	AHA Heartsaver #7207	05/10/2024	\$100.00	P
23240026	WI COUNTY MUTUAL INS CORP	ODIP Jail Construction	05/02/2024	\$9,939.00	P
23240027	WI COUNTY MUTUAL INS CORP	Gen & Auto Liability Premium	04/30/2024	\$224,092.00	P
23240028	CHAINSAW SAFETY SPECIALISTS LLC	Chainsaw Safety Training	05/10/2024	\$1,250.00	P
<b>Grand Total:</b>				<b>\$245,535.45</b>	

### Signatures

Committee Chair: \_\_\_\_\_

Committee Member: \_\_\_\_\_

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## Committee Report

County of Wood

Report of claims for: TREASURER

For the period of: MAY 2024

For the range of vouchers: 28240102 - 28240121

Voucher	Vendor Name	Nature of Claim	Doc Date	Amount	Paid
28240102	CITY OF MARSHFIELD	APRIL SPECIAL CHARGES	05/01/2024	\$1,528.24	P
28240103	CITY OF NEKOOSA TREASURER	APRIL SPECIAL CHARGES	05/01/2024	\$2,741.52	P
28240104	CITY OF WISCONSIN RAPIDS	APRIL SPECIAL CHARGES	05/01/2024	\$500.00	P
28240105	TOWN OF PORT EDWARDS	APRIL SPECIAL CHARGES	05/01/2024	\$404.72	P
28240106	TOWN OF REMINGTON	APRIL SPECIAL CHARGES	05/01/2024	\$780.76	P
28240107	TOWN OF SARATOGA	APRIL SPECIAL CHARGES	05/01/2024	\$2,415.39	P
28240108	TOWN OF GRAND RAPIDS	APRIL SPECIAL CHARGES	05/01/2024	\$1,030.18	P
28240109	TOWN OF HANSEN	APRIL SPECIAL CHARGES	05/01/2024	\$226.60	P
28240110	TOWN OF MARSHFIELD	APRIL SPECIAL CHARGES	05/01/2024	\$255.80	P
28240111	TOWN OF MILLADORE	APRIL SPECIAL CHARGES	05/01/2024	\$704.17	P
28240112	TOWN OF RICHFIELD	APRIL SPECIAL CHARGES	05/01/2024	\$252.29	P
28240113	TOWN OF ROCK	APRIL SPECIAL CHARGES	05/01/2024	\$297.44	P
28240114	VILLAGE OF VESPER	APRIL SPECIAL CHARGES	05/01/2024	\$1,006.82	P
28240115	VILLAGE OF BIRON	APRIL SPECIAL CHARGES	05/01/2024	\$215.52	P
28240116	VILLAGE OF PORT EDWARDS TREAS	APRIL SPECIAL CHARGES	05/01/2024	\$1,367.43	P
28240117	VILLAGE OF RUDOLPH	APRIL SPECIAL CHARGES	05/01/2024	\$1,204.07	P
28240118	LANE DAVID OR KAREN	TAX OVERPAYMENT REFUND	05/08/2024	\$134.17	P
28240119	WI DEPT OF ADMINISTRATION	APRIL WIS LAND INFO	05/08/2024	\$6,832.00	P
28240120	STATE OF WISCONSIN TREASURER	APRIL CLERK OF COURT REVENUE	05/15/2024	\$129,003.39	P
28240121	US BANK	WRPLA CONFERENCE HOTEL	05/29/2024	\$116.39	P
<b>Grand Total:</b>				<b>\$151,016.90</b>	

### Signatures

Committee Chair: \_\_\_\_\_

Committee Member: \_\_\_\_\_

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# Wood County

WISCONSIN

Office of  
Finance Director

**Edward Newton**  
Finance Director

**Date:** June 11, 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 cross training (Nelson/Weiler).
- Prepare monthly voucher reports for committee packets (Nelson).
- Prepare/review various resolutions (Newton/Yang).
- GASB 96 – (Subscription-Based Information Technology Arrangements-SBITA) review (Newton/Yang).
- Account Payable ACH project (Nelson).
- Send out various ACFR information to various departments and municipalities (Nelson).

