

AGENDA OPERATIONS COMMITTEE

DATE: Tuesday, November 3, 2026
TIME: 10:00 AM
LOCATION: Courthouse – Room 300

Join by phone

+1-408-418-9388 United States Toll
Webinar number: 2488 281 6128

Join by WebEx App or website

<https://woodcountywi.webex.com/woodcountywi/j.php?MTID=m3f0a1fa6e4a7f1e4e08ced3c8f4eec18>

Webinar number: 2488 281 6128
Webinar password: 110326

1. Call meeting to order
2. Public Comments
3. **CONSENT AGENDA**
 - a. Review/approve minutes from October 6, 2026, committee meeting
 - b. Review monthly letters of comment from department heads.
 - c. Approval of departments vouchers – County Clerk, Finance, Human Resources, and Treasurer.
4. Update on the review of bonds issued by Wood County to Bug Tussel.
5. **WELLNESS COORDINATOR**
 - a. Monthly update
 - b. 2026 Wellness Aggregate Report
6. **TREASURER**
 - a. Josh Barbian, PTMA Financial Solutions: Investment and Market Update
7. **FINANCE**
 - a. Proposed 2027 Budget Update
 - b. Update on remaining ARPA funds
8. Consider any agenda items for next meeting
9. Set next regular committee meeting date – Tuesday, December 1, 2026 – 10:00 AM
10. Adjourn

MINUTES OPERATIONS COMMITTEE

DATE: Tuesday, October 6, 2026

TIME: 11:00 AM

PLACE: Courthouse – Rm 300

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 11:00 AM.
2. There was no public comment.
3. Motion by Zurfluh/Rozar to approve the consent agenda. Motion carried unanimously.
4. Corporation Counsel Flanagan and Planning & Zoning Director Grueneberg gave an update on the Bug Tussel bonds held by the county and the fact that they have indicated they are not able to make their debt payment at this time and actual, verifiable information has been sporadic, at best. The county has entered into an agreement with Attoles Law, s.c., to review the agreements and provide guidance and they now suggest we enter into an agreement with Reinhart Boerner Van Duren, s.c., as they are more experienced in cases such as this. Motion by Rozar/Hahn to enter into an agreement with Reinhart Boerner Van Duren, s.c., as presented. Motion carried unanimously.
5. Wellness Coordinator Peterson provided a monthly update on Wellness programming.
6. Finance Director Yang presented a resolution requesting to hire 3 Community Health Worker FTEs in the Health Department due to receiving a grant. There is not impact to the levy. Motion by Rozar/Zurfluh to approve the resolution and forward onto the county board for their consideration. Motion carried unanimously.
7. Yang presented the current standing of the 2027 proposed budget as of today. She reviewed various general fund balance scenarios for the committee to consider. The following motions were made in that regard:
 - a. Motion by Rozar/Pliml to allow for step increases as of 1-1-2027 and a 2% cost of living adjustment to the pay plans as of 7-1-2027. Zurfluh requested a roll call vote. Valenstein voted AYE. Rozar voted AYE. Pliml voted AYE. Zurfluh voted AYE. Hahn voted NAY (believes the COLA should be implemented 1-1-2027). Motion carried 4-1.

- b. Discussion about the increased general transportation aid that was reported after the last meeting. Finance used it to reduce their levy ask. Commissioner Hawk and HIRC Chair Hahn reviewed the need for the additional funds. Motion by Hahn/Zurfluh to place \$208,534 back in the levy request. Motion carried unanimously.
 - c. Motion by Rozar/Zurfluh to approve the proposed budget for publication with the aforementioned edits taken. Motion carried. Voting no was Hahn (see reason above).
8. The next monthly meeting will be held on Tuesday, November 3, 2026, at 10:00 AM.
9. Chair Valenstein adjourned the meeting at 11:56 AM.

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

Operations Committee

October 6, 2026

NAME	REPRESENTING
Jason Grueneberg	P+Z
BASS HAMILTON	wc 18
Kim McGrath	HR
Kelli Szymanski	HR
Roland Hawk	Hwy
Joe Smith	Health
Kristie Egge	"
Darrin Steinbach	Finance
Parlyia Yang	Finance
DEWIS POLACH	wcB-14
Kim Shmae	Clerk of Courts
TARA JUNGLEN	PR/DPR
Nick Flanagan	Corp Counsel
Heather Gehlert	Treasurer
Amy Kamp (Web Ex)	IT
Tiffany Ringer (Web Ex)	Register of Deeds
Tony Bastien (Web Ex)	Dispatch
Mary Schlagut (Web Ex)	Human Services
Marissa Torneck (Web Ex)	Norwood
Gustav Cielewicz (Web Ex)	Edgewater Haven
Katie DeKleyn (Web Ex)	County Clerk
Katie Weller (Web Ex)	Human Services
Reuben Van Tassel (Web Ex)	Altice



Wood County

WISCONSIN

OFFICE OF THE
COUNTY CLERK

Trent Miner

Letter of Comments – November 2026

- Our passport numbers are significantly lower than at this point last year. I still think it will be hard to meet our budgeted revenue numbers. I really cannot put my finger on the reasons, other than maybe folks are not traveling overseas as much, or accessibility to the courthouse remains challenging. Regardless, we will keep an eye on it. In addition, as I reported last month, the Department of State is ready to release a method to be able to apply for a first-time application online, much as they have done with renewals. If that happens, I expect that revenue stream to dry up quickly. The good news is that we have already met our budgeted amount in marriage licenses in October, so anything that comes in now is just gravy.
- As I write this, we are in the middle of public testing for the November election, so we have been busy running reports and taking care of issues that arise. Many times, these issues will involve troubleshooting from home after-hours since a lot of my clerks do this in the evening after they are done with their full-time job. Most of these revolve around not entering in a correct password or some such other operator error. We do L&A testing on everything before we send it out to the municipalities, so we know the machines are doing their jobs as they are supposed to.
- Once the November election is done and after our canvass, we will be working on the mandatory audits that are required after each General Election. We will coordinate with the selected municipalities to make sure these are completed within the short timetable mandated by both federal and state law. For most of the municipalities, my chief deputy and I will do it on our own. These audits are publicly posted by the municipality, so anyone can come and watch us count ballots. The reporting units to be audited are released the day after the election.
- We assisted the City of Wisconsin Rapids with their recall election. In addition to doing the programming and ordering ballots (which we will be reimbursed for), I stuck around the office that evening and went over to City Hall to help close out their election. Out of 1,347 registered voters in that district, only 317 voted that day, which is a 23.5% turnout.



Wood County

WISCONSIN

Office of
Finance Director

PaNyia Yang
Finance Director

Date: 10/28/2026
To: Operations Committee
From: PaNyia Yang
Subject: Monthly Letter of Comments

DEPARTMENTAL ACTIVITIES

Finance Department Updates

1. ARPA Funds

As of September 30, 2026, we have roughly \$1.06 million remaining – the majority being \$937,000 of park improvements/building, \$32,434 for radio system updates, Land & Water Conservation of \$77,115 for various projects, and Planning & Zoning of \$9,719 for LiDAR. Funds must be expended by the end of 2026. Note that should there be funds remaining at year-end, they can only be applied to current projects that were obligated by the end of 2024. We cannot apply them to new projects.

2. New Financial Software-Update

Darrin and I met with IT to review Stoneridge's implementation checklist. Over the next month, we will evaluate these items and gather the necessary information for Stoneridge.

AGENDA ITEMS

2027 Proposed Budget Update

We are wrapping up the 2027 budget process. At the recent Operations Committee meeting, step increases were approved effective January 1, 2027, followed by a 2% Cost of Living Adjustment (COLA) effective July 1, 2027—amounting to an annualized 1% COLA increase overall. After factoring in the COLA adjustment and restoring \$208,534 in Highway GTA funds back to levy request, the general fund reserve deficit stands at \$3.96 million.

Darrin and I have finalized the proposed budget, and the publication page was sent to Trent for posting by Monday, October 26th. The public hearing for the preliminary budget is scheduled for November 10th at 8:45 a.m., just ahead of the County Board meeting. Following the budget presentation, the Operations Committee will vote on its standard two resolutions: setting the 2026 tax levy (collectible in 2027) and formally adopting the 2027 budget.

Update on Remaining ARPA Projects

In my monthly department updates, I typically provide brief summaries of our remaining ARPA fund balances. As we approach the end of the year—the deadline by which all funds must be fully expended to avoid returning them to the U.S. Treasury—I want to provide the committee with a more comprehensive overview. This will detail our outstanding projects alongside their statuses.



