

Agenda

**Human Resources Committee
Jefferson County Courthouse
311 S Center Ave, Room 112
Jefferson, WI 53549**

April 15, 2014 @ 8:30 a.m.

Committee Members: James Braugher, Chair; Greg David; Pamela Rogers, Secretary; Jim Schroeder, and Dick Schultz, Vice-Chair

1. Call to order
2. Roll call (establish a quorum)
3. Certification of compliance with the Open Meetings Law
4. Review of the Agenda
5. Citizen comments
6. Approval of March 18, 2014 minutes
7. Communications
8. Monthly Financial Report
9. Consideration to accept additional funding through the DHS and create a full-time Personal Assistant Case Manager/Family Coordinator position at Human Services
10. Consideration of wages and benefits for sworn, non-represented staff
11. Convene into closed session pursuant to Wisconsin State Statutes Section 19.85 (1)(f), consideration of an employee's specific medical history as it relates to a leave of absence request
12. Reconvene into open session for consideration and possible action regarding items discussed in closed session
13. Set next meeting date and agenda
14. Adjournment

Next scheduled meeting: tentatively May 20, 2014 @ 8:30am.

The Committee may discuss and/or take action on any item specifically listed on the agenda

Individuals requiring special accommodations for attendance at the meeting should contact the County Administrator 24 hours prior to the meeting at 920-674-7101 so appropriate arrangements can be made.

**HUMAN RESOURCES COMMITTEE
MEETING MINUTES
March 18, 2014 @ 8:30am
Jefferson County Courthouse, Room 112**

1. Meeting called to order at 8:30am by Chair, J. Braugher.
2. Present: J. Braugher, J. Schroeder, P. Rogers, D. Schultz and G. David. Quorum established. Others Present: B. Wehmeier; T. Palm; P. Ristow; J. Molinaro, S. Jensen, K. Cauley, P. Milbrath, J. Nehmer, J. Parker, L. Statz (Daily Union).
3. Certification of compliance with the Open Meetings Law by B. Wehmeier.
4. Agenda reviewed with moving items #10 and #11 to the end.
5. Citizen Comments. None.
6. Motion by D. Schultz, second by G. David, to approve the March 5, 2014 minutes. Motion carried 5:0.
7. Communications: Material for consideration of salary/benefits distributed and a thank you to the Committee for the last two years and recognizing that this is probably to Pam Rogers' last meeting.
8. Motion by J. Schroeder, second by P. Rogers, to convene into closed session pursuant to Wisconsin State Statutes Section 19.85(1)(f), consideration of an employee's specific medical history as it relates to a leave of absence request. All present responding "Aye", 5:0. Moved into closed session at 8:34am. Note: also present were T. Palm, J. Molinaro, P. Ristow, B. Wehmeier and staff involved in the leave of absence request.
9. Motion by P. Rogers, second by G. David, to reconvene into open session. All present responding "Aye", 5:0. Moved into open session at 8:50am.
 - a. Motion by D. Schultz, second by P. Rogers, to deny the leave of absence request due to an indeterminable amount of time needed and an undue burden on the department. Motion carried 5:0.
10. Motion by P. Rogers, second by D. Schultz, to increase the hours of the Dementia Care Specialist position to full-time at Human Services. Motion carried 5:0.
11. Motion by D. Schultz, second by P. Rogers, to recommend the resolution, as corrected, to create a full-time Community Resource Coordinator-Wraparound position at Human Services, pending confirmation of receiving the grant extension. Motion carried 5:0.
12. Motion by J. Schroeder, second by G. David, to recommend an increase the vacant Parks Program Assistant hours to full-time and reduce the full-time Parks Administrative Assistant I position to a .6 FTE. Motion carried 5:0.

13. Information that the Breastfeeding Peer Counselors at the Health department will be treated in regards to a \$.25/hour increase for a maximum of 4 years, as is consistent with other seasonal and pool positions. This is done under Personnel Ordinance HR0265, Part-Time Employment.
14. Motion by P. Rogers, second by D. Schultz, to recommend an amendment to HR0360, Hours of Work, to increase the Field Training Officer pay for Communications Operators effective in the 2015 budget year. Motion carried.
15. Discussion of providing a wage adjustment to the Sworn Management staff in the Sheriff's department, including Sergeants, Captains and Chief Deputy. Several issues were discussed including:
 - a. Review of current and potential compression issues
 - b. Discrepancy of pay for a sergeant promoted from deputy vs. detective
 - c. Sworn management is on a 11-step program while union is on a 5-step, 3 ½ year step program
 - d. Sworn management continue to receive approximately 2.5% increases in steps for a longer period of time
 - e. Sworn management received a 0% increase in the last three years while other non-represented employees received a couple of lump sum payments (base wage NOT adjusted) to assist with having to contribute to WRS
 - f. Sworn management did not contribute to WRS while other non-represented staff did
 - g. The impact of how any decision of a wage/benefit change for sworn management may have with other groups throughout the county.No recommendation was made at this meeting, with deferral to a future date.
16. A review of quarterly retirements was provided that will be recognized at the April County Board meeting.
17. The Human Resources Department Financial report was reviewed, acknowledging the account for "Recruitment" appeared to already be over budget in the month of January but an explanation was given that a 3-month advertising package had to be pre-paid.
18. Next meeting set for April 15, 2014 at 8:30am. To include items of reclass language for elected officials, uniform allowance language, classification of interpreters and other possible positions, consideration of voluntary benefit changes/additions.
19. Motion by P. Rogers, second by G. David, to adjourn. Meeting adjourned at 10:15am.


Human Resources Committee Secretary

4-15-14
Date

Revenues

Acct Number	Description	Current Period Actual	Current Period Budget	YTD Actual	YTD Budget	Prorated Variance	Total Budget	Annual Remaining	Percentage Of Budget
451002	PRIVATE PARTY PHOTOCOPY	-	(3.33)	-	(6.67)	6.67	(40.00)	(40.00)	#DIV/0!
451034	BADGE REPLACEMENT FEE	-	(2.50)	(5.00)	(5.00)	-	(30.00)	(25.00)	0.00%
451200	RECORDS & REPORTS	-	(4.17)	-	(8.33)	8.33	(50.00)	(50.00)	16.67%
									0.00%
Totals		-	(10.00)	(5.00)	(20.00)	15.00	(120.00)	(115.00)	4.17%