## Meetings, Webinars and Conferences

- Weekly WCA County Leadership meetings (Newton).
- Attend County Board meeting (Newton/Yang).
- Attend various committee meetings (Newton/Yang).
- Attend Department Head meeting (Newton).
- Cost Allocation Audit – Onsite (Finance Department).
- Various discussions with WIPFLI (Newton/Yang).
- Various discussions with departments regarding year-end budgets/reconciliation/audit (Newton/Yang).
- Various discussions and meetings with Human Resources. (Newton/Yang).
- Various discussions with Corporate Counsel (Newton).
- Various discussions with Edgewater regarding compressor (CIP) (Newton).
- Various discussions with Norwood regarding water issue (CIP) (Newton).
- Various discussions with Baird regarding debt financing (Newton/Yang).
- Various discussions with PMA regarding arbitrage (Newton).
- Various discussions regarding Maintenance of Effort (Newton/Minor).

# Wood County



Prepared for: Wood County



June 11, 2024

# Agenda

Wood County Operations Committee – June 11, 2024



- **Medical Claims Update**
  - 2023 Medical Reserve Calculator
  - 2024 YTD Medical Reserve Calculator
  - Paid Claim Comparison - 2023 Vs. 2024 YTD
- **2025 Renewal Projection**
- **Rx n Go Program / Savings Analysis**
- **Plan Design Change Options & Financial Impact**
- **Hearing Aid Coverage**
- **Dental Contribution Options / Impact**

# Wood County

Medical Loss Ratio Report, Paid 1/1/2023 - 12/31/2023

Report Parameters	
Medical Administrator	Anthem
Prescription Drug Administrator	CarelonRx
Reinsurance Carrier	Sun Life
Transplant Carrier	N/A
Specific Stop-Loss Deductible	\$100,000

2023 Funding Rates - Monthly			
Traditional PPO Plan		HDHP Plan	
Single	\$940.31	Single	\$720.90
Family	\$2,157.15	Family	\$1,653.81

Fixed Fees	
Administration Fee	\$58.30 PEPM
Stop Loss Specific Premium	\$343.97 PEPM
Stop Loss Agg Premium	\$4.14 PEPM