Wood County WISCONSIN

HUMAN RESOURCES DEPARTMENT

October 30, 2026

To: Wood County Operations Committee

From: Kimberly McGrath, Director- Human Resources

Subject: Human Resources (HR) Monthly Letter of Comments – October 2026

Human Resources Activity

	October 2026	2026 Year-to Date
Applications Received	195	1,257
Positions Filled	10	127
Promotions/Transfers	4	44
New Hire Orientations	8	81
Terminations, Voluntary	10*	80
Terminations, Involuntary	4	11
Retirements	0	11
Turnover Rate	1.8%	14.18%
Exit Interviews	4	36

*Three of these are casual

Human Resources Narrative

General Highlights

1. Open Enrollment for 2027 began on October 6th and will end on November 6th. We held five (5) Open Enrollment meetings October 6th-8th at various Wood County locations. Representatives from Anovia and Holista were present at all meetings to educate employees on these new benefits and to answer questions. We had record attendance this year with 279 employees attending live meetings! Thank you to the Operations Committee for allowing us to enter attendees into a drawing for bonus vacation days. This surge in attendance was no doubt correlated to this giveaway. We are hearing positive feedback about the upcoming implementation of Anovia and Holista and are well on our way to a successful January 1st launch for these benefits. We are currently processing forms as they come in. As a reminder, all benefit-eligible employees are required to submit an Open Enrollment Form by the November 6th deadline.
2. Continued preparations for days 2 & 3 of the 2026 Leadership Retreat, **Improving Culture and Engagement Through Change Leadership vs. Change Management.** We are again partnering with Mid-State Technical College (MSTC) for our annual professional development event, which is scheduled to take place over a total of three (3) half-days this fall. This year's retreat is focused on building a strategy for improving employee engagement using our results from this year's survey.
3. The 2026 Performance Evaluation process for all Wood County staff has begun. Oversight Committee Chairs received their packets for Department Head evaluations on October 20th.

Department Heads received an email on October 9th with the list of staff evaluations that are outstanding. All evaluations are due by December 8th.

4. We are actively working with Aspirus and Anovia to determine the best path forward for the 2027 Wood County Wellness Program. There will likely be some changes to the program, specifically the options and timeline related to biometrics completion.

Meetings & Trainings

1. Attended the Operations Committee meeting on October 6th.
2. Attended the Wisconsin SHRM Annual Conference in Wisconsin Dells on October 15-16th.
3. Attended County Board on October 20th.
4. Attended an implementation call with Holista on October 21st.
5. Attended von Briesen's Breakfast Briefing "Accommodations at Work" on October 21st.
6. Attended the monthly conference call with The Horton Group on October 27th to discuss various benefit topics including the 2027 renewal.
7. Held individual staff and team meetings to discuss and provide updates on the department's identified 2026 goals.

Benefits

1. Processing Open Enrollment Forms as they are submitted. Changes are being made within internal systems and benefit vendor sites as forms are received.
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. Assisted multiple employees with questions related to FMLA, leaves of absence, retirement, and benefit claims concerns.
5. 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. Reported new hires with the Wisconsin New Hire Reporting Center.
2. Assisted multiple departments with interviews and selection process.
3. 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.
4. Communicated with multiple applicants, employees, and supervisors regarding varying positions.
5. Continue to work with Edgewater, Norwood, and Human Services to review and update/pause/re-instate subscriptions with Indeed. Continually looking into different options to ensure we are reaching out to interested candidates in a timely manner. Sponsored multiple positions on Indeed.
6. 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	Clerk of Court	Court Clerk	Position posted; interviews conducted, final candidate selected, references being conducted.

Replacement	County Clerk	Health & Human Service Commission Board Member	Filled, 10/20/26
Replacement	Dispatch	Dispatch Trainee	Position posted; deadline 11/9/26
Replacements	Edgewater	CNA, RN, LPN, and Dietary Assistant – (Multiple)	Ongoing recruitment- positions posted, applications reviewed, interviews, references, backgrounds, onboarding. Deadline 11/23/26
Replacement	Highway	LTE Truck Operator	Promotion from within (Summer Help), filled 10/12/26
Replacement	Highway	Truck Operator	Position posted; interviews conducted, final candidate selected, references/DL check completed, filled 11/30/26
Replacement	Highway	Equipment Operator – End Loader	Position posted; deadline 11/9/26
Replacement/New positions	Human Services	Economic Support Specialists (4)	Position posted; interviews conducted, three WR positions filled, new position in Mfld filled 11/2/26
Replacement	Human Services	RN – CCS/CSP	Position posted; deadline 11/16/26
Replacement	Human Services	Mental Health/SUD Therapist	Position posted; deadline 11/16/26
Replacement	Human Services	Admin Asst II-FS/Payroll	Position posted; interviews conducted, final candidate selected, references/background completed, offer accepted, filled 10/26/26
New Position	Human Services	CLTS Support & Service Coordinator I or II	Position posted; interviews conducted, final candidate selected, completing background, references and degree verification
Replacement	Human Services	Transportation Program Assistant	Position posted; interviews conducted, final candidate selected, offer extended and accepted, filled internally 10/12/26
Replacement	Human Services	Admin Asst II-OPC-Scheduling/Reception	Position posted; interviews conducted, final candidate selected, references/background completed, offer accepted, filled 11/2/26
Replacements	Human Services	Economic Support Specialist (Mfld)	Position posted, one position filled internally 11/2/26, 2 nd position refs being conducted
Replacement	Human Services	EMH/APS Coordinator	Position posted; deadline 11/30/26
Replacement	Human Services	Community Resources Receptionist	Position posed, interviews conducted, final candidate selected, references/background completed, offer accepted, filled 11/9/26
Replacement	Human Services	Fiscal Services Manager	Position posted; deadline 11/2/26
Replacement	Human Services	Economic Support Supervisor	Position posted; deadline 11/16/26
Replacement	Maintenance	Maintenance Tech I or II	Position posted; deadline 10/26/26
Replacements	Norwood	Mental Health Technicians, Dietary Aides, RN, and LPN	Ongoing recruitment- positions posted, applications reviewed, interviews, references, backgrounds, onboarding; deadline 1/18/27
Replacement	Norwood	Casual Receptionist	Position posted; interviews conducted, final candidate selected, references/background being completed.
New Position	Norwood	Health Unit Coord – 100%	Position posted; deadline 10/30/26

Replacement	Norwood	Health Information Tech	Position posted; filled internally 10/25/26
Replacement	Norwood	Business Office Specialist	Position posted; deadline 10/26/26
Replacements	Sheriff	Part Time Deputies	Position posted; deadline 10/31/26
Replacements	Sheriff	Deputy Sheriff	Position posted; interviews conducted
Replacements	Sheriff	Correction Officers	Position posted; deadline 12/7/26

Safety/Risk Management

1. Managed open claims with Aegis/Charles Taylor throughout the month.
2. Corresponded with various insurers regarding claims and pending litigation.
3. Attended Edgewater Safety Committee on October 7th and Norwood Safety Committee on October 13th.
4. Conducted N95 respirator fit testing for eight (8) MSTC nursing students and two (2) Edgewater staff on October 9th, 17 Norwood staff on October 14th, and seven (7) MSTC nursing students and one (1) staff at Edgewater on October 22nd.
5. Released Annual Safety Training for non-healthcare employees on October 21st. Received and filed almost 90 completion certificates in the first three days of release.

NEW Workers' Compensation Claims (2)

1. 10/19/26 – Highway – Employee strained L knee while moving around equipment in Shop parking lot
2. 10/19/26 – Norwood – Agitated resident spit in employee's face and eyes while employee was attempting to de-escalate

OPEN Workers' Compensation Claims (3)

1. 1/20/26 – Sheriff's (Corrections) – Employee injured L knee while responding to emergency in Jail (surgery required)
2. 2/6/26 – Norwood – Employee strained lower back while transferring resident
3. 5/24/26 – Dispatch – Employee fell on steps in Dispatch Center, injuring L upper arm

CLOSED Workers' Compensation Claims (3)

1. 7/13/25 – Health – Employee injured L knee after falling at work-related conference
2. 8/23/26 – Sheriff's – Employee injured L ankle/scraped L forearm after slipping going down basement stairs at private residence
3. 9/4/26 – Edgewater – Employee's R foot run over by hoier lift while transferring resident (late report)

First Aid Injuries (5)

1. 10/4/26 – Sheriff's – Employee rolled L ankle while attending K9 training
2. 10/7/26 – Sheriff's – Employee was spat upon while taking combative individual into custody
3. 10/20/26 – Norwood – Employee was scratched on back of L hand while attempting to place resident in restraint chair
4. 10/22/26 – Sheriff's (Corrections) – Employee injured neck/L knee while restraining combative inmate
5. 10/22/26 – Sheriff's (Corrections) – Employee injured head/neck/upper back/shoulder while restraining combative inmate

Property/Vehicle Damage Claims (2)

1. 10/15/26 – Sheriff's – Squad windshield damaged while travelling to meeting (actual damage \$445.13)
2. 10/20/26 – Parks – Deer jumped into side window of backhoe in transit (est. damage unknown)

OPEN EEOC/ERD Claims (2)