Expenditures

Acct Number	Description	Current Period Actual	Current Period Budget	YTD Actual	YTD Budget	Prorated Variance	Total Budget	Annual Remaining	Percentage Of Budget
511110	SALARY-PERMANENT REGULAR	14,835.14	16,768.42	28,007.84	33,536.83	(5,528.99)	201,221.00	173,213.16	13.92%
511210	WAGES-REGULAR	-	2,195.25	-	4,390.50	(4,390.50)	26,343.00	26,343.00	0.00%
511240	WAGES-TEMPORARY	-	-	30.63	-	30.63	-	(30.63)	#DIV/0!
511310	WAGES-SICK LEAVE	135.47	-	3,655.21	-	3,655.21	-	(3,655.21)	#DIV/0!
511330	WAGES-LONGEVITY PAY	294.65	31.58	-	63.17	(63.17)	379.00	379.00	0.00%
511340	WAGES-HOLIDAY PAY	31.98	-	956.22	-	956.22	-	(956.22)	#DIV/0!
511350	WAGES-MISCELLANEOUS(COMP)	1,115.11	-	161.34	-	161.34	-	(161.34)	#DIV/0!
512141	SOCIAL SECURITY	1,070.64	1,413.67	2,391.68	2,827.33	(435.65)	16,964.00	14,572.32	14.10%
512142	RETIREMENT (EMPLOYER)	4,299.15	1,329.67	2,294.43	2,659.33	(364.90)	15,956.00	13,661.57	14.38%
512144	HEALTH INSURANCE	8.95	5,116.25	9,234.35	10,232.50	(998.15)	61,395.00	52,160.65	15.04%
512145	LIFE INSURANCE	270.01	8.92	17.90	17.83	0.07	107.00	89.10	16.73%
512173	DENTAL INSURANCE	-	315.00	619.88	630.00	(10.12)	3,780.00	3,160.12	16.40%
521218	ARBITRATOR	-	66.67	-	133.33	(133.33)	800.00	800.00	0.00%
521219	OTHER PROFESSIONAL SERV	-	2,078.33	2,090.00	4,156.67	(2,066.67)	24,940.00	22,850.00	8.38%
521220	CONSULTANT	-	1,125.00	-	2,250.00	(2,250.00)	13,500.00	13,500.00	0.00%
521225	SECTION 125	450.42	400.00	1,195.76	800.00	395.76	4,800.00	3,604.24	24.91%
521226	ERGONOMICS	-	41.67	-	83.33	(83.33)	500.00	500.00	0.00%
521227	POSITION CLASSIFICATIONS	-	208.33	-	416.67	(416.67)	2,500.00	2,500.00	0.00%
521228	LABOR NEGOTIATIONS	859.50	833.33	859.50	1,666.67	(807.17)	10,000.00	9,140.50	8.60%
521229	RECRUITMENT RELATED	24.00	125.00	1,599.50	250.00	1,349.50	1,500.00	(99.50)	106.63%
521296	COMPUTER SUPPORT	-	331.50	3,855.03	663.00	3,192.03	3,978.00	122.97	96.91%
531303	COMPUTER EQUIPMT & SOFTWARE	-	350.00	535.00	700.00	(165.00)	4,200.00	3,665.00	12.74%
531311	POSTAGE & BOX RENT	27.72	29.17	55.37	58.33	(2.96)	350.00	294.63	15.82%
531312	OFFICE SUPPLIES	-	110.83	808.15	221.67	586.48	1,330.00	521.85	60.76%
531313	PRINTING & DUPLICATING	48.58	83.33	94.25	166.67	(72.42)	1,000.00	905.75	9.43%
531323	SUBSCRIPT TAX,LAW & OTHER	-	594.58	-	1,189.17	(1,189.17)	7,135.00	7,135.00	0.00%
531324	MEMBERSHIP DUES	-	62.92	340.00	125.83	214.17	755.00	415.00	45.03%
532325	REGISTRATION	60.00	160.00	160.00	306.67	(146.67)	1,840.00	1,680.00	8.70%
532332	MILEAGE	-	80.83	61.04	161.67	(100.63)	970.00	908.96	6.29%

532334	COMMERCIAL TRAVEL	-	66.67	-	133.33	(133.33)	800.00	800.00	0.00%
532335	MEALS	-	25.00	21.09	50.00	(28.91)	300.00	278.91	7.03%
532336	LODGING	-	153.33	70.00	306.67	(236.67)	1,840.00	1,770.00	3.80%
532339	OTHER TRAVEL & TOLLS	-	-	21.00	-	21.00	-	(21.00)	#DIV/0!
532350	TRAINING MATERIALS	-	-	796.80	750.00	46.80	4,500.00	3,703.20	17.71%
533225	TELEPHONE & FAX	14.97	25.00	14.97	50.00	(35.03)	300.00	285.03	4.99%
571004	IP TELEPHONY ALLOCATION	43.17	43.17	86.34	86.33	0.01	518.00	431.66	16.67%
571005	DUPLICATING ALLOCATION	15.92	15.92	31.84	31.83	0.01	191.00	159.16	16.67%
571009	MIS PC GROUP ALLOCATION	480.17	480.17	960.34	960.33	0.01	5,762.00	4,801.66	16.67%
571010	MIS SYSTEMS GRP ALLOC(ISIS)	220.50	220.50	441.00	441.00	-	2,646.00	2,205.00	16.67%
591519	OTHER INSURANCE	93.36	99.83	186.72	199.67	(12.95)	1,198.00	1,011.28	15.59%

Totals	24,399.41	35,358.17	61,653.18	70,716.33	(9,063.15)	424,298.00	362,644.82	14.53%
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Other Financing Sources (Uses)

Acct Number	Description	Current Period Actual	Current Period Budget	YTD Actual	YTD Budget	Prorated Variance	Total Budget	Annual Remaining	Percentage Of Budget
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#DIV/0!

#DIV/0!

Totals	-	-	-	-	-	-	-	-	#DIV/0!
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Total Business Unit	24,399.41	35,348.17	61,648.18	70,696.33	(9,048.15)	424,178.00	362,529.82	14.53%
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Wage and Wrs Cont	2013 Wages Compared at TOP PAY		End of year Difference	
Deputy 1960 hours	FTO 1960 hours	Sergeant 2080 hours	OIC 2080 hours	Detective 2080 hours
\$ 51,802.80	\$ 55,722.80	\$ 68,702.40	\$ 63,772.80	\$ 59,612.80
\$ 16,899.60 75%		\$ 12,979.60 81%	\$ 4,929.60 92.82%	\$ 9,089.60 87%

Wage and Wrs Cont	2014 Wages Compared at TOP PAY		End of year Difference	
Deputy 1960 hours	FTO 1960 hours	Sergeant 2080 hours	OIC 2080 hours	Detective 2080 hours
\$ 53,096.40	\$ 57,016.40	\$ 68,702.40	\$ 65,270.40	\$ 61,110.40
2.5% WRS				
\$ 1,327.41	\$ 1,425.41	\$ 1,717.56	\$ 1,631.76	\$ 1,527.76
\$ 51,768.99	\$ 55,590.99	\$ 66,984.84	\$ 63,638.64	\$ 59,582.64
\$ 15,215.85 77%	\$ 11,393.85 83%		\$ 3,346.20 95%	\$ 7,402.20 89%