## Plan Experience

2023	Fixed Cost Analysis							Variable Cost Analysis					Total Cost	Enrollment					Funding & Loss Ratio	
	Month	Medical Admin	Rx Admin	Stop Loss Prem	Network Cost Share	Retiree Prem Offset	Rx Rebate Offset	Total Fixed Costs	Medical Paid Claims	Prescription Drug Claims	Stop Loss Reimb	Rx Rebate True Up		Total Variable Cost	Total Plan Cost	PPO SGL	PPO FAM	HDHP SGL	HDHP FAM	Total Contracts
Jan 2023	\$29,147.22	\$726.55	\$173,706.89	\$8,470.52	-\$10,173.72	-\$29,131.87	\$172,745.59	\$746,397.89	\$126,397.47	-\$27,100.72	\$0.00	\$845,694.64	\$1,018,440.23	140	323	23	13	499	\$866,483.08	120.66%
Feb 2023	\$19,208.30	\$5,132.35	\$174,403.11	\$6,336.45	-\$9,233.41	-\$29,208.30	\$166,638.50	\$315,876.65	\$116,336.71	-\$746,697.87	\$0.00	-\$314,484.51	-\$147,846.01	139	325	23	14	501	\$871,510.88	68.71%
Mar 2023	\$29,091.70	\$858.55	\$173,706.89	\$12,638.67	-\$9,233.41	-\$29,091.70	\$177,970.70	\$1,267,938.08	\$136,282.58	\$0.00	\$0.00	\$1,404,220.66	\$1,582,191.36	139	327	20	13	499	\$872,008.67	181.44%
Apr 2023	\$28,625.30	\$955.55	\$170,922.01	\$13,292.79	-\$8,016.57	-\$28,625.30	\$177,153.78	\$621,635.97	\$133,759.99	\$0.00	-\$54,430.43	\$700,965.53	\$878,119.31	136	322	20	13	491	\$858,401.99	108.64%
May 2023	\$28,683.60	\$33,307.35	\$171,270.12	\$13,869.20	-\$6,135.95	-\$28,683.60	\$212,310.72	\$820,820.58	\$123,780.78	\$0.00	\$0.00	\$944,601.36	\$1,156,912.08	137	321	21	13	492	\$857,906.05	134.85%
Jun 2023	\$28,975.10	\$2,245.07	\$173,358.78	\$12,646.16	-\$6,135.95	-\$28,975.10	\$182,114.06	\$722,865.30	\$119,980.38	\$0.00	-\$50,053.75	\$792,791.93	\$974,905.99	139	322	24	13	498	\$864,106.52	118.61%
Jul 2023	\$28,858.50	\$5,044.66	\$172,662.56	\$7,812.14	-\$6,135.95	-\$28,858.50	\$179,383.41	\$518,699.94	\$138,906.54	-\$769,916.84	\$0.00	-\$112,310.36	\$67,073.05	139	321	23	13	496	\$861,228.47	97.19%
Aug 2023	\$29,150.00	\$10,514.93	\$175,099.33	\$10,619.69	-\$5,415.05	-\$29,150.00	\$190,818.90	\$773,909.70	\$124,534.67	-\$55,829.95	\$0.00	\$842,614.42	\$1,033,433.32	141	325	23	14	503	\$873,391.50	124.72%
Sep 2023	\$28,975.10	\$2,347.86	\$173,010.67	\$16,721.43	-\$3,761.24	-\$28,975.10	\$188,318.72	\$717,599.74	\$135,250.54	-\$9,325.20	-\$62,391.72	\$781,133.36	\$969,452.08	140	320	23	14	497	\$861,665.44	120.83%
Oct 2023	\$29,150.00	\$2,644.17	\$174,403.11	\$17,419.94	-\$6,128.55	-\$29,150.00	\$188,338.67	\$888,816.04	\$167,237.46	-\$220,049.85	-\$4,411.86	\$831,591.79	\$1,019,930.46	139	324	23	15	501	\$871,007.54	142.87%
Nov 2023	\$28,800.20	\$5,077.31	\$172,662.56	\$15,901.18	-\$4,474.74	-\$28,800.20	\$189,166.31	\$874,744.19	\$128,884.86	-\$139,582.43	\$0.00	\$864,046.62	\$1,053,212.93	138	319	23	16	496	\$860,935.29	138.55%
Dec 2023	\$28,858.50	\$3,536.79	\$172,314.45	\$14,640.73	-\$4,474.74	-\$28,858.50	\$186,017.23	\$859,822.57	\$139,041.22	-\$242,958.60	\$0.00	\$755,905.19	\$941,922.42	137	320	23	15	495	\$860,498.32	137.70%
<b>2023 Totals</b>	<b>\$337,524</b>	<b>\$72,391.14</b>	<b>\$2,077,520.48</b>	<b>\$150,368.90</b>	<b>-\$79,319.28</b>	<b>-\$347,508.17</b>	<b>\$2,210,976.59</b>	<b>\$9,129,126.65</b>	<b>\$1,590,393.20</b>	<b>-\$2,211,461.46</b>	<b>-\$171,287.76</b>	<b>\$8,336,770.63</b>	<b>\$10,547,747.22</b>	<b>1664</b>	<b>3869</b>	<b>269</b>	<b>166</b>	<b>5968</b>	<b>\$10,379,143.75</b>	<b>101.62%</b>
<b>% of Total Cost</b>	<b>3.20%</b>	<b>0.69%</b>	<b>19.70%</b>	<b>1.43%</b>	<b>-0.75%</b>	<b>-3.29%</b>	<b>20.96%</b>	<b>86.55%</b>	<b>15.08%</b>	<b>-20.97%</b>	<b>-1.62%</b>	<b>79.04%</b>	<b>100.00%</b>							

## Key Indicators

Average Single Enrollment	161
Average FAM Enrollment	336
Average Family Enrollment	497

Total Plan Costs	\$10,547,747.22
Plan Funding	\$10,379,143.75
Dollar Difference	(\$168,603.47)
Loss Ratio	101.62%

Fixed Costs per Employee per Year	\$4,445.66
Variable Costs per Employee per Year	\$16,762.94
Total Costs per Employee per Year	\$21,208.61



# Wood County

Medical Loss Ratio Report, Paid 1/1/2024 - 12/31/2024

Report Parameters	
Medical Administrator	Anthem
Prescription Drug Administrator	CarelonRx
Reinsurance Carrier	Sun Life
Transplant Carrier	N/A
Specific Stop-Loss Deductible	\$125,000

2024 Funding Rates - Monthly			
Traditional PPO Plan		HDHP Plan	
Single	\$980.56	Single	\$751.75
Family	\$2,249.48	Family	\$1,724.59

Fixed Fees		
Administration Fee	\$60.36	PEPM
Stop Loss Specific Premium	\$294.64	PEPM
Stop Loss Agg Premium	\$4.35	PEPM
Amwins Gene Therapy	\$1.99	PEPM

