

Agenda
Human Resources Committee
Jefferson County Courthouse
320 S Main St, Room 112
Jefferson, WI 53549

September 17, 2013 @ 8:30 a.m.

Committee Members: James Braughler, 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 August 20, 2013 minutes
7. Communications
8. Convene into closed session pursuant to Wisconsin State Statutes Section 19.85 (1)(e), consideration of union negotiations. Presentation by William (Bill) Bracken.
9. Reconvene into open session for consideration and possible action regarding items discussed in closed session and remaining agenda items
10. Quarterly Retirement recognition
11. Monthly Financial Report
12. Discussion of Compression concerns at Highway Department
13. Consideration to reorganize and authorize 16 Deputy Court Clerk I/II positions (15 FT, 1 PT)
14. Codify COBRA 2% administration fee
15. Report from Human Resources Director
 - a. Vacant position requests
 - b. Emergency Help requests
 - c. New Position summary
 - d. 2014 Health Insurance rates
 - e. Safety Audit update
 - f. HIPAA Privacy Analysis update
 - g. Affordable Care Act update
16. Set next meeting date and agenda
17. Adjournment

Next scheduled meeting: October 15, 2013 @ 8:30 a.m.

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
August 20, 2013 @ 8:30am
Jefferson County Courthouse, Room 112**

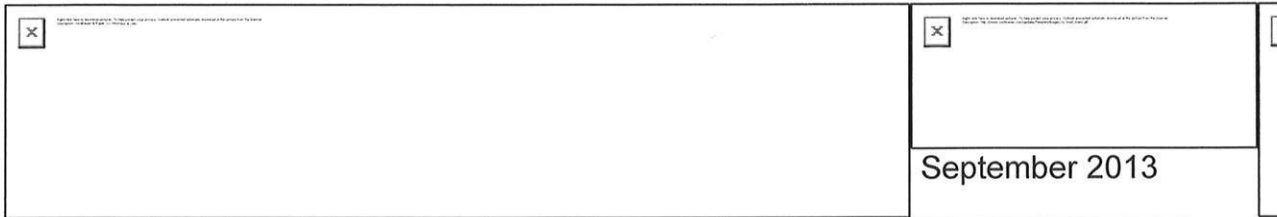
1. Meeting called to order at 8:30am by Chair, J. Braugher.
2. Present: J. Braugher, G. David, P. Rogers, J. Schroeder and D. Schulz. Quorum established. Others Present: B. Wehmeier; T. Palm; J. Molinaro; P. Ristow; B. Lamers; G. Koeppel, D. Hummel, and J. Kottwitz.
3. Certification of compliance with the Open Meetings Law by B. Wehmeier.
4. Agenda reviewed with no changes.
5. Citizen Comments. Greg Koeppel, Highway Sign Foreman, spoke to the issue of Highway Workers/Equipment Operators earning more than Foreman when they are operating heavy equipment, due to the premium pay.
6. Motion by J. Schroeder, second by D. Schultz, to approve the July 23, 2013 minutes as printed. Motion carried 5:0.
7. Communications: None.
8. Monthly Financial Report. No update available since the July 22 report.
9. Motion by P. Rogers, second by D. Schultz, to accept the reclassification recommendations by Carlson Dettmann Associates on each of the six requests. Motion carried 5:0.
10. Motion by G. David, second by P. Rogers, to recommend to County Board an amendment to HR0210, Amendment and Maintenance of the Classification Plan, to implement the consultant's recommendation unless it can be demonstrated that the consultant acted without any factual basis when considering the request(s). Motion carried 5:0.
11. T. Palm, HR Director, reported the recommendation to hire Network Safety Consultants, Inc, to conduct a County-wide mini safety audit, including the departments of Human Services, Health, Fair, Parks, Sheriff, Courthouse and Highway. The cost for this project is \$3100 and is within the Human Resources budget. T Palm also provided an update on obtaining a safety coordinator for the County, including the options of a part-time position, a full-time position, a full-time position shared with another County and a consultant. A sample job description and salary information was included in the packet. Motion by J. Schroeder, second by G. David, to approve the contract with Network Safety Consultants. Motion carried 5:0.