Wage and Wrs Cont	2015 Wages Compared at TOP PAY		End of year Difference	
Deputy 1960 hours	FTO 1960 hours	Sergeant 2080 hours	OIC 2080 hours	Detective 2080 hours
\$ 54,429.20	\$ 58,349.20	\$ 68,702.40	\$ 66,788.80	\$ 62,628.80
4% WRS				
\$ 2,177.17	\$ 2,333.97	\$ 2,748.10	\$ 2,671.55	\$ 2,505.15
\$ 52,252.03	\$ 56,015.23	\$ 65,954.30	\$ 64,117.25	\$ 60,123.65
\$ 13,702.27 79%	\$ 9,939.07 85%		\$ 1,837.06 97%	\$ 5,830.66 91%

Wage and Wrs Cont	2016 Wages Compared at TOP PAY			End of year Difference	
Deputy 1960 hours \$56,056.00	FTO 1960 hours \$ 59,976.00	Sergeant 2080 hours \$ 68,702.40	OIC 2080 hours \$ 68,660.80	Detective 2080 hours \$ 64,500.80	
6% WRS Cont					
\$ 3,363.36	\$ 3,598.56	\$ 4,122.14	\$ 4,119.65	\$ 3,870.05	
\$ 52,692.64	\$ 56,377.44	\$ 64,580.26	\$ 64,541.15	\$ 60,630.75	
\$ 11,887.62	\$ 8,202.82		\$ 39.10	\$ 3,949.50	
82%	87%		100%	94%	
Deputy 1960 hours \$ 56,056.00	FTO 1960 hours \$ 59,976.00	Sergeant 2080 hours \$ 68,702.40	OIC 2080 hours \$ 68,660.80	Detective 2080 hours \$ 64,500.80	
7% WRS Cont					
\$ 3,923.92	\$4,198.32	\$ 4,809.17	\$4,806.26	\$ 4,515.06	
\$ 52,132.08	\$ 55,777.68	\$ 63,893.23	\$ 63,854.54	\$ 59,985.74	
\$ 11,761.15	\$8,115.55		\$38.69	\$ 3,907.49	
82%	87%		100%	94%	

WRS Sgt pays over 3 yrs if WRS is 6% in year three	\$ 8,587.80
WRS Sgt pays over 3 yrs if WRS is 7% in year three	\$ 9,274.82

Grade 9	Top Step	\$ 68,702.40		
Grade 10			Year Bonus	WRS Contribution
2014 - Step	\$ 70,096.00	\$ 1,393.60	2.50% \$ 1,717.56	2.50% \$ 1,717.56
2015 - Step	\$ 71,739.20	\$ 3,036.80	5% \$ 3,435.12	4% \$ 2,748.10
2016 - Step	\$ 73,361.60	\$ 4,659.20	8% \$ 5,496.19	6% \$ 4,122.14
				7% \$ 4,809.17

[illegible]

Effective Date Union Increase	Year	Dep	Sgt P/J wage %	Sgt P/J Prom	Sgt Step	Det	Sgt Det wage %	Sgt Det Prom	Sgt Step
12/29/2013	start	\$ 23.79				\$ 28.55			
	0.5	\$ 24.52				\$ 29.02			
	1		5.68%	\$ 28.63	5		7.42%	\$ 31.56	9
	1.5	\$ 25.37				\$ 29.14			
	2		8.38%	\$ 29.36	6		9.94%	\$ 32.30	10
	2.5	\$ 26.14				\$ 29.26			
	3		11.07%	\$ 30.09	7		12.42%	\$ 33.03	11
Det/Dep Top Pay	3.5	\$ 27.09				\$ 29.38			
	4		13.81%	\$ 30.83	8				
	5		16.50%	\$ 31.56	9				
	6		19.23%	\$ 32.30	10				
	7		21.93%	\$ 33.03	11				
WRS at top pay		\$ 1,327.41	29.39%	\$ 1,717.56		\$ 1,527.76	12.42%	\$ 1,717.56	
Effective Date Union Increase	Year	Dep	Sgt P/J wage %	Sgt P/J Prom	Sgt Step	Det	Sgt Det wage %	Sgt Det Prom	Sgt Step
12/28/2014	start	\$ 24.38				\$ 29.26			
	0.5	\$ 25.13				\$ 29.75			
	1								
	1.5	\$ 26.00				\$ 29.87			
	2		5.73%	\$ 29.36	6		7.27%	\$ 32.30	10
	2.5	\$ 26.79				\$ 29.99			
	3		8.35%	\$ 30.09	7		9.70%	\$ 33.03	11
Det/Dep Top Pay	3.5	\$ 27.77				\$ 30.11			
	4		11.02%	\$ 30.83	8				
	5		13.65%	\$ 31.56	9				
	6		16.31%	\$ 32.30	10				
	7		18.94%	\$ 33.03	11				
WRS at top pay		\$ 2,177.17	26.22%	\$ 2,748.10		\$ 2,505.15	9.70%	\$ 2,748.10	

Effective Date Union Increase	Year	Dep	Sgt P/J wage %	Sgt P/J Prom	Sgt Step	Det	Sgt Det wage %	Sgt Det Prom	Sgt Step
12/27/2015	start	\$ 25.11				\$ 30.14			
	0.5	\$ 25.88				\$ 30.64			
	1								
	1.5	\$ 26.78				\$ 30.77			
	2								
	2.5	\$ 27.59				\$ 30.89			
	3		5.21%	\$ 30.09	7		6.51%	\$ 33.03	11
Det/Dep Top Pay	3.5	\$ 28.60				\$ 31.01			
	4		7.80%	\$ 30.83	8				
	5		10.35%	\$ 31.56	9				
	6		12.94%	\$ 32.30	10				
	7		15.49%	\$ 33.03	11				
WRS at top pay		\$ 3,923.92	22.56%	\$ 4,809.17		\$ 4,515.06	6.51%	\$ 4,809.17	
			Sgt P/J wage %				Sgt Det wage %		

Compression 1/1/13 to 1/1/16 9.48%
For Sergeants at top pay

8.74%

	2011	2016	% change
Deputy-Top	26.43	27.03	2.22%
Deputy-step	23.2	27.03	14.17%

No wage increase 2013-2016			
Sgt-Top	33.03	31.21	-5.83%
Sgt-Step	29.07	31.21	6.86%