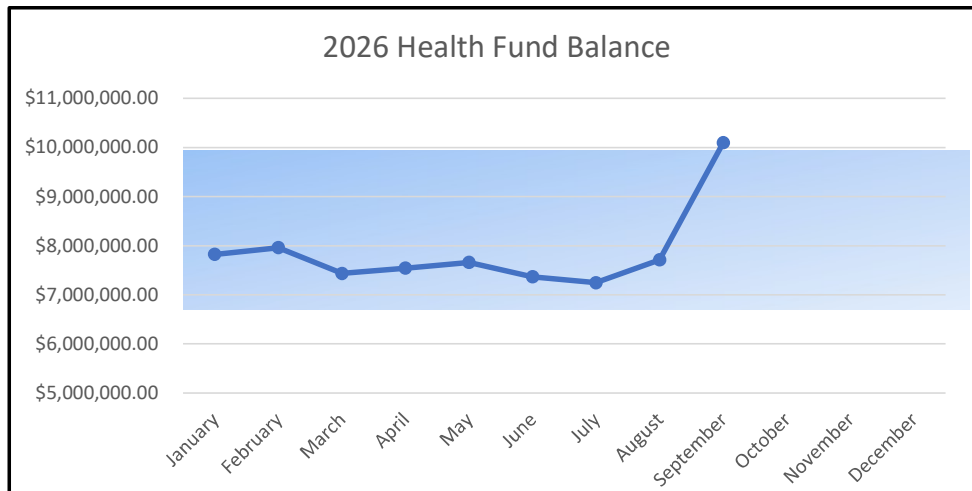
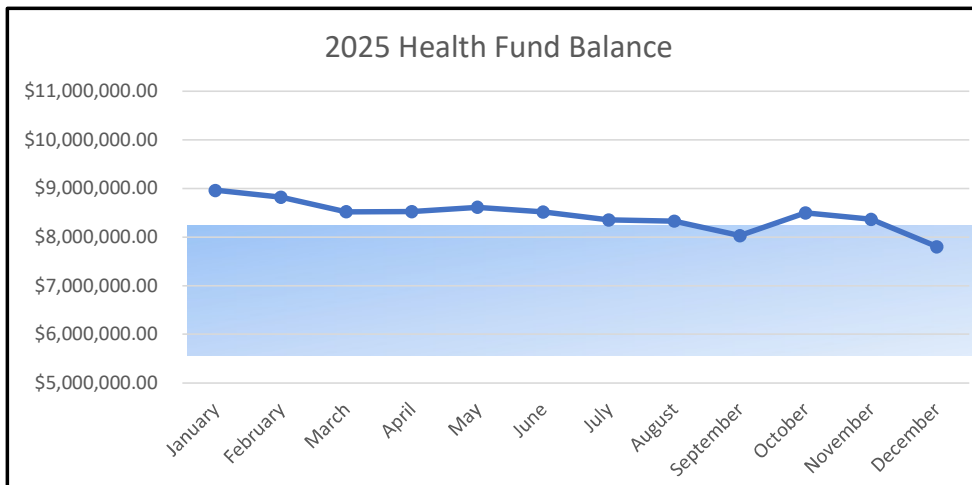
1. 2/14/22- Former Norwood employee submitted a claim alleging violation of the Equal Employment Opportunity Act (EEO), experiencing discrimination based on creed/religion. We received a Notice of Complaint on February 16, 2022. Chubb Insurance assigned external counsel to Jackson Lewis. Our position statement was drafted, finalized, and submitted to the EEOC on April 15, 2022. No recent activity.
2. 9/17/26- Current Sheriff's Department employee submitted a claim alleging violation of the Labor Standards Act. We received a Notice of Complaint on September 17, 2026. County Mutual assigned external counsel to Axley. Our position statement was drafted, finalized, and submitted to the WI Department of Workforce Development on October 1, 2026.

Other

1. Created and distributed the Monthly Manager Resource, titled "Conducting Effective Training" to all Wood County managers and supervisors.
2. Quarter 4 Random DOT Selections sent to affected departments, due November 23, 2026.
3. Posted multiple announcements on LinkedIn and Facebook throughout the month. These include job advertisements, employee recognition, and other relevant community-focused announcements.
4. Worked with Unemployment Insurance (UI) to provide additional information regarding multiple claims. Worked with various departments to compile information needed.
5. Received and processed multiple invoices for HR, Safety & Risk, and Wellness.
6. Facilitated New Hire Orientation on October 5th, 12th, and 26th.
7. Conducted exit interviews on October 7th, 14th, 15th, and 29th.
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.

	2026	2025
	Health Fund Balance	Health Fund Balance
January	\$ 7,823,335.02	\$ 8,964,253.00
February	\$ 7,964,930.45	\$ 8,825,436.93
March	\$ 7,437,558.04	\$ 8,523,449.03
April	\$ 7,543,191.47	\$ 8,528,653.07
May	\$ 7,658,519.55	\$ 8,616,729.58
June	\$ 7,368,795.39	\$ 8,518,696.37
July	\$ 7,248,362.01	\$ 8,352,009.13
August	\$ 7,710,665.69	\$ 8,328,467.11
September	\$ 10,094,351.74	\$ 8,030,198.08
October		\$ 8,500,559.51
November		\$ 8,365,945.25
December		\$ 7,806,444.21

NOTE: The drastic increase in the health fund balance in September 2026 is in relation to a high cost claim (\$2.6M) that Wood County received pre-funding for through Stop Loss Insurance. Wood County received \$2.6M in advance to fund this claim. It is anticipated that the health fund balance will normalize in October/November when this claim is processed through Anthem and paid out.



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



Wood County

WISCONSIN

OFFICE OF THE
TREASURER

Heather L. Gehrt

LETTER OF COMMENTS—NOVEMBER 2026

1. Worked with Baird on securing the new CUSIP information for our last year's bonding, to make payment for principal and interest that we know we owe versus the numbers we are given on October 1.
2. Attended Wisconsin Counties Association weekly calls on Mondays in October.
3. Attended United Way Community Impact meeting on October 5.
4. Attended Operations Committee Meeting on October 6.
5. Attended LandNav/Catalis user group meeting in Superior on October 13.
6. Attended Wisconsin County Treasurers' Association Fall Conference in Superior on October 14-16.
7. Attended County Board Meeting on October 20.
8. Attended Heart of Wisconsin Chamber of Commerce Fall Legislative breakfast at the Village of Biron Municipal Center on October 23.
9. Participated in a phone call with an implementation specialist from Point & Pay, along with Barb from Land & Water Conservation regarding getting the department onboarded to accept credit card payments.
10. The office is busy entering special assessments and special charges on parcels for tax bill creation received from the municipalities.
11. With not having any tax deed property sales this year, it has given the office time to "catch up" on some items that have been on a "someday" list. I've been able to revamp some procedures, forms, and instructions on how to do certain things.
12. Sent out letters to the municipalities with the expectations for this upcoming tax collection season, items that are needed for tax bill generation, and also some upcoming computer refresher training dates in November.



Wood County

WISCONSIN

Employee Wellness

Riley Peterson

Letter of Comments – October 2026

- Follow-up health coaching is now available for Wood County participants. This is an opportunity for participants to follow up with the goals they had set earlier in the year to track progress or create new goals. Follow-up health coaching is another way participants can earn 300 points through the wellness program.
- 2026 Flu shot clinics have concluded. 200 points have been awarded to those who were able to attend in their wellness portal. These clinics were made possible because of the hard work of the public health nurses!
- The Q4 Wellness Challenge, Build Social Connections, has started. This is a 4-week Healthy Bingo challenge that encourages participants to complete social wellness activities, build meaningful connections, and earn 300 wellness points by completing 2 BINGOs. The challenge focuses on social wellness, which can help boost mood, reduce stress, increase feelings of belonging, support mental well-being, and strengthen relationships both at work and at home.
- I am continuing to build the Wellness Portal for the 2027 program. This is the space where participants access challenges, health assessments, educational resources, schedules, and their biometric results from previous years. The portal will be ready for participants as we move into the new program year
- I continue to conduct weekly onboarding for new hires and employees who have not yet enrolled in the Wellness Program, including creating wellness portal accounts and initiating the qualifying activity process.