12. T. Palm provided a brief update to the Affordable Care Act, highlighting the fact that the limit on out-of-pocket costs, including deductibles and copayments, has been extended one year. This does not have much bearing on the County as our out-of-pockets are already much less than the proposed limits.
13. T Palm provided an update on meetings with employees with both the Wisconsin Deferred Compensation representatives and Nationwide representatives. Turnout has been low, but news is spreading by word of mouth. Many employees are asking to schedule 1:1 meetings with either or both representatives. An employee survey will be sent out after the last meeting, September 12, and may be available by the next HR meeting.
14. T. Palm updated the committee on the search for a firm to conduct the HIPAA Privacy Gap Analysis. The County received 12 responses, which the HIPAA “team” of T Palm, HR Director, Ellen Braatz, Benefits Administrator and Privacy Officer; and Scott Scheibel, Assistant Corporation Counsel, have narrowed it to three proposals. Phone interviews are scheduled the afternoon of August 20 to have a final recommendation. Costs range from \$7000 to \$32,000 of these top three. The average of all 12 was around \$20,000. T. Palm asked the committee to support a contingency transfer if needed, based on our recommendation and support of County Administrator. Consensus of committee recognized the need for the study and supported not to exceed \$32,000.
15. Motion by D. Schultz, second by P. Rogers, to convene into closed session pursuant to Wisconsin State Statutes 19.85 (1)(e), consideration of union negotiations and 19.85 (1)(f), consideration of employee’s specific medical history. All present responding “Aye”. Moved into closed session at 9:00am. NOTE: J. Molinaro, T. Palm, B. Wehmeier and P. Ristow remained present for closed session.
16. Motion by D. Schultz, second by P. Rogers, to reconvene into open session. All present responding “Aye”. Moved into open session at 9:18am.
 - a. Motion by D. Schultz, second by G. David, to approve the extension of the leave of absence through October 15, 2003. Motion carried 5:0.
17. Next meeting scheduled September 17, 2013, to include recurring items and discussion of Highway Leads compensation as commented on in citizen comments.
18. Motion by J. Schroeder, second by P. Rogers, to adjourn. Meeting adjourned at 9:20am.

Human Resources Committee Secretary

Date

From: Karen E. Brunow <KBRUNOW@vonbriesen.com>
Sent: Thursday, September 12, 2013 3:33 PM
To: Terri Palm
Subject: von Briesen & Roper Labor & Employment Law Update: Act 10 Again Found Enforceable



Labor and Employment Law Update

Federal Courts Once Again Find Act 10 Enforceable

by [Kyle J. Gulya](#) and [James R. Korom](#)

On Wednesday, September 11, 2013, a Wisconsin Federal District Court Judge dismissed another lawsuit challenging the constitutionality of Act 10 filed by general municipal employee unions. The Federal District Court opinion found Act 10's differential treatment of general municipal employee unions from the treatment of nonrepresented employees did not violate the equal protection clause of the Fourteenth Amendment to the U.S. Constitution. The Seventh Circuit Court of Appeals previously held that Act 10's differential treatment of general municipal employee unions from the treatment of public safety unions did not violate the Fourteenth Amendment.

The Court also rejected the unions' claim that the First Amendment gives general municipal employee unions the unfettered right to collectively bargain on any subjects and that Act 10 violates that First Amendment right. The Court found that no such right exists under the First Amendment and identified 22 states that already prohibit collective bargaining. The Court also found that Act 10 does not violate the First Amendment, because "Act 10 does not silence general employees and their unions from engaging in collective bargaining; rather, it limits municipal *employers* from engaging in collective bargaining." Quoting the U.S. Supreme Court, the District Court found:

Whatever rights public employees have to associate and petition their public employers on wages and conditions of employment, this right certainly does not compel the employer to listen. As the United States Supreme Court explained . . . , "the First Amendment does not impose an affirmative obligation on the government to listen, to respond or, in this context, to recognize the association and bargain with it."