Wage increase 2013-2016			
Sgt-Top	33.03	33.78	2.22%
Sgt-Step	29.07	33.78	13.94%

71 %

58 %

Accounting Specialist I	Sheriff	4	\$17.02	\$19.45	\$21.88	N
Administrative Specialist I	County Fair	4	\$17.02	\$19.45	\$21.88	N
Administrative Specialist I	LWCD	4	\$17.02	\$19.45	\$21.88	N
Administrative Specialist I	UW Extension	4	\$17.02	\$19.45	\$21.88	N
Administrative Specialist I	UW Extension	4	\$17.02	\$19.45	\$21.88	N
Administrative Specialist I	Zoning & Planning	4	\$17.02	\$19.45	\$21.88	N
Administrative Specialist I/Dep Treasurer	Land Information	4	\$17.02	\$19.45	\$21.88	N
Building Maintenance Worker I	Central Services	4	\$17.02	\$19.45	\$21.88	N
Building Maintenance Worker I	Human Services	4	\$17.02	\$19.45	\$21.88	N
Chief Deputy Register of Deeds	Register of Deeds	4	\$17.02	\$19.45	\$21.88	N
Communications Operator I	Sheriff	4	\$17.02	\$19.45	\$21.88	N
Community Outreach Worker	Human Services	4	\$17.02	\$19.45	\$21.88	N
Deputy Court Clerk III	Clerk of Courts	4	\$17.02	\$19.45	\$21.88	N
Deputy Veteran Service Officer	VSO	4	\$17.02	\$19.45	\$21.88	N
Early Intervention Serv Coord	Human Services	4	\$17.02	\$19.45	\$21.88	N
Economic Support Specialist I	Human Services	4	\$17.02	\$19.45	\$21.88	N
Economic Support Specialist I	Human Services	4	\$17.02	\$19.45	\$21.88	N
Equipment Operator	Highway	4	\$17.02	\$19.45	\$21.88	N
Equipment Parts Person	Highway	4	\$17.02	\$19.45	\$21.88	N
Group Home Worker	Human Services	4	\$17.02	\$19.45	\$21.88	N
Highway Worker	Highway	4	\$17.02	\$19.45	\$21.88	N
Judicial Assistant	Clerk of Courts	4	\$17.02	\$19.45	\$21.88	N
Legal Assistant	Child Support	4	\$17.02	\$19.45	\$21.88	N
Legal Secretary	DA Office	4	\$17.02	\$19.45	\$21.88	N
Legal Secretary	DA Office	4	\$17.02	\$19.45	\$21.88	N
Medical Office Ass't	Human Services	4	\$17.02	\$19.45	\$21.88	N
Mental Health Technician	Human Services	4	\$17.02	\$19.45	\$21.88	N
Nutrition Program Coordinator	Human Services	4	\$17.02	\$19.45	\$21.88	N
Program Assistant	Parks/EM Dept	4	\$17.02	\$19.45	\$21.88	N
Program Assistant	Zoning & Planning	4	\$17.02	\$19.45	\$21.88	N
Protective Payee	Human Services	4	\$17.02	\$19.45	\$21.88	N
Real Property Lister	Land Information	4	\$17.02	\$19.45	\$21.88	N

Administrative Assistant II	Child Support	3	\$15.06	\$17.21	\$19.36	N
Administrative Assistant II/Elections Clerk	County Clerk	3	\$15.06	\$17.21	\$19.36	N
Administrative Assistant II	EDC	3	\$15.06	\$17.21	\$19.36	N
Administrative Assistant II	Health	3	\$15.06	\$17.21	\$19.36	N
Administrative Assistant II	Health	3	\$15.06	\$17.21	\$19.36	N
Administrative Assistant II	Health	3	\$15.06	\$17.21	\$19.36	N
Administrative Assistant II	Human Services	3	\$15.06	\$17.21	\$19.36	N
Administrative Assistant II	Human Services	3	\$15.06	\$17.21	\$19.36	N
Administrative Assistant II	Human Services	3	\$15.06	\$17.21	\$19.36	N
Administrative Assistant II	Human Services	3	\$15.06	\$17.21	\$19.36	N
Administrative Assistant II	Parks Department	3	\$15.06	\$17.21	\$19.36	N
Administrative Assistant II	Sheriff	3	\$15.06	\$17.21	\$19.36	N
Administrative Assistant II	Sheriff	3	\$15.06	\$17.21	\$19.36	N
Administrative Assistant II	Sheriff	3	\$15.06	\$17.21	\$19.36	N
Administrative Assistant II	Sheriff	3	\$15.06	\$17.21	\$19.36	N
Administrative Assistant II	Sheriff	3	\$15.06	\$17.21	\$19.36	N
ADRC Paraprofessional	Human Services	3	\$15.06	\$17.21	\$19.36	N
Buildings/Grounds Maint Wrkr	Parks Department	3	\$15.06	\$17.21	\$19.36	N
Central Duplicating Clerk	MIS	3	\$15.06	\$17.21	\$19.36	N
Deputy Court Clerk II	Clerk of Courts	3	\$15.06	\$17.21	\$19.36	N
Deputy Reg Prog/Court Clerk II	Clerk of Courts	3	\$15.06	\$17.21	\$19.36	N
Deputy Register of Deeds I	Register of Deeds	3	\$15.06	\$17.21	\$19.36	N
Deputy Treasurer	County Treasury	3	\$15.06	\$17.21	\$19.36	N
Home Delivered Meal Assessor	Human Services	3	\$15.06	\$17.21	\$19.36	N
Human Resources Associate	Human Resources	3	\$15.06	\$17.21	\$19.36	N
Legal Secretary	Clerk of Courts	3	\$15.06	\$17.21	\$19.36	N

55 %

Marketing Assistant	County Fair	3	\$15.06	\$17.21	\$19.36	N
Transportation Coord/Van Drvr	Human Services	3	\$15.06	\$17.21	\$19.36	N
Accounting Assistant I	Sheriff	2	\$13.33	\$15.23	\$17.13	N
Administrative Assistant I	Court of Clerk	2	\$13.33	\$15.23	\$17.13	N
Administrative Assistant I	Fair	2	\$13.33	\$15.23	\$17.13	N
Administrative Assistant I	Human Services	2	\$13.33	\$15.23	\$17.13	N
Administrative Assistant I	Human Services	2	\$13.33	\$15.23	\$17.13	N
Administrative Assistant I	Human Services	2	\$13.33	\$15.23	\$17.13	N
Administrative Assistant I	Human Services	2	\$13.33	\$15.23	\$17.13	N
Administrative Assistant I	Register of Deeds	2	\$13.33	\$15.23	\$17.13	N
55% Cook	Sheriff	2	\$13.33	\$15.23	\$17.13	N
Parks Maintenance Worker	Fair	2	\$13.33	\$15.23	\$17.13	N
Lead Custodian	Human Services	2	\$13.33	\$15.23	\$17.13	N
49% Parks Maintenance Worker	Parks Department	2	\$13.33	\$15.23	\$17.13	N
Central Service Worker	Central Services	1	\$11.80	\$13.48	\$15.17	N
Custodian	Central Services	1	\$11.80	\$13.48	\$15.17	N
Custodian	Central Services	1	\$11.80	\$13.48	\$15.17	N
Custodian	Human Services	1	\$11.80	\$13.48	\$15.17	N
Custodian	Sheriff	1	\$11.80	\$13.48	\$15.17	N
Nutrition Site Manager	Human Services	1	\$11.80	\$13.48	\$15.17	N
Van Driver	Human Services	1	\$11.80	\$13.48	\$15.17	N