COUNTY BOARD CLAIMS

Sep-26

Paid October 2026

District #		MONTH	PER DIEM	MILEAGE	Other Expenses	TOTAL
1	Wayne Schulz Jr	September-26	\$ 500.00	\$ 316.16	\$ -	\$ 816.16
2	Donna Rozar	September-26	\$ 595.00	\$ 311.60	\$ -	\$ 906.60
4	Russell Perlock	September-26	\$ 350.00	\$ 212.80	\$ -	\$ 562.80
5	Timothy Hovendick	September-26	\$ 500.00	\$ 349.60	\$ -	\$ 849.60
6	Allen Breu	September-26	\$ 315.00	\$ 91.20	\$ -	\$ 406.20
7	William Voight	September-26	\$ 400.00	\$ 215.84	\$ -	\$ 615.84
8	Jake Hahn	September-26	\$ 695.00	\$ 228.00	\$ -	\$ 923.00
9	Paul Goldberg	September-26	\$ 350.00	\$ 123.12	\$ -	\$ 473.12
11	Jeff Penzkover	September-26	\$ 400.00	\$ 91.20	\$ -	\$ 491.20
12	Laura Valenstein	August-26	\$ 365.00	\$ 124.64	\$ -	\$ 489.64
13	Linda Casper	September-26	\$ 450.00	\$ 103.36	\$ -	\$ 553.36
14	Dennis Polach	Aug + Sept 26	\$ 600.00	\$ -	\$ -	\$ 600.00
15	William Clendenning	September-26	\$ 865.00	\$ 607.24	\$ -	\$ 1,472.24
16	Lance Pliml	September-26	\$ 1,050.00	\$ 183.92	\$ -	\$ 1,233.92
17	Joseph Zurfluh	September-26	\$ 415.00	\$ 33.44	\$ -	\$ 448.44
18	Brad Hamilton	September-26	\$ 500.00	\$ 223.44	\$ 28.00	\$ 751.44
19	Bill Leichtnam	September-26	\$ 680.00	\$ 213.56	\$ -	\$ 893.56
	Lee Garrels	September-26	\$ 50.00	\$ 36.48	\$ -	\$ 86.48
	David Laude	September-26	\$ 50.00	\$ -	\$ -	\$ 50.00
	Robert Levendoske	September-26	\$ 50.00	\$ 53.20	\$ -	\$ 103.20
	Thomas Mancuso	September-26	\$ 50.00	\$ 6.84	\$ -	\$ 56.84
	Michael Meyers	September-26	\$ 65.00	\$ 53.20	\$ -	\$ 118.20
	Marie Topping	September-26	\$ 50.00	\$ 53.20	\$ -	\$ 103.20
	TOTAL:		\$ 9,345.00	\$ 3,632.04	\$ 28.00	\$ 13,005.04

Committee Report

County of Wood

Report of claims for: County Clerk

For the period of: October 2026

For the range of vouchers: 06260146 - 06260153

Voucher	Vendor Name	Nature of Claim	Doc Date	Amount	Paid
06260146	OFFICE ENTERPRISES INC	Mail Supplies	09/30/2026	\$406.61	P
06260147	ELECTION SYSTEMS & SOFTWARE	Ballots - General Election	09/26/2026	\$117.11	P
06260148	ELECTION SYSTEMS & SOFTWARE	Test Deck - General Election	09/28/2026	\$122.67	P
06260149	ELECTION SYSTEMS & SOFTWARE	Ballots - RECALL Election	09/28/2026	\$861.59	P
06260150	GANNETT WISCONSIN LOCALIQ	Various Ads	09/30/2026	\$223.76	P
06260151	UNITED MAILING SERVICE	Monthly Mail Fees	10/07/2026	\$1,114.83	P
06260152	QUADIENT LEASING USA INC	Lease payment - Mail Machine	10/01/2026	\$1,496.55	P
06260153	US BANK	VISA Charges	10/21/2026	\$466.64	
Grand Total:				\$4,809.76	

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: FINANCE

For the period of: OCTOBER 2026

For the range of vouchers: 14260179 - 14260198 99260001 - 99260001

Voucher	Vendor Name	Nature of Claim	Doc Date	Amount	Paid
14260179	MINNESOTA CHILD SUPPORT PAYMENT CTR	MN CHILD SUPPORT PAYMENT	10/01/2026	\$432.85	P
14260180	MUTUAL OF OMAHA INSURANCE COMPANY	SHORT TERM DISABILITY INSUR	10/01/2026	\$6,687.46	P
14260181	MUTUAL OF OMAHA INSURANCE COMPANY	LONG TERM DISABILITY INSURANCE	10/01/2026	\$3,793.70	P
14260182	MUTUAL OF OMAHA INSURANCE COMPANY	BASIC LIFE/SUPP (VOL) LIFE INS	10/01/2026	\$3,938.13	P
14260183	OREGON CHILD SUPPORT	OR CHILD SUPPORT PAYMENT	10/01/2026	\$82.15	P
14260184	SUPPORT PAYMENT CLEARINGHOUSE	AZ CHILD SUPPORT PAYMENT	10/01/2026	\$355.85	P
14260185	MINNESOTA CHILD SUPPORT PAYMENT CTR	MN CHILD SUPPORT PAYMENT	10/15/2026	\$432.85	P
14260186	MUTUAL OF OMAHA INSURANCE COMPANY	SHORT TERM DISABILITY INSUR	10/15/2026	\$6,719.19	P
14260187	MUTUAL OF OMAHA INSURANCE COMPANY	LONG TERM DISABILITY INSURANCE	10/15/2026	\$3,792.92	P
14260188	MUTUAL OF OMAHA INSURANCE COMPANY	BASIC LIFE/SUPP (VOL) LIFE INS	10/15/2026	\$4,042.89	P
14260189	SUPPORT PAYMENT CLEARINGHOUSE	AZ CHILD SUPPORT PAYMENT	10/15/2026	\$355.85	P
14260190	AGING RESOURCE CENTER OF CENTRAL WISCONSIN	4TH QTR 2026 TAX LEVY	10/01/2026	\$52,048.00	P
14260191	US BANK	NWPC DUES	10/19/2026	\$70.00	
14260192	DELPHIA CONSULTING LLC	NW TIME CLOCK SUPPORT	10/22/2026	\$758.66	
14260193	DELPHIA CONSULTING LLC	EW TIME CLOCK SUPPORT	10/22/2026	\$379.33	
14260194	MINNESOTA CHILD SUPPORT PAYMENT CTR	MN CHILD SUPPORT PAYMENT	10/29/2026	\$432.85	
14260195	MUTUAL OF OMAHA INSURANCE COMPANY	SHORT TERM DISABILITY INSUR	10/29/2026	\$6,835.83	
14260196	MUTUAL OF OMAHA INSURANCE COMPANY	LONG TERM DISABILITY INSURANCE	10/29/2026	\$3,791.86	
14260197	MUTUAL OF OMAHA INSURANCE COMPANY	BASIC LIFE/SUPP (VOL) LIFE INS	10/29/2026	\$4,054.37	
14260198	SUPPORT PAYMENT CLEARINGHOUSE	AZ CHILD SUPPORT PAYMENT	10/29/2026	\$355.85	
99260001	ATTOLLES LAW SC	BUG TUSSEL LEGAL SERVICES	10/22/2026	\$1,468.44	
Grand Total:				\$100,829.03	

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: HUMAN RESOURCES

For the period of: OCTOBER

For the range of vouchers: 17260096 - 17260104 23260045 - 23260045

Voucher	Vendor Name	Nature of Claim	Doc Date	Amount	Paid
17260096	WELD RILEY SC	Legal Fees	09/30/2026	\$680.00	P
17260097	ASPIRUS OCCUPATIONAL HEALTH	Advisor/Mileage/HRA/Bios/Labs	10/07/2026	\$6,034.50	P
17260098	ASPIRUS OCCUPATIONAL HEALTH	Drug Testing	10/01/2026	\$650.00	P
17260099	AMAZON CAPITAL SERVICES	Office Supplies	09/14/2026	\$9.79	P
17260100	US BANK	P-Card Charges	10/16/2026	(Voided)	P
17260101	WI DEPT OF WORKFORCE DEVELOPMENT	Sep 2026 Unemployment Charges	10/25/2026	\$1,593.90	P
17260102	AMAZON CAPITAL SERVICES	Office Supplies - Fit Test	10/15/2026	\$91.89	P
17260103	US BANK	P-Card Charges	10/16/2026	\$3,371.27	
17260104	AMAZON CAPITAL SERVICES	Office Supplies	10/23/2026	\$44.95	
23260045	SAFELITE FULFILLMENT INC	Squad 1045	10/19/2026	\$445.13	P
Grand Total:				\$12,921.43	