## Plan Experience

2024	Fixed Cost Analysis							Variable Cost Analysis					Total Cost	Enrollment					Funding & Loss Ratio	
	Month	Medical Admin	Rx Admin	Stop Loss and Gene Therapy Premium	Network Cost Share	Retiree Prem Offset	Rx Rebate Offset	Total Fixed Costs	Medical Paid Claims	Prescription Drug Claims	Stop Loss Reimb	Rx Rebate True Up and Pricing Guarantee		Total Variable Cost	Total Plan Cost	PPO SGL	PPO FAM	HDHP SGL	HDHP FAM	Total Contracts
Jan 2024	\$30,717.06	\$2,470.18	\$152,295.88	\$24,869.82	-\$4,474.74	-\$30,717.06	\$175,161.14	\$637,664.58	\$139,509.50	\$0.00	-\$53,988.56	\$723,185.52	\$898,346.66	140	327	22	17	506	\$918,714.89	97.78%
Feb 2024	\$30,602.52	\$8,459.46	\$152,596.86	\$15,272.50	\$0.00	-\$30,602.52	\$176,328.82	\$699,802.56	\$107,143.75	\$0.00	\$0.00	\$806,946.31	\$983,275.13	139	332	20	16	507	\$925,753.64	106.21%
Mar 2024	\$30,240.36	\$7,869.60	\$151,693.92	\$22,944.54	-\$9,332.54	-\$30,240.36	\$173,175.52	\$871,222.90	\$130,139.48	\$0.00	-\$79,621.52	\$921,740.86	\$1,094,916.38	137	332	19	16	504	\$923,040.77	118.82%
Apr 2024	\$30,059.28	\$6,534.41	\$150,490.00	\$13,867.56	-\$4,666.27	-\$30,059.28	\$166,225.70	\$663,391.23	\$128,036.47	\$0.00	\$0.00	\$791,427.70	\$957,653.40	137	328	18	17	500	\$915,015.69	104.66%
May 2024			\$0.00				\$0.00					\$0.00	\$0.00					0	\$0.00	#DIV/0!
Jun 2024			\$0.00				\$0.00					\$0.00	\$0.00					0	\$0.00	#DIV/0!
Jul 2024			\$0.00				\$0.00					\$0.00	\$0.00					0	\$0.00	#DIV/0!
Aug 2024			\$0.00				\$0.00					\$0.00	\$0.00					0	\$0.00	#DIV/0!
Sep 2024			\$0.00				\$0.00					\$0.00	\$0.00					0	\$0.00	#DIV/0!
Oct 2024			\$0.00				\$0.00					\$0.00	\$0.00					0	\$0.00	#DIV/0!
Nov 2024			\$0.00				\$0.00					\$0.00	\$0.00					0	\$0.00	#DIV/0!
Dec 2024			\$0.00				\$0.00					\$0.00	\$0.00					0	\$0.00	#DIV/0!
<b>2024 Totals</b>	<b>\$121,619</b>	<b>\$25,333.65</b>	<b>\$607,076.66</b>	<b>\$76,954.42</b>	<b>-\$18,473.55</b>	<b>-\$121,619.22</b>	<b>\$690,891.18</b>	<b>\$2,872,081.27</b>	<b>\$504,829.20</b>	<b>\$0.00</b>	<b>-\$133,610.08</b>	<b>\$3,243,300.39</b>	<b>\$3,934,191.57</b>	<b>553</b>	<b>1319</b>	<b>79</b>	<b>66</b>	<b>2017</b>	<b>\$3,682,524.99</b>	<b>106.83%</b>
<b>% of Total Cost</b>	<b>3.09%</b>	<b>0.64%</b>	<b>15.43%</b>	<b>1.96%</b>	<b>-0.47%</b>	<b>-3.09%</b>	<b>17.56%</b>	<b>73.00%</b>	<b>12.83%</b>	<b>0.00%</b>	<b>-3.40%</b>	<b>82.44%</b>	<b>100.00%</b>							

Pending reimbursements as of 4/30/2024: \$0.00

## Key Indicators

Average Single Enrollment	158
Average FAM Enrollment	346
Average Family Enrollment	504

Total Plan Costs	\$3,934,191.57
Plan Funding	\$3,682,524.99
Dollar Difference	(\$251,666.58)
Loss Ratio	106.83%

Fixed Costs per Employee per Year	\$4,110.41
Variable Costs per Employee per Year	\$19,295.79
Total Costs per Employee per Year	\$23,406.20

# Wood County

Paid Claim Comparison, 2023 and 2024

Claims by Month	2023	2024	Difference Between 2023 and 2024	2023 YTD	2024 YTD	Difference Between 2023 and 2024 YTD
January	\$872,795	\$777,174	-\$95,621	\$872,795	\$777,174	-\$95,621
February	\$432,213	\$806,946	\$374,733	\$1,305,009	\$1,584,120	\$279,112
March	\$1,404,221	\$1,001,362	-\$402,858	\$2,709,229	\$2,585,483	-\$123,747
April	\$755,396	\$791,428	\$36,032	\$3,464,625	\$3,376,910	-\$87,715
May						
June						
July						
August						
September						
October						
November						
December						

Values based on medical and prescription drug plan paid claims incurred 1/1/2020 - 4/30/2024 and paid 1/1/2023 - 4/30/2024.