**2014 STRUCTURE
- HOURLY FORMAT**

<u>Proposed Title</u>	<u>DEPARTMENT</u>	<u>Grade</u>	<u>Mln</u>	<u>Mld</u>	<u>Max</u>	<u>FLSA Exempt</u>
County Administrator	Administration	22	\$48.25	\$55.14	\$62.03	Y (DH)
Corporation Counsel	Corporation Counsel	20	\$44.77	\$51.17	\$57.57	Y (DH)
Director of Human Services	Human Services	19	\$43.04	\$49.19	\$55.34	Y (DH)
Director/Health Officer	Health	16	\$37.84	\$43.24	\$48.65	Y (DH)
Highway Commissioner	Highway	16	\$37.84	\$43.24	\$48.65	Y (DH)
Chief Deputy	Sheriff	15	\$36.10	\$41.26	\$46.42	Y (DH)
Finance Director	Finance	15	\$36.10	\$41.26	\$46.42	Y (DH)
Human Resources Director	Human Resources	15	\$36.10	\$41.26	\$46.42	Y (DH)
Parks Director	Parks Department	15	\$36.10	\$41.26	\$46.42	Y (DH)
Zoning and Planning Director	Zoning & Planning	15	\$36.10	\$41.26	\$46.42	Y (DH)
Child Support Director	Child Support	14	\$34.37	\$39.28	\$44.19	Y (DH)
Circuit Court Commissioner	Clerk of Courts	14	\$34.37	\$39.28	\$44.19	Y (DH)
Circuit Court Commissioner	Clerk of Courts	14	\$34.37	\$39.28	\$44.19	Y (DH)
Land & Water Conservation Dir.	LWCD	14	\$34.37	\$39.28	\$44.19	Y (DH)
Land Information Director	Land Information	14	\$34.37	\$39.28	\$44.19	Y (DH)
Administrative Services Mngr	Human Services	13	\$32.63	\$37.29	\$41.95	Y
Aging and Disability Resources Div Mngr	Human Services	13	\$32.63	\$37.29	\$41.95	Y
Asst Corporation Counsel	Corporation Counsel	13	\$32.63	\$37.29	\$41.95	Y (DH)
Captain-Administrative	Sheriff	13	\$32.63	\$37.29	\$41.95	Y
Captain-Jail	Sheriff	13	\$32.63	\$37.29	\$41.95	Y
Captain-Patrol	Sheriff	13	\$32.63	\$37.29	\$41.95	Y
Child and Family Div Manager	Human Services	13	\$32.63	\$37.29	\$41.95	Y
Economic Development Director	EDC	13	\$32.63	\$37.29	\$41.95	Y (DH)
Fair Park Director	County Fair	13	\$32.63	\$37.29	\$41.95	Y (DH)
Highway Operations Manager	Highway	13	\$32.63	\$37.29	\$41.95	Y
Information Technology Mgr	MIS	13	\$32.63	\$37.29	\$41.95	Y (DH)
Systems & Applications Manager	MIS	13	\$32.63	\$37.29	\$41.95	Y (DH)
Assistant Finance Director	Finance	12	\$30.90	\$35.31	\$39.72	Y
Director of Maintenance	Central Services	12	\$30.90	\$35.31	\$39.72	Y (DH)
Economic Support Division Mngr	Human Services	12	\$30.90	\$35.31	\$39.72	Y
Highway Fleet Manager	Highway	12	\$30.90	\$35.31	\$39.72	Y
Public Health Program Manager	Health	12	\$30.90	\$35.31	\$39.72	Y
Accounting Manager	Highway	11	\$29.16	\$33.33	\$37.50	Y
Child Protective Services Supr	Human Services	11	\$29.16	\$33.33	\$37.50	Y
Community Sup Prog Supervisor	Human Services	11	\$29.16	\$33.33	\$37.50	Y
Comprehensive Commun Serv Supr	Human Services	11	\$29.16	\$33.33	\$37.50	Y
Emergency Management Director	Sheriff	11	\$29.16	\$33.33	\$37.50	Y (DH)
Heavy Maint Superintendent	Highway	11	\$29.16	\$33.33	\$37.50	Y
Intake Supervisor	Human Services	11	\$29.16	\$33.33	\$37.50	Y
Maintenance Supervisor	Human Services	11	\$29.16	\$33.33	\$37.50	Y
Mental Health/AODA Supervisor	Human Services	11	\$29.16	\$33.33	\$37.50	Y
Operations Superintendent	Highway	11	\$29.16	\$33.33	\$37.50	Y
Patrol Superintendent	Highway	11	\$29.16	\$33.33	\$37.50	Y
Juvenile Justice Supervisor	Human Services	10	\$27.43	\$31.35	\$35.27	Y