Another lawsuit pending in Dane County Circuit Court makes similar arguments raised by the unions in this Federal District Court decision. The Wisconsin Supreme Court also is preparing to receive arguments in the decision decided by Dane County Circuit Judge Juan Colas. The Dane County Circuit Court decision issued in September 2012 found only a few parts of Act 10 were unconstitutional. The primary substantive elements of Act 10 remain intact, most notably the limitations on bargaining over only "wages" with a general municipal employee union. Additionally, an employer is free to implement its last, best offer since no interest arbitration process exists to force settlements with a general municipal employee union. The employer must still bargain with public safety and transit unions regarding the broader issues of wages as well as hours and working conditions. This most-recent Federal District Court decision has no effect on public safety and transit

unions.

As many employers are in the process of implementing and updating employee handbooks, modifying health insurance plans, and implementing wage studies, many issues will continue to arise for each community related to this decision and the other pending cases. We anticipate there will still be challenges by unions, but they will choose their local test cases wisely. Employers can still achieve their desired results, but should act cautiously at this time and engage in well-calculated and thoughtful decisions. As this process unfolds and more information becomes available, following are some helpful thoughts and reminders as employers await the end of Act 10 litigation:

- **Develop Your Organization's Strategy.** The complex issues associated with ongoing litigation of Act 10 at the state and federal level, a possible appeal of this District Court decision, and the Wisconsin Supreme Court's pending decision necessitate that each community carefully prepare its strategy for responding to a demand to bargain and possible outcomes of these decisions. After reviewing this decision and the Seventh Circuit Court of Appeals Opinion upholding Act 10 that was issued earlier this year, we believe there is a good chance this District Court decision will be upheld if appealed. When contacted by the union to discuss issues unrelated to total base wages, the smartest approach the employer can take is to listen and then inform the union that the supervisor will confer with management and decide on an appropriate course of action.
- **Once Again, Don't Overreact.** Just like past decisions involving Act 10, there will be uncertainty fueled by misinformation. The Federal District Court opinion used strong language indicating employers may not even "listen" to the general municipal employee union on issues unrelated to total base wages. Because of the information reported about this decision, there may be concern and excitement among represented general municipal employees and their unions that the employer cannot even "listen" to them. We anticipate unions will grasp this comment from the District Court opinion and try to use it as political leverage to attempt to encourage local elected leaders to engage them and influence employer decisions over issues other than "total base wages."

We believe an employer may receive information from a general municipal employee union, just as it may receive information from any other interested nonrepresented employee, citizen or group. What the employer may not do is engage in collective bargaining or reach an agreement with the general municipal employee union on issues unrelated to total base wages. The employer remains free to make its own decisions and consider or ignore the information provided by these interested parties. As the Seventh Circuit Court of Appeals has said, the First Amendment "provides no guarantee that a speech will persuade or that advocacy will be effective."

- **Don't Be Afraid to "Listen."** Supervisors and elected officials should avoid the potential problems created by the "listening" conundrum. We anticipate a supervisor or elected official who refuses to listen to a represented general municipal employee or union based solely on this court decision may unnecessarily generate litigation or a public relations predicament for the employer. Supervisors and elected officials should also be equally mindful of other stray comments including making agreements with the union or other promises or assurances to modify policies, to bargain over the employee handbook, or to extend or reinstate an expired collective bargaining agreement. Those statements may also result in litigation and public relations debacles, particularly since those decisions continue to rest exclusively with the discretion of the employer.