# Wood County

2025 PEPM Renewal Projection

	Experience Period 5/1/2021 - 4/30/2022	Experience Period 5/1/2022 - 4/30/2023	Experience Period 5/1/2023 - 4/30/2023
<b>(1) Group Specific Claims</b>	\$9,056,533	\$10,977,300	\$10,531,805
<b>(2) Stop Loss Reimbursements and Prescription Drug Rebate True Ups</b>	(\$1,395,705)	(\$2,017,480)	(\$1,688,130)
<b>(3) Claims with Catastrophic Removed</b>	\$7,660,829	\$8,959,820	\$8,843,675
<b>(4) Trend Adjustment (+8.00% Midpoint-to-Midpoint)</b>	1.08	1.08	1.08
<b>(5) Adjusted Claims, Trended to Rating Period</b>	\$8,273,695	\$9,676,606	\$9,551,169
<b>(6) Plan/Network Change Adjustment</b>	1.00	1.00	1.00
<b>(7) Claims with Plan/Network Adjustment</b>	\$8,273,695	\$9,676,606	\$9,551,169
<b>(8) Employee Months (# of Employees * # months in experience period)</b>	5840	5926	5995
<b>(9) Projected PEPM Claim Rate</b>	\$1,416.73	\$1,632.91	\$1,593.19
<b>(10) Weight</b>	10.00%	20.00%	70.00%
<b>(11) Weighted PEPM Claim Rate</b>	\$141.67	\$326.58	\$1,115.23
<b>(12) Combined Projected PEPM Claim Rate</b>		<b>\$1,583.49</b>	

# Wood County

2025 PEPY Pre-Renewal Projection

<b>2025 Claims Per Employee Per Year (PEPY)</b>	\$19,001.84
<b>Net Administration Cost (+0% Estimated Increase)</b>	\$0.00
<b>Network Access Discount Share (2% of In-Network Savings)</b>	\$218.65
<b>Rx Admin Fees</b>	\$139.15
<b>Stop Loss (+15% Spec, +5% Agg Estimated Increases)</b>	\$4,120.84
<b>Amwins Gene Therapy</b>	\$35.88
<b>Wellness Program Expenses</b>	\$280.00
<b>2025 Projected Total PEPY Plan Costs</b>	\$23,796.36
<b>2025 Projected Total PEPY Plan Costs minus EE Contributions</b>	\$21,416.73
<b>2025 Projected Expenses</b>	\$11,945,774.45
<b>2024 Budgeted</b>	\$11,253,083.00
<b>Projected 2025 Increase (%)</b>	6.16%
<b>Projected 2025 Increase (\$)</b>	\$692,691

<b>Project 2025 Increase (%) Adding Rx n Go</b>	4.60%
<b>Project 2025 Increase (\$) Adding Rx n Go</b>	\$518,691.45

# Alternative employee pharmacy benefit that improves prescription Rx compliance while saving money & time.



Generic prescription medication benefit program that reduces employer and employee **Cost**, adds employee / member **Choice** and increases employee / member prescription medication **Compliance**.

Our creative and innovative prescription medication program helps employer groups expand their pharmacy benefit for employees/members with ongoing medication needs while reducing prescription drug cost for both employer and employees. Rx 'n Go enables employers to add an all US-based pharmacy benefit alternative that delivers generic prescription medication conveniently to the members home - saving them both time and money. Rx 'n Go is easy to implement and does not replace the existing PBM program.

The Rx 'n Go program includes 1,200+ generic medications to members with chronic conditions such as diabetes, hypertension, asthma & emotional health issues. Members on a HSA plan are able to receive 750+ preventative medications through the program. In addition to generic medication, members have the option of receiving **Prodigy®** diabetic test monitor & strips delivered by mail. To address the needs of existing clients, Rx 'n Go recently developed an option for groups to offer injectable insulin, needles & syringes to members & their dependents through the program.



## \$0 OUT OF POCKET EXPENSES FOR MEMBERS

creates a great benefit for members and incentivizes adherence to prescribed medications.

### FINANCIAL IMPACT SUMMARY

? WHAT'S IN IT FOR YOU AND YOUR EMPLOYEES?