1.02 15

76%

79%

Management Analyst	Administration	10	\$27.43	\$31.35	\$35.27	Y
Parks Supervisor	Parks Department	10	\$27.43	\$31.35	\$35.27	Y
Senior Systems Analyst	MIS	10	\$27.43	\$31.35	\$35.27	Y
Veterans Service Officer	VSO	10	\$27.43	\$31.35	\$35.27	Y (DH)
Wraparound/Yth Svcs Supervsr	Human Services	10	\$27.43	\$31.35	\$35.27	Y
ADRC Supervisor	Human Services	9	\$25.69	\$29.36	\$33.03	Y
Benefits Administrator	Human Resources	9	\$25.69	\$29.36	\$33.03	Y
Birth-to-three/Preschool Supervisor	Human Services	9	\$25.69	\$29.36	\$33.03	Y
Economic Support Supervisor	Human Services	9	\$25.69	\$29.36	\$33.03	Y
Fair Park Supervisor	County Fair	9	\$25.69	\$29.36	\$33.03	Y
IT Specialist/Compliance Officer	Human Services	9	\$25.69	\$29.36	\$33.03	Y
Sergeant - Detective	Sheriff	9	\$25.69	\$29.36	\$33.03	N
Sergeant - Support Services	Sheriff	9	\$25.69	\$29.36	\$33.03	N
Sergeant-Detective	Sheriff	9	\$25.69	\$29.36	\$33.03	N
Sergeant-Jail	Sheriff	9	\$25.69	\$29.36	\$33.03	N
Sergeant-Patrol	Sheriff	9	\$25.69	\$29.36	\$33.03	N
Sr Micro Computer Specialist	MIS	9	\$25.69	\$29.36	\$33.03	N
Zoning/On-Site Waste Mng Tech	Zoning & Planning	9	\$25.69	\$29.36	\$33.03	N
Advanced Accountant	Human Services	8	\$23.96	\$27.38	\$30.80	N
Aging & Disability Resource Specialist II	Human Services	8	\$23.96	\$27.38	\$30.80	N
Behavioral Health Specialist	Human Services	8	\$23.96	\$27.38	\$30.80	N
Chld Prot Serv Ongoing Prof I	Human Services	8	\$23.96	\$27.38	\$30.80	N
Communication Supervisor	Sheriff	8	\$23.96	\$27.38	\$30.80	N
Community Support Prof II	Human Services	8	\$23.96	\$27.38	\$30.80	N
Comprhnsve Comm Srv Facilitatr	Human Services	8	\$23.96	\$27.38	\$30.80	N
Foster Care Coordinator	Human Services	8	\$23.96	\$27.38	\$30.80	N
GIS/Engineering Technician	Highway	8	\$23.96	\$27.38	\$30.80	N
Human Resources Specialist	Human Resources	8	\$23.96	\$27.38	\$30.80	Y
Intake/On Call Worker	Human Services	8	\$23.96	\$27.38	\$30.80	N
Jail Case Mngr/Beh Hlth Spec	Human Services	8	\$23.96	\$27.38	\$30.80	N
Jail Food Service Supervisor	Sheriff	8	\$23.96	\$27.38	\$30.80	Y
Lueder Haus Supervisor	Human Services	8	\$23.96	\$27.38	\$30.80	Y
Mediator/Custody and Placement Evaluator	Clerk of Courts	8	\$23.96	\$27.38	\$30.80	N
Office Manager	DA Office	8	\$23.96	\$27.38	\$30.80	Y
Office Manager	Human Services	8	\$23.96	\$27.38	\$30.80	Y
Onsite Waste Systems Tech	Zoning & Planning	8	\$23.96	\$27.38	\$30.80	N
Public Health Nurse	Health	8	\$23.96	\$27.38	\$30.80	Y
Resource Conservationist	LWCD	8	\$23.96	\$27.38	\$30.80	N
Safety Coordinator	Human Resources	8	\$23.96	\$27.38	\$30.80	Y
Resource Conservationist	LWCD	8	\$23.96	\$27.38	\$30.80	N
Surveyor	Land Information	8	\$23.96	\$27.38	\$30.80	Y
Systems Analyst	MIS	8	\$23.96	\$27.38	\$30.80	N
Water Resource Management Spec	LWCD	8	\$23.96	\$27.38	\$30.80	N
WIC Project Director Supervisr	Health	8	\$23.96	\$27.38	\$30.80	Y
Accountant II	Human Services	7	\$22.23	\$25.40	\$28.58	N
Adult Protective Svcs Case Mg	Human Services	7	\$22.23	\$25.40	\$28.58	N
Alternate Care Coordinator	Human Services	7	\$22.23	\$25.40	\$28.58	N
Community Support Prof I	Human Services	7	\$22.23	\$25.40	\$28.58	N
Dep Reg Prob/Lead Juvenile Cl	Clerk of Courts	7	\$22.23	\$25.40	\$28.58	N
Human Service Professional II	Human Services	7	\$22.23	\$25.40	\$28.58	N
Juvenile Justice Worker*	Human Services	7	\$22.23	\$25.40	\$28.58	N
Lead Deputy Clerk	Clerk of Courts	7	\$22.23	\$25.40	\$28.58	N
Paralegal II	Corporation Counsel	7	\$22.23	\$25.40	\$28.58	N
Paralegal II	DA Office	7	\$22.23	\$25.40	\$28.58	N
Programmer Analyst	MIS	7	\$22.23	\$25.40	\$28.58	N
Registered Nurse - Associate	Health	7	\$22.23	\$25.40	\$28.58	N

Accountant I	Human Services	6	\$20.49	\$23.42	\$26.35	N
Administrative Secretary	Administration	6	\$20.49	\$23.42	\$26.35	N
Aging & Disability Resource Specialist I	Human Services	6	\$20.49	\$23.42	\$26.35	N
Bridge Crew Foreman	Highway	6	\$20.49	\$23.42	\$26.35	N
Cartographer	Land Information	6	\$20.49	\$23.42	\$26.35	N
Community Rsrc Coord-Wraparound	Human Services	6	\$20.49	\$23.42	\$26.35	N
Dementia Care Specialist	Human Services	6	\$20.49	\$23.42	\$26.35	N
Disability Benefits Specialist	Human Services	6	\$20.49	\$23.42	\$26.35	N
Early Intervention Teacher	Human Services	6	\$20.49	\$23.42	\$26.35	N
Elder Benefits Specialist	Human Services	6	\$20.49	\$23.42	\$26.35	N
Enforcement Specialist II	Child Support	6	\$20.49	\$23.42	\$26.35	N
Equipment Mechanic II	Highway	6	\$20.49	\$23.42	\$26.35	N
GIS & Land Use Specialist	LWCD	6	\$20.49	\$23.42	\$26.35	N
Grade Crew Foreman	Highway	6	\$20.49	\$23.42	\$26.35	N
Highway Foreman	Highway	6	\$20.49	\$23.42	\$26.35	N
Human Services Professional I	Human Services	6	\$20.49	\$23.42	\$26.35	N
Micro Computer Specialist	MIS	6	\$20.49	\$23.42	\$26.35	N
Pers Asst Case Mngr/Fam Coord	Human Services	6	\$20.49	\$23.42	\$26.35	N
Sign Foreman	Highway	6	\$20.49	\$23.42	\$26.35	N
Volunteer Service Coordinator	Human Resources	6	\$20.49	\$23.42	\$26.35	N
Welder Fabricator	Highway	6	\$20.49	\$23.42	\$26.35	N