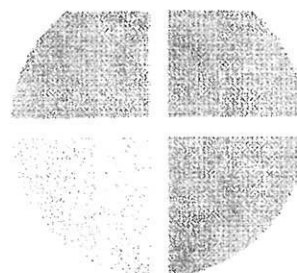
We are ready to advise our clients pertaining to these issues and the unique situations that each community faces. If you have questions regarding this decision or any aspect of labor and employment law, then please feel free to contact any member of the von Briesen & Roper Labor and Employment team.

Bracken, William G.

From: Davis & Kuelthau, s.c. <newsletters@dkattorneys.com>
Sent: Tuesday, December 18, 2012 1:01 PM
To: Riley, Brandy J.; Duggan, Tara L.; Strang, Kirk D.; Bracken, William G.; Butula, Beverly G.
Subject: Client Alert: Arbitrators' Awards Arrive

Hi - Here is the first draft of Bill's alert. Please review and send me any edits you may have.

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Client Alert

December 19, 2012

Arbitrators' Awards Arrive

By: [William G. Bracken](#)

Interest arbitrators' awards covering public safety employees have started to trickle in. Public employers have struggled to balance the "two class" system of general and public safety employees that was the byproduct of Acts 10/32. Many public employers seek to provide the same benefits to all employees.

The first award, issued over one year ago struck fear in the hearts of public employers throughout the state. In that case, the arbitrator categorically rejected the argument that the internal comparables justified requiring deputies to contribute to WRS under the county's offer. This case is summarized below:

A. Oconto County (Deputies), (Dec. No. 33283-A, Mawhinney, 11/14/11)

<u>Issue</u>	<u>County</u>	<u>Union</u>
1. Wages		
2011	0.0%	Jan/July 1.0%/1.0%
2012	---	Jan/July 1.0%/1.0%
2. WRS: Employee Contribution	Full	None

Arbitrator Karen Mawhinney selected the union's offer and was critical of the lack of a quid pro quo for the WRS concession sought by the county.

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In the following recent awards, most employers have fared better by submitting offers with modest wage increases coupled with modest WRS and health concessions.

B. City of Mequon (Police), (Dec. No. 33818-A, Hempe, 11/15/12)

<u>Issue</u>	<u>City</u>	<u>Union</u>
1. Duration	2 years	3 years
2. Wages		
2012 Jan/July	1.0%/1.0%	1.5%/1.5%
2013 Jan/July	2.0%/2.0%	1.25%/1.25%
2014 Jan/July	---/---	1.25%/1.25%
3. WRS: Employee Contribution		
2012	3.0%	2.0%
2013	5.9% (full)	4.0%
2014	---	5.9%
4. Health Insurance: Employee Contribution		
2012	9.0%	6.0%
2013	12.0%	9.0%
2014	---	12.0%

Arbitrator Henry Hempe selected the city's offer for several reasons:

1. The union's health insurance contribution rate of 94% exceeded the external comparables'.
2. The union's 5.9% WRS cap was a "minor windfall for the union that would serve merely to prolong the benefit disparity between the police and the general municipals without providing the police officers with a meaningful financial gain."
3. The three year duration clause was not supported by the external comparables where only 5 of 18 (or 19) had settled for 2014.
4. The city provided a quid pro quo that was "a reasonable attempt to deal with the inequity" between police officers and general employees.

C. Sauk County (Deputies), (Dec. No. 33811-A, Flaten, 12/12)

<u>Issue</u>	<u>County</u>	<u>Union</u>
1. Wages		
2012	2.0%	Jan/July 2.0%/1.0%
2013	2.0%	Jan/July 2.0%/1.0%
2014	---	Jan/July 2.0%/2.0%
2. WRS: Employee Contribution		
	7/1/12 2.0%	1/2/12 1.0% 7/1/12 2.0%

7/1/13	4.0%	1/1/13	3.0%
		7/1/13	4.0%
		1/1/14	5.0%
		7/1/14	6.0%

Arbitrator Milo Flaten selected the county's final offer in a very cryptic decision which did not provide a detailed rationale or analysis.