**15% to 25% PLAN SAVING OFF CHRONIC DRUG SPEND**

	MAINTENANCE MEDICATION COST				MAXIMUM SAVINGS		PROJECTED SAVINGS
	Current Total	% Share	With Rx 'n Go Total	% Share	\$	%	\$
<b>GENERIC &amp; INSULIN SAVINGS / % SUCCESS</b>					100%		60%
Plan Cost	\$453,241	80.4%	\$317,805	100.0%	\$135,436	29.9%	\$81,262
Member Cost	\$110,258	19.6%			\$110,258	100.0%	\$66,155
<b>Total Direct Cost</b>	<b>\$563,500</b>	<b>100.0%</b>	<b>\$317,805</b>	<b>100.0%</b>	<b>\$245,695</b>	<b>43.6%</b>	<b>\$147,417</b>
<b>BEYOND SAVINGS / % SUCCESS</b>					100%		50%
Plan Cost	\$431,091	93.8%	\$169,950	100.0%	\$261,141	60.6%	\$130,571
Member Cost	\$28,674	6.2%			\$28,674	100.0%	\$14,337
<b>Total Conversion Cost</b>	<b>\$459,765</b>	<b>100.0%</b>	<b>\$169,950</b>	<b>100.0%</b>	<b>\$289,815</b>	<b>63.0%</b>	<b>\$144,908</b>
<b>CONVERSION SAVINGS / % SUCCESS</b>					100%		35%
Plan Cost	\$102,093	93.3%	\$10,275	100.0%	\$91,818	89.9%	\$32,136
Member Cost	\$7,302	6.7%			\$7,302	100.0%	\$2,556
<b>Total Conversion Cost</b>	<b>\$109,395</b>	<b>100.0%</b>	<b>\$10,275</b>	<b>100.0%</b>	<b>\$99,120</b>	<b>90.6%</b>	<b>\$34,692</b>
<b>TOTAL SAVINGS / % BLENDED SUCCESS</b>					100%		52%
Plan Cost	\$986,426	87.1%	\$498,030	100.0%	\$488,396	49.5%	\$243,969
Member Cost	\$146,234	12.9%			\$146,234	100.0%	\$83,048
<b>Aggregate Cost</b>	<b>\$1,132,660</b>	<b>100.0%</b>	<b>\$498,030</b>	<b>100.0%</b>	<b>\$634,630</b>	<b>56.0%</b>	<b>\$327,016</b>



**Brand name prescription benefit program that reduces employer and employee Cost, adds employee / member Choice, and increases employee / member prescription medication Compliance.**

**Rx 'n Go has gone beyond US borders to offer a program that provides an average of 50% health plan savings all while still being free to members – Rx 'n Go Beyond.**

Our innovative solution helps facilitate the personal importation of brand name medications from our pharmacy partner in Canada. While employers have the opportunity to enjoy significant savings, members have the choice to enroll in a meaningful benefit that will save them both time and money.

**\$0 Out of Pocket Expenses for Members!  
Creates a great benefit for members and incentivizes adherence to prescribed medications.**

Rx 'n Go Beyond is made up of approximately 200 brand name, maintenance medications and specialty products offered to eligible members at \$0 cost. It is a complementary pharmacy program and does not replace the existing pharmacy benefit provided by the sponsoring employer. Rather, we are an additional choice to members to get their prescription medication for free.

Do you have a population on an HDHP/HSA plan? Rx 'n Go Beyond has over 120 preventive medications for members on HDHP/HSA plans. As an increasing number of employers are implementing consumer driven health plan designs with higher deductibles, employees require additional choice and alternatives to use their benefits economically. By offering Rx 'n Go Beyond, creative and innovative employers offer their employees / members access to a meaningful alternative for their prescription medication needs.

Providing these high-cost medications for free helps promote adherence to help members avoid costly hospital stays. With significant plan savings available on the cost of the medications, the Rx 'n Go Beyond benefit is a true win-win!



**What's in it for you and your employees? 45-55% plan saving off of brand name, chronic drug spend.**

Visit [rxngo.com/beyond](https://rxngo.com/beyond) for more information!