70%

Accounting Specialist II	Finance	5	\$18.75	\$21.43	\$24.11	N
Accounting Specialist II	Health	5	\$18.75	\$21.43	\$24.11	N
Accounting Specialist II	Human Services	5	\$18.75	\$21.43	\$24.11	N
Administrative Specialist II	Sheriff	5	\$18.75	\$21.43	\$24.11	N
Building Maintenance Worker II	Central Services	5	\$18.75	\$21.43	\$24.11	N
Chief Deputy County Clerk	County Clerk	5	\$18.75	\$21.43	\$24.11	N
Clinic LPN	Health	5	\$18.75	\$21.43	\$24.11	N
Communications Operator II	Sheriff	5	\$18.75	\$21.43	\$24.11	N
Community Outreach Worker/Interpreter	Human Services	5	\$18.75	\$21.43	\$24.11	N
Economic Support Specialist II	Human Services	5	\$18.75	\$21.43	\$24.11	N
Economic Support Specialist II	Human Services	5	\$18.75	\$21.43	\$24.11	N
Economic Support Specialist II	Human Services	5	\$18.75	\$21.43	\$24.11	N
Economic Support Specialist II	Human Services	5	\$18.75	\$21.43	\$24.11	N
Enforcement Specialist I	Child Support	5	\$18.75	\$21.43	\$24.11	N
Family Development Worker	Human Services	5	\$18.75	\$21.43	\$24.11	N
Financial Assistance Worker-CSP	Human Services	5	\$18.75	\$21.43	\$24.11	N
Financial Intake Worker	Human Services	5	\$18.75	\$21.43	\$24.11	N
Financial Planner	Human Services	5	\$18.75	\$21.43	\$24.11	N
Financial Planner	Human Services	5	\$18.75	\$21.43	\$24.11	N
Financial Support Specialist	Child Support	5	\$18.75	\$21.43	\$24.11	N
First Offender Program Dir	DA Office	5	\$18.75	\$21.43	\$24.11	N
Justice Computer Specialist	DA Office	5	\$18.75	\$21.43	\$24.11	N
Lead Sign Worker	Highway	5	\$18.75	\$21.43	\$24.11	N
Mechanic	Sheriff	5	\$18.75	\$21.43	\$24.11	N
Microcomputer Technician	MIS	5	\$18.75	\$21.43	\$24.11	N
Parks Construction/Maint Lead	Parks Department	5	\$18.75	\$21.43	\$24.11	N
Public Health Tech (clinic)	Health	5	\$18.75	\$21.43	\$24.11	N
Public Health Tech (jail)	Health	5	\$18.75	\$21.43	\$24.11	N
Solid Waste/Clean Sweep Specialist	Zoning & Planning	5	\$18.75	\$21.43	\$24.11	N
Victim Witness Coordinator	DA Office	5	\$18.75	\$21.43	\$24.11	N
WIC Dietetic Technician	Health	5	\$18.75	\$21.43	\$24.11	N

76%

61%

Accounting Specialist I	Finance	4	\$17.02	\$19.45	\$21.88	N
Accounting Specialist I	Finance	4	\$17.02	\$19.45	\$21.88	N
Accounting Specialist I	Highway	4	\$17.02	\$19.45	\$21.88	N
Accounting Specialist I	Highway	4	\$17.02	\$19.45	\$21.88	N

Don Hunter

From: Tonia Mindemann
Sent: Wednesday, March 28, 2012 1:12 PM
To: Don Hunter
Subject: RE: Step-increase schedule

Sergeant Hunter:

Sergeant's are a Grade 10 of the Non-Represented Pay Structure. Below are the step increases

Jefferson County											
2010 Non-Represented Pay Structure				EFFECTIVE 7/04/10							
Grade	0	1	2	3	4	5	6	7	8	9	10
10	25.427	26.159	26.886	27.617	28.335	29.065	29.795	30.523	31.243	31.974	32.701

~Tonia

Tonia Mindemann, HR Specialist

Jefferson County

Human Resources

☎ 920-674-7102

✉ toniam@jeffersoncountywi.gov

From: Don Hunter
Sent: Wednesday, March 28, 2012 1:00 PM
To: Tonia Mindemann
Subject: Step-increase schedule

Tonia,

Do you have a copy of the step-increase schedule for the rank of Sergeant? If so, please forward me a copy.

Thank You,

Det. Sgt. Donald C. Hunter
Jefferson County Sheriff's Office
411 South Center Avenue
Jefferson, WI 53549-1703
P 920.674.7317
F 920.674.7126
C 920.285.5250
donh@jeffersoncountywi.gov

APPENDIX A - WAGES

Effective January 1, 2011 – 0.0%

Job Title	Grade	A Start	B 6 months	C 1.5 years	D 2.5 years	E 3.5 years
Deputy Sheriff-Patrol/Jail	27	23.205	23.925	24.750	25.503	26.431
Detective	28	27.857	28.310	28.426	28.543	28.659
Deputy - Part-time	29	16.650				

Effective January 1, 2012 – 0.0%

Job Title	Grade	A Start	B 6 months	C 1.5 years	D 2.5 years	E 3.5 years
Deputy Sheriff-Patrol/Jail	27	23.205	23.925	24.750	25.503	26.431
Detective	28	27.857	28.310	28.426	28.543	28.659
Deputy - Part-time	29	16.650				

Effective January 1, 2013 – 0.0%

Job Title	Grade	A Start	B 6 months	C 1.5 years	D 2.5 years	E 3.5 years
Deputy Sheriff-Patrol/Jail	27	23.205	23.925	24.750	25.503	26.431
Detective	28	27.857	28.310	28.426	28.543	28.659
Deputy - Part-time	29	16.650				

*Part-time employees will be not be entitled to any benefits except bereavement leave, the WRS contribution to be paid in full by the Employer and overtime, which shall be received when they work over ninety-two (92) hours of straight time in a fifteen-day work cycle, said overtime to be paid at the rate of time and one-half (1-1/2).