D. Village of River Hills (Police), (Dec. No. 33857-A, Torosian, 11/16/12) Fact-Finding Recommendations

Many people are surprised to discover that interest arbitration in public safety disputes is not available if the municipality has a population of less than 2,500. (See 111.77(8)(b.), Wis. Stats.). This is not a new provision in the law.

Fact-finding is similar to interest arbitration with one major fundamental difference: the fact-finder issues non-binding recommendations to both parties. The parties are free to accept or reject the fact-finder's recommendations.

<u>Issue</u>	<u>Village</u>	<u>Union</u>
1. Wages		
2010	0.0%	0.0%
2011	0.0%	Dec. 31 2.0%
2012	0.0%	Jan/July 1.0%/1.0%

**2. Health Insurance:
Employee Contribution**

Additional 4.5% to a total of 12%	Same
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**3. WRS: Employee
Contribution**

5.9%	Same
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Fact-finder Herman Torosian recommended the union's wage offer based on the greater weight given to external comparables over the internal comparables' wage freeze which was proposed by the village.

E. Town of Rome (Police), (Dec. No. 32260-A, McAlpin, 12/14/12)

<u>Issue</u>	<u>Town</u>	<u>Union</u>
1. Wages		
2011	0.0%	0.0%
2012	3.0%	2.0%
2013	3.0%	2.0%
2. Health Insurance: Employee Contribution		
	12%	10% (status quo)

3. WRS: Employee Contribution

1/1/13

6.65% (full) 0%

Arbitrator Raymond McAlpin selected the Union's offer even noting the trend among external comparables to require a WRS contribution. He concluded that the use of internal comparables is "questionable in this matter at best." The Arbitrator believed the change in the status quo was significant and the Town had failed to provide enough of a quid pro quo to justify its proposal.

Conclusion

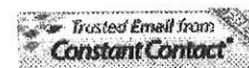
The most recent batch of arbitration and fact-finding awards generally support employer efforts to require public safety employees to contribute more towards health insurance and WRS on the same basis as the internal comparable general employees provided a quid pro quo is offered. However, some arbitrators will still apply a pre-Act 10 analysis to these disputes, making it difficult for employers trying to treat all employees the same. There are about a dozen public safety awards pending.

We will continue to monitor arbitration awards and provide summaries to you. Readers are encouraged to read the entirety of each award which is available on the WERC's website at werc.wi.gov.

For more information, please contact **William Bracken** at wbracken@dkattorneys.com, (920) 232-4844 or your Davis & Kuelthau attorney.

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**DAVIS & KUELTHAU, S.C.
INFORMATION UPDATE**

June 10, 2013
William G. Bracken
Labor Relations Coordinator

This Information Update summarizes public safety interest arbitration awards that have been issued since December 2012 when our first summary appeared. (See Davis & Kuelthau, s.c. Client Alert, December 19, 2012). Readers are encouraged to read the entire award for a complete understanding of each case.

A. Village of River Hills (Police Dept.), Dec. No. 33857-A, Herman Torosian, 11/16/12.

Public safety interest arbitration is not available to municipalities with populations less than 2,500. A non-binding alternative is fact-finding. A fact-finder issues a report with recommendations to resolve the contract which either party is free to accept or reject. It is rarely used. This case summary is from the fact-finder's recommendations:

	<u>Issue</u>	<u>Village</u>	<u>Union</u>
1.	<u>Wages</u>		
	2010	0%	0%
	2011	0%	12/31/11 2%
	2012	0%	01/01/12 1%
			07/01/12 1%

Both parties agreed to an additional 4.5% employee contribution to health insurance and a 5.9% employee contribution towards WRS. Fact-finder Torosian found that while internal comparables favored the employer, the external comparable settlement pattern received "considerable weight." The fact-finder recommended that the union's offer, which was slightly below the prevailing settlement pattern, be adopted.