Signatures

Committee Chair: _____

Committee Member: _____

Committee Member: _____

Committee Member: _____

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Committee Member: _____

Committee Member: _____

Committee Report

County of Wood

Report of claims for: TREASURER

For the period of: OCTOBER 2026

For the range of vouchers: 28260211 - 28260235

Voucher	Vendor Name	Nature of Claim	Doc Date	Amount	Paid
28260211	BRINEGAR DARREN	TAX OVERPAYMENT REFUND	10/07/2026	\$164.28	P
28260212	CITY OF MARSHFIELD	SEPTEMBER SPECIAL CHARGES	10/07/2026	\$187.30	P
28260213	CITY OF NEKOOSA TREASURER	SEPTEMBER SPECIAL CHARGES	10/07/2026	\$466.65	P
28260214	CITY OF PITTSVILLE TREASURER	SEPTEMBER SPECIAL CHARGES	10/07/2026	\$407.34	P
28260215	CITY OF WISCONSIN RAPIDS	SEPTEMBER SPECIAL CHARGES	10/07/2026	\$163.98	P
28260216	GOVERNMENT FORMS AND SUPPLIES LLC	TAX ENVELOPES	10/07/2026	\$3,220.01	P
28260217	KEOWN WILLIAM	TAX OVERPAYMENT REFUND	10/07/2026	\$37.46	P
28260218	PORT EDWARDS WATER UTILITY	TAX DEED UTILITES	10/07/2026	\$35.48	P
28260219	STATE OF WISCONSIN TREASURER	3RD QTR PROBATE & BIRTH FEES	10/07/2026	\$75,349.36	P
28260220	TOWN OF PORT EDWARDS	SEPTEMBER SPECIAL CHARGES	10/07/2026	\$599.72	P
28260221	TOWN OF SARATOGA	SEPTEMBER SPECIAL CHARGES	10/07/2026	\$390.62	P
28260222	TOWN OF GRAND RAPIDS	SEPTEMBER SPECIAL CHARGES	10/07/2026	\$785.16	P
28260223	TOWN OF MARSHFIELD	SEPTEMBER SPECIAL CHARGES	10/07/2026	\$552.10	P
28260224	TOWN OF RICHFIELD	SEPTEMBER SPECIAL CHARGES	10/07/2026	\$1,463.97	P
28260225	TOWN OF ROCK	SEPTEMBER SPECIAL CHARGES	10/07/2026	\$680.65	P
28260226	VILLAGE OF VESPER	SPETEMBER SPECIAL CHARGES	10/07/2026	\$760.26	P
28260227	VILLAGE OF BIRON	SEPTEMBER SPECIAL CHARGES	10/07/2026	\$140.78	P
28260228	VILLAGE OF HEWITT	SEPTEMBER SPECIAL CHARGES	10/07/2026	\$243.00	P
28260229	VILLAGE OF PORT EDWARDS TREAS	SEPTEMBER SPECIAL CHARGES	10/07/2026	\$219.67	P
28260230	WI DEPT OF ADMINISTRATION	SEPT WI LAND INFO	10/07/2026	\$7,140.00	P
28260231	WISCONSIN BULLS AND BULLIES LLC	TAX OVERPAYMENT REFUND	10/07/2026	\$49.60	P
28260232	STATE OF WISCONSIN TREASURER	SEPT CLERK OF COURT REVENUE	10/21/2026	\$140,786.11	P
28260233	STATE OF WISCONSIN	CDBG SATISFACTION OF MORTGAGE	10/21/2026	\$3,259.50	P
28260234	WOOD COUNTY REGISTER OF DEEDS	RECORDING FEE CDBG	10/21/2026	\$30.00	P
28260235	US BANK	CONF HOTELS/LEGI BREAKFAST	10/28/2026	\$355.00	P
Grand Total:				\$237,488.00	

Signatures

Committee Chair: _____

Committee Member: _____

Committee Member: _____

Committee Member: _____

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Committee Member: _____

Committee Member: _____



Wood County 2026 Health Assessment Results

Riley Peterson Wellness Specialist

Aspirus Business Health

Passion for excellence. Compassion for people.



Program Wins!

Health Risk Assessment & Biometric Screening Results

WIN	
Overall high-risk population decreased	Low risk population increased 2% and high-risk population decreased 3% since 2025
Decreased Alcohol and Tobacco/Nicotine	Alcohol use has decreased 2% and tobacco/nicotine has decreased 3% since 2025
Increased preventative care	Participants that had a physical exam in the past 12 months increased 7% since the previous year
Positive Health Coaching experience	Participants reported their health coaching experiences were both positive and helpful for reaching their wellness goals

Opportunities

Health Risk Assessment & Biometric Screening Results

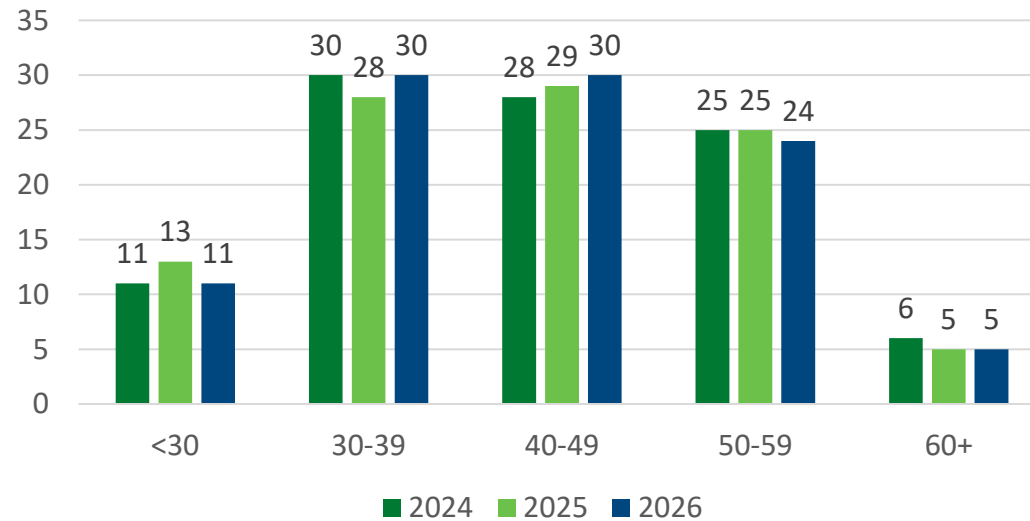
Opportunity	
Stress	Participants have reported increased stress through the Health Risk Assessment and has seen a 7% increase in the past 2 years
Sleep	Sleep risk did not increase this year but is still up by 4% from the previous year.
HDL and Triglycerides	The high-risk population for HDL cholesterol has increased by 5% this year and Triglycerides has increased by 4%.

Participation Summary

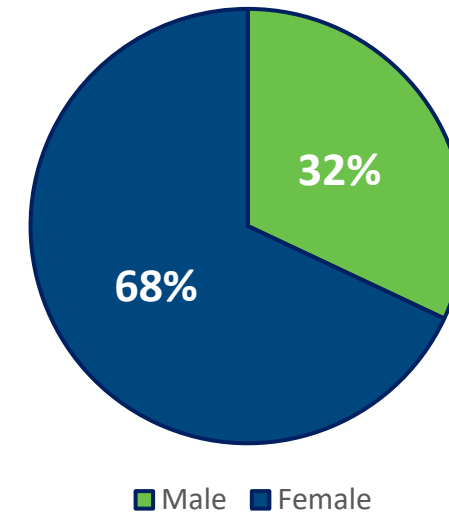
Participants who completed all three qualifying activities

Participation	2025 Number	2025 Percentage	2026 Number	2026 Percentage
Number of Participants	461	84%	468	84%

Participation Percentage Rate by Age



Gender



Overall Population Aggregate Results*

2026

*Population varies from year to year due to New Hires, Newly Eligible, Terms, and Change in Eligibility Status

Health Status

*Data from Health Assessment answers combined with Biometric Screening Results

Health status is based on risk factor severity and the type and presence of select diagnosed chronic conditions.

Emphasis is placed on significant, or “major” risk factors contributing, or “minor” risk factors according to their increased impact on morbidity, mortality, and health care costs.

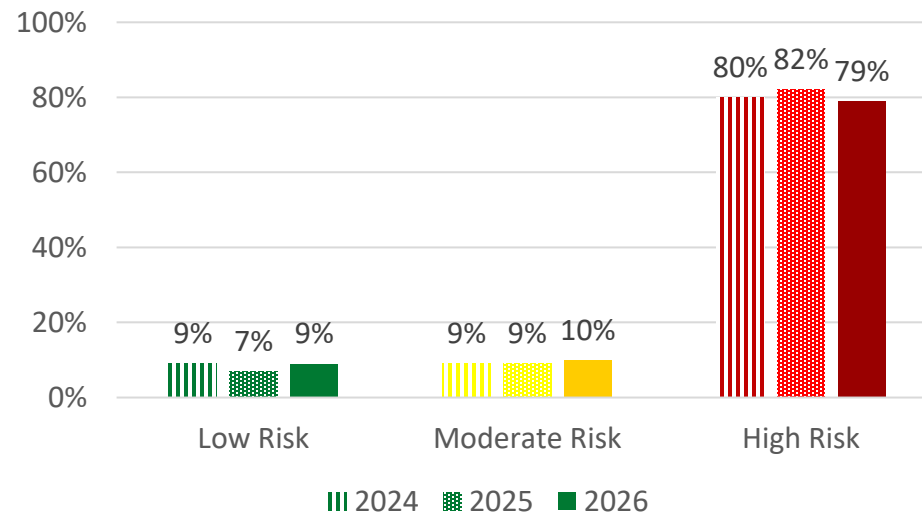
Book of Business Statistics:

Low Risk = 15%

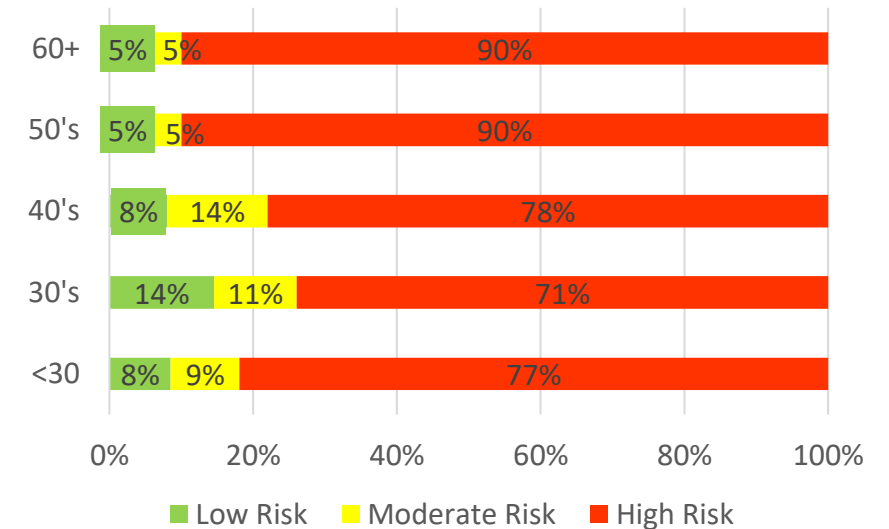
Moderate Risk = 13%

High Risk = 71%

Overall Health Status

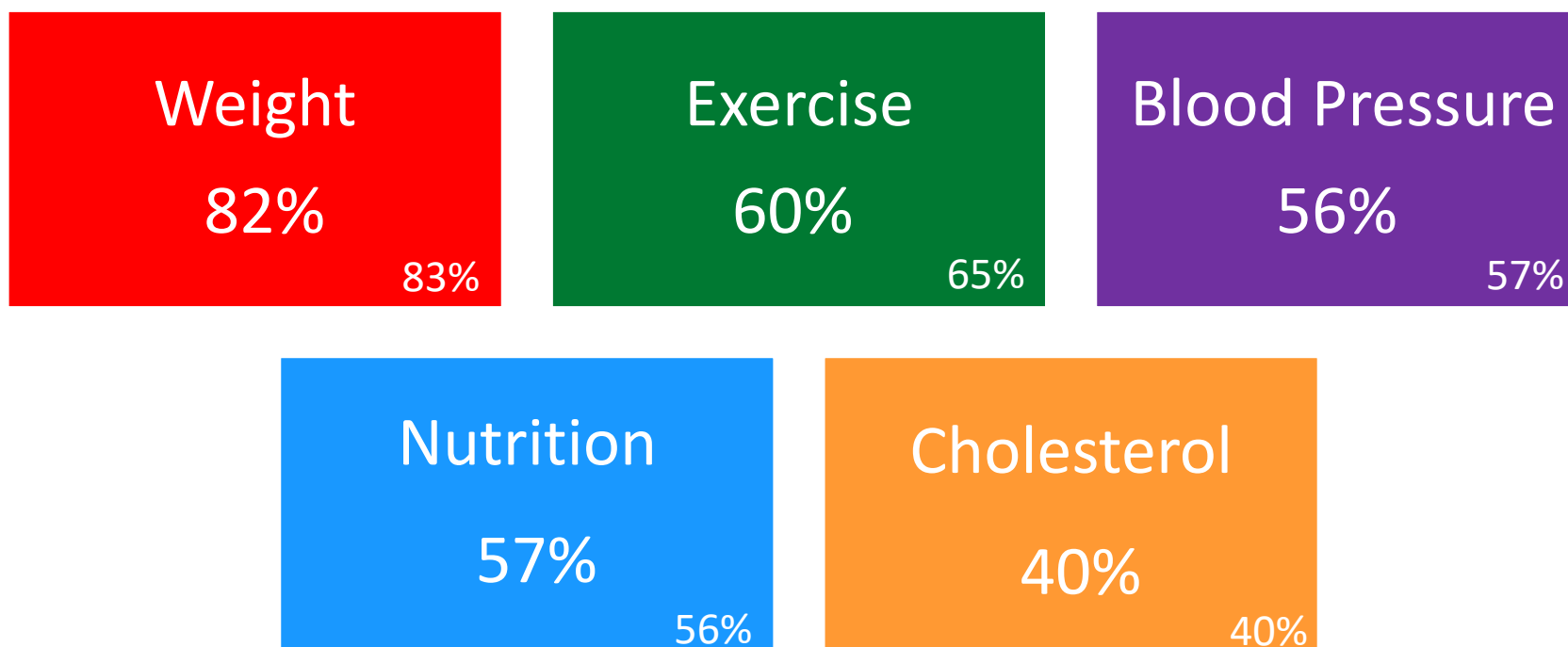


Overall Health Status by Age



Top 5 Risk Factors

* Data from Health Assessment answers combined with Biometric Screening Results



**Numbers in bottom right corner are values from 2025.*

2025-2026 Health Risk Factors Summary

*Data from Health Assessment

Moderate & High-Risk Factors	Total Population		Risk Change
	475	468	
	<u>2025</u>	<u>2026</u>	
Alcohol	25%	23%	-2%
Exercise	65%	60%	-5%
Nutrition	59%	57%	-2%
Stress	28%	33%	+5%
Sleep	38%	38%	0%
Tobacco & Nicotine	12%	9%	-3%

Cohort Data Results 2025 - 2026

Biometric Cohort Analysis: 2025 - 2026

*418 cohort participants completed biometrics both years

Biometric Measures	Low Risk		Low Risk Change	Rising Risk		High Risk		High Risk Change
	2025	2026		2025	2026	2025	2026	
Blood Pressure	< 120/80		Declined 2%	120/79 - 129/79		> 129/79		Improved 3%
	43%	41%		12%	17%	45%	42%	
Blood Sugar	< 100		Declined 4%	100 – 124		125 or >		Improved 1%
	71%	67%		24%	29%	5%	4%	
Total Cholesterol	< 200		Improved 2%	200 – 240		>240		Improved 1%
	59%	61%		33%	32%	8%	7%	
HDL Cholesterol	> 59		Declined 3%	59 – 40		< 40		Increased 5%
	27%	24%		58%	56%	15%	20%	
LDL Cholesterol	< 100		Improved 2%	100 – 159		>159		Increased 1%
	30%	32%		65%	62%	5%	6%	
HDL Ratio	< 4.0		Declined 4%	4.0 – 5.0		> 5.0		Increased 1%
	59%	55%		26%	25%	15%	20%	
Triglycerides	< 150		Improved 1%	150 – 199		200 or >		Increased 4%
	75%	76%		15%	10%	10%	14%	
BMI	18.5 – 24.99		No Change 0%	25.0 – 29.99		< 18.5 or > 29.99		Improved 1%
	16%	16%		30%	31%	54%	53%	

2025 – 2026 Cohort

Health Risk Factors from Health Assessment

434 Cohort Participants completed both years

At Risk	2025	2026	Percent Change
	Percent at Risk		
Alcohol	25%	22%	-3%
Exercise	65%	60%	-5%
Nutrition	58%	56%	-2%
Sleep	38%	38%	0%
Stress	26%	32%	+6%
Tobacco	11%	9%	-2%

Overall Population Aggregate Results*

2024-2026

*Population varies from year to year due to New Hires, Newly Eligible, Terms, and Change in Eligibility Status

2024 – 2026 Cohort

Health Risk Factors from Health Assessment

378 Cohort Participants completed both years

At Risk	2024	2026	Percent Change
	Percent at Risk		
Alcohol	29%	24%	-5%
Exercise	63%	60%	-3%
Nutrition	55%	55%	0%
Sleep	33%	37%	+4%
Stress	26%	33%	+7%
Tobacco	10%	8%	-2%

Biometric Cohort Analysis: 2024 - 2026

*371 cohort participants completed biometrics both years

Biometric Measures	Low Risk		Low Risk Change	Rising Risk		High Risk		High Risk Change
	2024	2026		2024	2026	2024	2026	
Blood Pressure	<120/80		Declined 3%	120/79 - 129/79		>129/79		Improved 2%
	44%	41%		12%	17%	44%	42%	
Blood Sugar	< 100		No Change 0%	100 – 124		125 or >		Improved 1%
	67%	67%		28%	29%	5%	4%	
Total Cholesterol	< 200		Declined 1%	200 – 240		>240		Improved 1%
	62%	61%		31%	33%	7%	6%	
HDL Cholesterol	> 59		Declined 3%	59 – 40		< 40		Increased 3%
	26%	23%		58%	58%	16%	19%	
LDL Cholesterol	< 100		Improved 2%	100 – 159		>159		Improved 1%
	30%	32%		62%	61%	8%	7%	
HDL Ratio	< 4.0		Declined 4%	4.0 – 5.0		> 5.0		Increased 2%
	59%	55%		24%	26%	17%	19%	
Triglycerides	< 150		Improved 1%	150 – 199		200 or >		Increased 2%
	75%	76%		14%	11%	11%	13%	
BMI	18.5 – 24.99		No Change 0%	25.0 – 29.99		< 18.5 or > 29.99		Improved 3%
	16%	16%		28%	31%	56%	53%	