	MAINTENANCE MEDICATION COST				MAXIMUM SAVINGS		PROJECTED SAVINGS
	Current		With Rx 'n Go		\$	%	\$
	Total	% Share	Total	% Share			
<b>TOTAL SAVINGS / % BLENDED SUCCESS</b>					<b>100%</b>		<b>51%</b>
Plan Cost	\$1,068,399	82.2%	\$707,127	100.0%	\$361,272	33.8%	\$174,473
Member Cost	\$231,493	17.8%			\$231,493	100.0%	\$126,072
Aggregate Cost	\$1,299,892	100.0%	\$707,127	100.0%	\$592,765	45.6%	\$300,545
<i>Unique Users</i>						848	500
<b>BEYOND SAVINGS / % SUCCESS</b>					<b>100%</b>		<b>50%</b>
Plan Cost	\$516,691	83.8%	\$303,535	100.0%	\$213,156	41.3%	\$106,578
Member Cost	\$99,546	16.2%			\$99,546	100.0%	\$49,773
Total Conversion Cost	\$616,237	100.0%	\$303,535	100.0%	\$312,702	50.7%	\$156,351
<i>Unique Users</i>						77	39
<b>BEYOND SPECIALTY SAVINGS / % SUCCESS</b>					<b>100%</b>		<b>50%</b>
Plan Cost	\$220,745	91.4%	\$133,300	100.0%	\$87,445	39.6%	\$43,723
Member Cost	\$20,672	8.6%			\$20,672	100.0%	\$10,336
Total Conversion Cost	\$241,417	100.0%	\$133,300	100.0%	\$108,117	44.8%	\$54,058
<i>Unique Users</i>						5	3
<b>GENERIC &amp; INSULIN SAVINGS / % SUCCESS</b>					<b>100%</b>		<b>60%</b>
Plan Cost	\$272,093	71.6%	\$260,342	100.0%	\$11,751	4.3%	\$7,051
Member Cost	\$108,068	28.4%			\$108,068	100.0%	\$64,841
Total Direct Cost	\$380,160	100.0%	\$260,342	100.0%	\$119,819	31.5%	\$71,891
<i>Unique Users</i>						833	500
<b>CONVERSION SAVINGS / % SUCCESS</b>					<b>100%</b>		<b>35%</b>
Plan Cost	\$58,870	94.8%	\$9,950	100.0%	\$48,920	83.1%	\$17,122
Member Cost	\$3,208	5.2%			\$3,208	100.0%	\$1,123
Total Conversion Cost	\$62,077	100.0%	\$9,950	100.0%	\$52,127	84.0%	\$18,245
<i>Unique Users</i>						56	20

**Notes:**

- (1) All estimates have been adjusted to reflect 90 day supply of medication and assumes that the plan pays 100% of the Rx 'n Go cost.
- (2) Analysis excludes acute drug cost of \$159,062, along with cost of brand drugs and non-CDL generic drugs where Rx 'n Go currently does not offer an alternative of \$456,186, as well as claims with less than 90 days of total utilization.
- (3) Analysis excludes and separates unknown drug cost of \$-515,977.

***This illustration contains savings estimates only and does not constitute a guarantee.***

# Wood County

PPO - 2025 Medical Plan Design Option Factors

	Estimated Potential Savings / % Total Plan Cost	Estimated Annual Savings
<b>Deductible Changes (Currently \$500/\$1,500)</b>		
To \$750 Single / \$2,250 Family	0.73%	\$77,500
To \$1,000 Single / \$3,000 Family	1.36%	\$143,000
<b>Out of Pocket Maximum - Ded &amp; Coins (Currently \$1,150/\$3,450)</b>		
To \$1,500 Single / \$4,500 Family	0.59%	\$62,000
To \$2,000 Single / \$4,000 Family	1.05%	\$111,000
<b>Coinsurance (90%)</b>		
To 80%	0.25%	\$26,500
<b>Increase PCP/SCP Copay (Currently \$25/50)</b>		
To \$30/\$60	0.40%	\$42,000
<b>Urgent Care Copay Change (Currently \$75)</b>		
To \$100	0.11%	\$11,500
<b>Emergency Room Copay (Currently \$300)</b>		
To \$350	0.12%	\$12,500
To \$400	0.24%	\$25,000
<b>Rx Deductible - Tier 2&amp;3 (Currently \$100 EE /\$200 Fam)</b>		
Increase to \$150 / \$300	0.09%	\$9,000
Increase to \$200 / \$400	0.17%	\$18,000
<b>Rx Copays (Currently \$10 / \$30 / \$50)</b>		
Increase Prescription Copays (\$10 / \$35 / \$60)	0.10%	\$11,000
Add Tier 4 Rx Copay (\$250)	0.08%	\$8,500



# Hearing Aid Coverage Analysis

## **Wood County: Current Hearing Aid Coverage:**

- Hearing Aid Benefit Coverage for Members under 18 years of age: One Hearing Aid per ear every 3 years: in and out of network combined.
- No Current Adult Hearing Aid Coverage
- Plans required by WI Insurance Mandate to cover child Hearing Aids and Cochlear Implants.