APPENDIX A - WAGES

Effective December 29, 2013, January 1, 2014 – 2.5% 0.0%

Job Title	Grade	A Start	B 6 months	C 1.5 years	D 2.5 years	E 3.5 years
Deputy Sheriff-Patrol/Jail	27	<u>23.79</u> 23.205	<u>24.52</u> 23.925	<u>25.37</u> 24.750	<u>26.14</u> 25.503	<u>27.09</u> 26.434
Detective	28	<u>28.55</u> 27.857	<u>29.02</u> 28.340	<u>29.14</u> 28.426	<u>29.26</u> 28.543	<u>29.38</u> 28.659
Deputy - Part-time	29	<u>17.07</u> 16.650				

Effective December 28, 2014, January 1, 2015 – 2.5% 0.0%

Job Title	Grade	A Start	B 6 months	C 1.5 years	D 2.5 years	E 3.5 years
Deputy Sheriff-Patrol/Jail	27	<u>24.38</u>	<u>25.13</u>	<u>26.00</u>	<u>26.79</u>	<u>27.77</u>
Detective	28	<u>29.26</u>	<u>29.75</u>	<u>29.87</u>	<u>29.99</u>	<u>30.11</u>
Deputy - Part-time	29	<u>17.50</u>				

Effective December 27, 2015, January 1, 2016 – 3.0% 0.0%

Job Title	Grade	A Start	B 6 months	C 1.5 years	D 2.5 years	E 3.5 years
Deputy Sheriff-Patrol/Jail	27	<u>25.11</u>	<u>25.88</u>	<u>26.78</u>	<u>27.59</u>	<u>28.60</u>
Detective	28	<u>30.14</u>	<u>30.64</u>	<u>30.77</u>	<u>30.89</u>	<u>31.01</u>
Deputy - Part-time	29	<u>18.03</u>				

*Part-time employees will be not be entitled to any benefits except bereavement leave, the WRS contribution to be paid in accordance with Section 15.01 above full by the Employer and overtime, which shall be received when they work over ninety-two (92) hours of straight time in a fifteen-day work cycle, said overtime to be paid at the rate of time and one-half (1-1/2).

**Retroactive payment only applies to employees still employed by the County at final ratification.


2014 STATE HEALTH CARE PLAN RATE COMPARISONS

Traditional HMO Option paired with Classic Standard Plan

SWORN EMPLOYEES

Jefferson County, WI

2014 PLAN NAMES	SINGLE			FAMILY		
	Total Premium	County's Contribution	Employee Cost	Total Premium	County's Contribution	Employee Cost
Anthem Blue - Northeast	752.60	535.90	216.70	1,875.00	1,333.58	541.42
Anthem Blue - Southeast	807.40	535.90	271.50	2,012.00	1,333.58	678.42
Arise Health Plan	980.80	535.90	444.90	2,445.50	1,333.58	1,111.92
Dean Health Plan	690.00	535.90	154.10	1,718.50	1,333.58	384.92
GHC of Eau Claire	1,129.80	535.90	593.90	2,818.00	1,333.58	1,484.42
GHC of South Central Wisconsin	593.50	535.90	57.60	1,477.20	1,333.58	143.62
Gundersen Health Plan	755.10	535.90	219.20	1,881.20	1,333.58	547.62
Health Tradition Health Plan	695.30	535.90	159.40	1,731.70	1,333.58	398.12
Healthpartners	882.80	535.90	346.90	2,200.50	1,333.58	866.92
Humana - Eastern	1,148.30	535.90	612.40	2,864.20	1,333.58	1,530.62
Humana - Western	1,148.30	535.90	612.40	2,864.20	1,333.58	1,530.62
Medical Associates Health plan	701.80	535.90	165.90	1,748.00	1,333.58	414.42
MercyCare Health Plan	570.10	535.90	34.20	1,418.70	1,333.58	85.12
Network Health Plan	809.20	535.90	273.30	2,016.50	1,333.58	682.92
Physicians Plus	664.30	535.90	128.40	1,654.20	1,333.58	320.62
Security Health Plan	1,125.10	535.90	589.20	2,806.20	1,333.58	1,472.62
United Healthcare	852.70	535.90	316.80	2,125.20	1,333.58	791.62
Unity - Community	612.80	535.90	76.90	1,525.50	1,333.58	191.92
Unity - UW Health	569.30	535.90	33.40	1,399.20	1,333.58	65.62
WEA Trust PPO - East	796.90	535.90	261.00	1,985.70	1,333.58	652.12
WEA Trust PPO Northwest	933.20	535.90	397.30	2,326.50	1,333.58	992.92
WEA Trust PPO South Central	777.20	535.90	241.30	1,936.50	1,333.58	602.92
WPS Metro Choice Southeast	1,362.10	535.90	826.20	3,398.70	1,333.58	2,065.12
WPS Metro Choice Northwest	1,122.10	535.90	586.20	2,798.70	1,333.58	1,465.12

 Qualified Plan for Jefferson County


2014 STATE HEALTH CARE PLAN RATE COMPARISONS

Traditional HMO Option paired with Classic Standard Plan

For General Employees and Elected Officials

Jefferson County, WI

2014 PLAN NAMES	SINGLE			FAMILY		
	Total Premium	County's Contribution	Employee Cost	Total Premium	County's Contribution	Employee Cost
Anthem Blue - Northeast	752.60	586.38	166.22	1,875.00	1,461.78	413.22
Anthem Blue - Southeast	807.40	586.38	221.02	2,012.00	1,461.78	550.22
Arise Health Plan	980.80	586.38	394.42	2,445.50	1,461.78	983.72
Dean Health Plan	690.00	586.38	103.62	1,718.50	1,461.78	256.72
GHC of Eau Claire	1,129.80	586.38	543.42	2,818.00	1,461.78	1,356.22
GHC of South Central Wisconsin	593.50	586.38	7.12	1,477.20	1,461.78	15.42
Gundersen Health Plan	755.10	586.38	168.72	1,881.20	1,461.78	419.42
Health Tradition Health Plan	695.30	586.38	108.92	1,731.70	1,461.78	269.92
Healthpartners	882.80	586.38	296.42	2,200.50	1,461.78	738.72
Humana - Eastern	1,148.30	586.38	561.92	2,864.20	1,461.78	1,402.42
Humana - Western	1,148.30	586.38	561.92	2,864.20	1,461.78	1,402.42
Medical Associates Health plan	701.80	586.38	115.42	1,748.00	1,461.78	286.22
MercyCare Health Plan	570.10	586.38	-	1,418.70	1,461.78	-
Network Health Plan	809.20	586.38	222.82	2,016.50	1,461.78	554.72
Physicians Plus	664.30	586.38	77.92	1,654.20	1,461.78	192.42
Security Health Plan	1,125.10	586.38	538.72	2,806.20	1,461.78	1,344.42
United Healthcare	852.70	586.38	266.32	2,125.20	1,461.78	663.42
Unity - Community	612.80	586.38	26.42	1,525.50	1,461.78	63.72
Unity - UW Health	569.30	586.38	-	1,399.20	1,461.78	-
WEA Trust PPO - East	796.90	586.38	210.52	1,985.70	1,461.78	523.92
WEA Trust PPO Northwest	933.20	586.38	346.82	2,326.50	1,461.78	864.72
WEA Trust PPO South Central	777.20	586.38	190.82	1,936.50	1,461.78	474.72
WPS Metro Choice Southeast	1,362.10	586.38	775.72	3,398.70	1,461.78	1,936.92
WPS Metro Choice Northwest	1,122.10	586.38	535.72	2,798.70	1,461.78	1,336.92

 Qualified Plan for Jefferson County