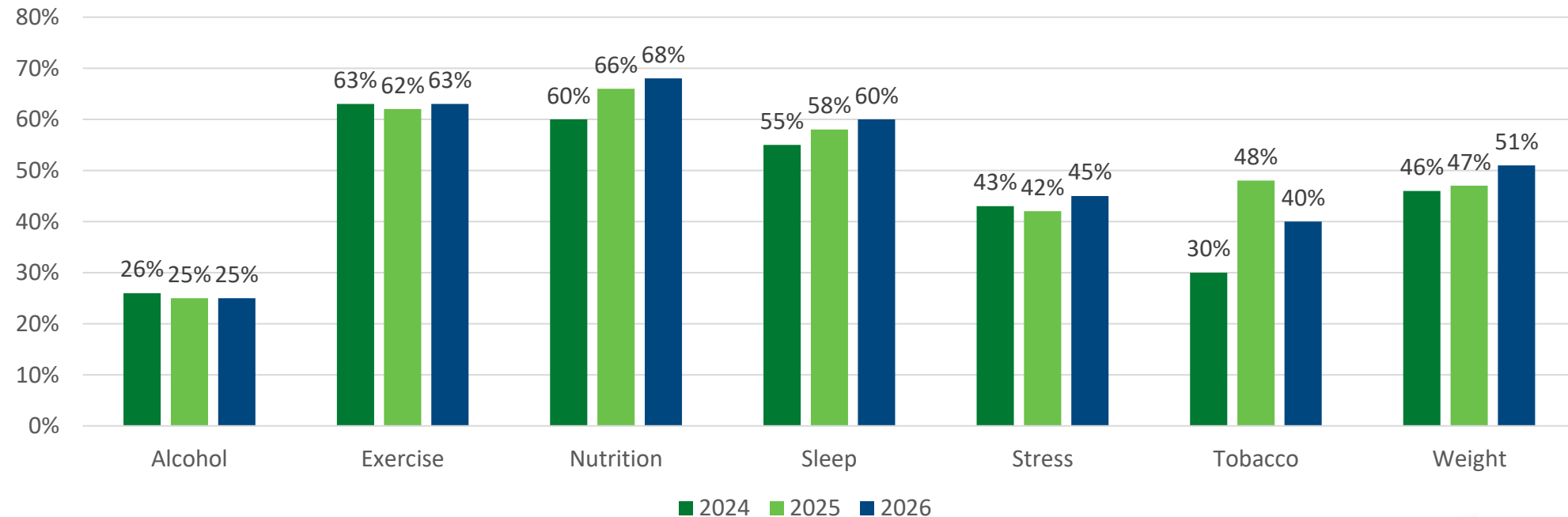
Readiness To Change/Preventative Care

Readiness to Change

*Data from Health Assessment self-reported answers

Readiness to change is based on assessing in which of the five phases of change an individual with a certain risk factor resides. The five phases are: Pre-Contemplation, Contemplation, Preparation, Action, and Maintenance. Percentages Planning to Change are participants that are in either the preparation or action phases. It is also important to look at those that Think it's Important to Change and their Confidence in Ability to Change as this helps determine what areas to focus on and another way to gauge if your program is making a difference.

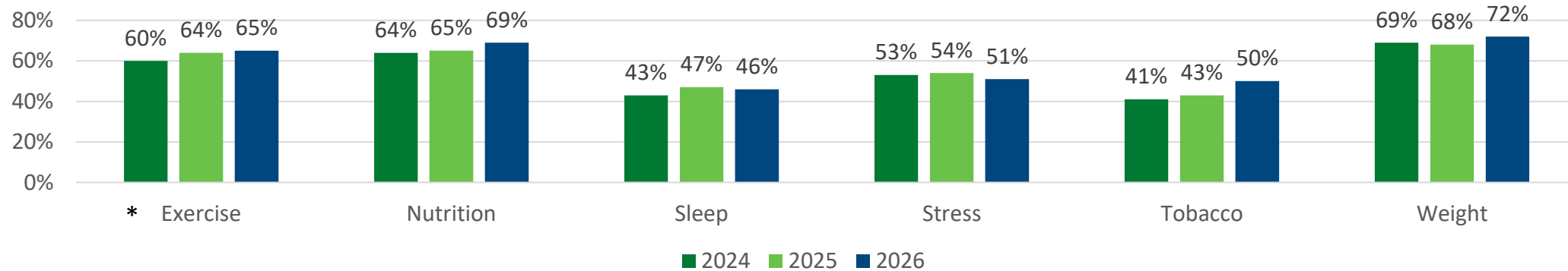
At Risk Planning to Change



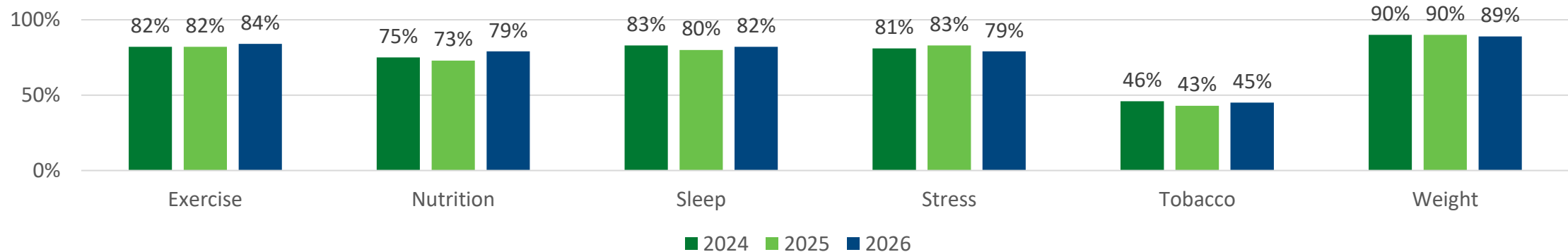
Readiness to Change

*Data from Health Assessment self-reported answers

At Risk Confident in Ability to Change



At Risk Think it's Important to Change



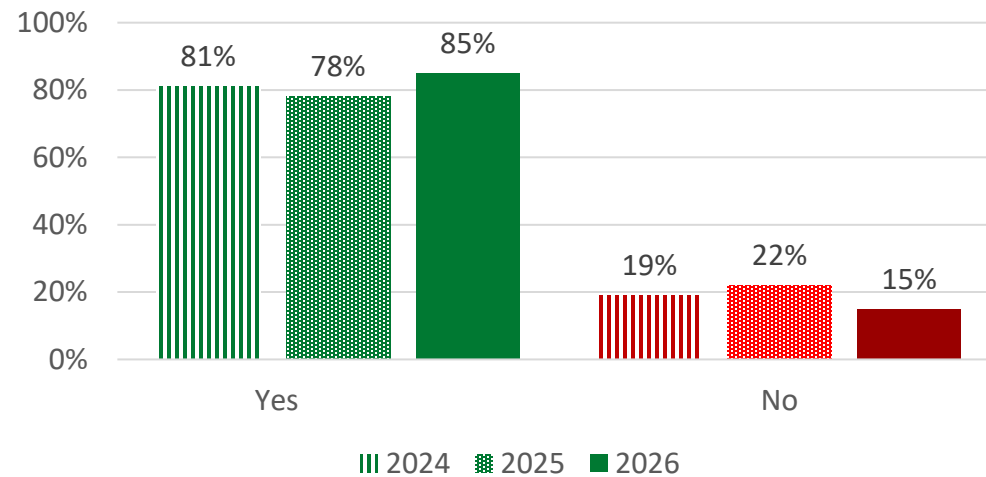
* Alcohol is not evaluated in these categories

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Preventative Care

*Data from Health Assessment self-reported answers

Physical Exam within Last 12 Months



- **10% reported not having a primary care provider**
- **9% asked to be contacted for help finding a primary care provider**