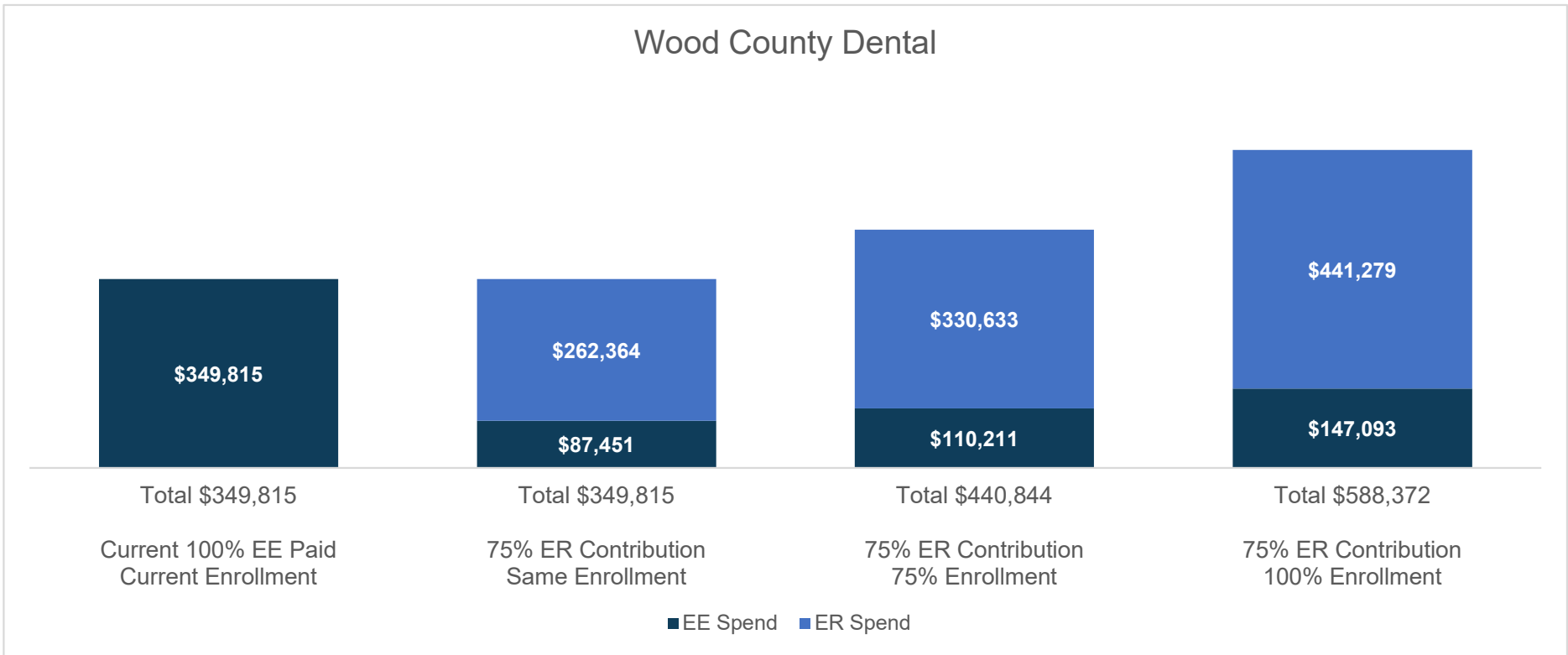
## **Benchmark Adult Hearing Aid Coverage:**

- Approximately 50% of Public Sector Plans cover Hearing Aids for Adults
- Average Benefit: One Hearing Aid per year ear every three years: in and out of network combined (this is the same benefit as current child Hearing Aid benefit)
- 60% of plans that have an adult Hearing Aid benefit put a \$ maximum on how much the plan will cover per Hearing Aid.
- The most common \$ maximums per Hearing Aid is \$5,000

## **Estimated Cost Impact to Adding Adult Hearing Aid Coverage:**

- The Plan might see a higher amount of utilization in the first year or two of adding adult Hearing Aid coverage for the first time, but the overall financial impact is unknown. Based on normative data, we would anticipate a \$25,000 - \$50,000 yearly cost impact.

## Wood County Dental



% of Municipalities that have Contributory Dental	85%
Average Employer Contribution to Dental	75%
Current Covered Employees for Dental	345
Estimated Eligible Employees	580



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