Continuum of Care

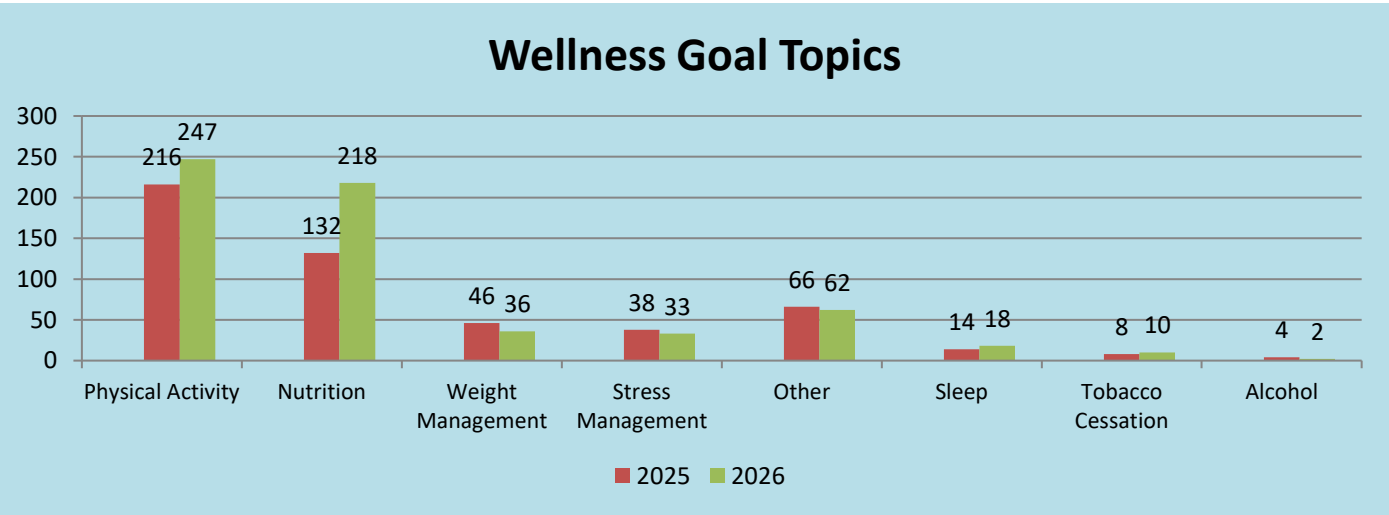
*Data from Health Assessment self-reported answers

- 56 high risk wellness participants received phone messages to review results and were strongly recommended to follow-up with primary care provider.
 - 32 participants were contacted via phone; lab results reviewed and recommended follow up with primary care provider.
 - 11 have plans to follow up with their provider
 - 21 had already initiated healthy lifestyle changes or scheduled a follow up with their provider prior to the call
 - 24 participants unable to reach by phone, high risk results were then sent to participant with directions, strongly recommending follow up with health care provider.

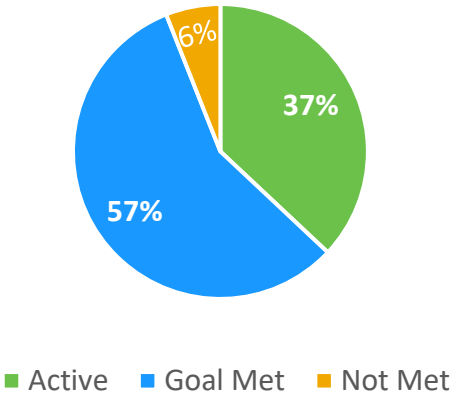
Health Coaching Data

Health Coaching Summary

	January – August 2025	January – August 2026
Total Coached	470	469
Total Sessions	500	471
Number of Goals Set	524	626



Goal Status from 2025 Goals Set
(Evaluated during 2026 session)



Health Coaching Satisfaction Survey Data

Comment	Yes Definitely	Yes Mostly	Yes Somewhat	No
Able to Schedule Health Coaching Appointment Timely	90%	8%	1%	1%
Health Coach Listened Carefully	95%	4%	1%	0%
Health Coach Explained Things Clearly	95%	4%	1%	0%
Know What to Do if had More Questions	86%	10%	2%	2%

Comments	Agree	Disagree
Health Coach was Empathetic & Respectful	100%	0%
Health Coach Assisted with Useful Advice & Resources	98%	2%
Health Coach was Engaged & Motivational	100%	0%
Health Coach Helped Develop Personal Goals & Next Steps	99%	1%
Overall Satisfaction with Aspirus Business Health Wellness Staff	99%	1%

Success Stories

Found through health coaching experience

Participant #1: Participant made wellness goals in 2025 to increase his physical activity, reduce fast-food intake, and begin meditating regularly. He has maintained these habits throughout 2026 and continues to use the Wellness Portal to learn about new health topics and incorporate small, sustainable changes when he sees opportunities. Through these efforts, he has seen significant improvements in his cholesterol, which had previously been considered high-risk.

Participant #2: Participant began with small, sustainable goals in 2024, focusing on mindful eating habits and increasing her daily physical activity through regular walks. She has continued building on these changes each year and has seen impressive improvements in weight loss, blood sugar levels, and triglycerides. She remains motivated to support her health and reports that she is feeling great.

Participant #3: Participant joined the program in late 2025 and was highly motivated to make changes to improve his health. He utilized several aspects of the Wellness Program, including S.M.A.R.T. goals, wellness challenges, health coaching, and body composition testing. He reports that these changes have helped him see the world through a more positive lens and have made his wellness journey more enjoyable and exciting. He has lost a significant amount of weight and is looking forward to seeing his biometric results in 2027.

Personal Success Stories & Feedback

Comments on the health coaching experience

- Riley's enthusiasm he was engaging and genuinely interested in the steps I've taken to improve. I appreciated his kind words more importantly reminding me that muscle weighs more than fat so not to get discouraged with my weight loss goals.
- Riley is always positive, reviewing results together and asks for any questions to key into areas I wanted to review first.
- Riley was very enthusiastic uplifting and reaffirmed that even though I didn't make great improvements I did improve and that was worth celebrating and if I keep to my goals I would do better next year. The best coaching session I ever had in the many years with the County.
- I was able to discuss what I'm doing for weight loss and got positive feedback. It was also offered that I can utilize our wellness program at any time for assistance or feedback which I wasn't aware of but think is super beneficial.
- The coach listened to me and understood my situation. She was very kind and compassionate and willing to do whatever was needed to help me attain goals.
- Riley was incredibly kind and respectful. I felt I could be open and honest about my health without being judged. I felt he was knowledgeable about health and wellness and able to offer good feedback.
- Riley was very positive and a good listener. He acknowledged the challenges in my work and how that impacts my lifestyle and was not judgmental about areas of my health that did not improve from last year.
- Riley was an extreme hype man and helped me understand the difference between some things on my biometric screening.
- I liked that they listened to the struggles that I have had and took that into consideration when giving advice.
- My biggest issue is being held accountable. Bella let me know that I can schedule a follow up health coaching session to see how my progress is going - which I was unaware of. I appreciate her wanting to help me.

Personal Success Stories & Feedback

Comments on the health coaching experience

- Riley was motivating and encouraged me to keep doing what I was doing to stay fit and healthy. He also had good ideas on how to get and keep a good sleep schedule with my changing work schedule.
- Very understanding respectful and helps with making goals that are individualized (and not a 'cookie-cutter' approach).
- She was understanding while still giving great ideas on how to make small changes that will benefit me in the long run.
- Just having the space to talk and be heard was nice. I appreciate that Riley summarized what I was saying so I knew he was listening and we came up with good reasonable ideas.
- Very easy to speak with. High respect for me and the goals/concerns I identified. Positive and encouraging.
- It makes me look at what barriers I have to achieving my health goals and focus on smaller steps that help reduce the barriers.
- She was very kind. She listened answered questions and explained anything I needed explained.
- I appreciate the telephonic option so I can complete this in my time frame. I appreciate receiving support from someone more knowledgeable than me in this area.
- Very kind and offered options and support materials to help achieve goals.
- Very easy to speak with. High respect for me and the goals/concerns I identified. Positive and encouraging.
- My coach did a great job at directing the conversation into a space that felt safe and open to share personal struggles. Gave great advice on tip's on to change certain habits mental barriers and helped motivate me into taking action. Bella was very kind and easy to talk to. She offered goal ideas when I was unsure of one.
- He was great! Health and wellness is something that I struggle with and have felt judged for in my life. My coach met me with grace empathy and respect. He validated my struggles and met me where I was at to try and come up with realistic goals. My coach allowed the session to be client led which made me feel motivated and determined.

Year-long Program Participation

Program Participation

Snapshot of Completed Activities from 2022 to 2025

Wellness Activity	2023 (504 Participants)	2024 (504 Participants)	2025 (544 Participants)	2026 (553 Participants)
Quarter 1 Wellness Challenge	127	129	148	118
Quarter 2 Wellness Challenge	144	95	148	120
Quarter 3 Wellness Challenge	102	64	87	100
Quarter 4 Wellness Challenge	116	67	95	N/A
Dental Exam	176	182	171	162*
Annual Eye Exam	114	127	134	93*
Medical Self-care	158	155	165	129*
6-months Nicotine Free	169	167	161	163*

*Numbers are not final

Recommendations and Next Steps

- Create challenges and provides resources in ManageWell for increased risks from 2026 (Sleep, Stress, HDL and Triglycerides).
- Create Challenge based on readiness to change data. An increased interest has been seen in nutrition, sleep and weight in the 2026 data.
- Increase in communicating health coaching, which is available all year for participants. When onsite at River Block on Tuesday's, in-person health coaching is available as well.

Thank you.