B. La Crosse County (Deputies), Dec. No. 33888-A, Karen J. Mawhinney, 12/26/12.

	<u>Issue</u>	<u>County</u>	<u>Union</u>
1.	<u>Wages</u>		
	2012	0%	1%
	2013	2%	1%
2.	<u>WRS – Employee Contribution</u>		
	2013	5.9%	0%
3.	<u>Health / Dental Insurance</u>		
		Dollar Amounts	Percentages

Arbitrator Mawhinney selected the union's offer due to the lack a quid pro quo and lack of external comparable support for the county's offer. She found that while internal comparables strongly supported the county, it did not carry as much weight as it had in the past.

C. Dodge County (Deputies), Dec. No. 33914-A, Gil Vernon, 1/28/13.

	<u>Issue</u>	<u>County</u>	<u>Union</u>
1.	<u>Wages</u>		
	2012	0% no step	0.5% with step
	2013	1%	2.25%
2.	<u>Health Insurance</u>		
	2013	94%	97%

Arbitrator Vernon selected the union's offer giving primary weight to wage level changes measured by percentage increases as opposed to relative wage levels. The step freeze in the county's offer was viewed negatively by the Arbitrator. Internal comparables were viewed with skepticism since their bargaining rights have been "neutered" by Act 10.

D. Douglas County (Deputies), Dec. No. 33350-A, Sinclair Kossoff, 1/30/12.

	<u>Issue</u>	<u>County</u>	<u>Union</u>
1.	<u>Wages</u>		
	2011	0%	07/01/11 1% 12/31/11 1%
	2012	1%	07/01/12 1% 12/31/12 1%

Arbitrator Kossoff selected the County's offer giving determinative weight to the internal settlement pattern even though the settlements occurred prior to the effective date of Act 10.

E. Village of Greendale (Fire Dept.), Dec. No. 33924-A, William Strycker, 3/27/13.

	<u>Issue</u>	<u>Village</u>	<u>Union</u>
1.	Duration	2 years	3 years

2.	<u>Wages</u>		
	2011	1%	1%
	2012	0%	0%
	2013	—	01/01/13 2% 07/01/13 2%
3.	<u>Health Insurance</u>		
	2011	93% of lowest cost HMO	Same
	2012	88% of plan selected by employee	Full cost not to exceed 88% of lowest HMO
4.	<u>WRS (Employee Share)</u>		
		Village will pay up to 8% of employee's share	Same 01/01/13 – Employee pays 2%
5.	<u>Holidays</u>		
		Add 1 floating holiday	Add Dr. Martin Luther King Day
6.	<u>Haz-Mat Pay</u>		
		\$200/Year	\$75/Year

Arbitrator Strycker selected the village's offer largely due to the internal comparables, noting that protective service comparisons should be given greater weight than general employees. The Arbitrator also preferred the two year duration of the village to "maintain flexibility in order to effectively manage finances."

F. City of Oshkosh (Police), Dec. No. 33976-A, Sharon A. Gallagher, 6/6/13.

	<u>Issue</u>	<u>City</u>	<u>Union</u>
1.	<u>WRS (Employee Contribution)</u>		
		11/01/12 3%	11/01/12 3%
		01/01/13 Full	01/01/13 4.5%
			01/01/14 Full

Both parties had agreed to wage increases of 2.0% on 01/01/12 and 0.5% on 11/01/12 and 2.5% in 2013 and 2014. Both parties also agreed to increase the employee's contribution on health insurance from 7% to 11% in 2012 and 12% in 2013 for employees undertaking the health assessment and from 10% to 14% in 2012 and 15% in 2013 for those who do not.

Despite the presence of internal transit employee and firefighter settlements that were essentially the same on wages, health insurance and WRS, Arbitrator Gallagher selected the Union's offer due to the lack of a quid pro quo.

Lessons Learned

Arbitrators continue to struggle with internal vs. external settlements and the appropriate weight to attribute to each one. Arbitrators also continue to require evidence of a quid pro quo when employers seek WRS and health insurance concessions.

In short, these arbitration awards serve as an important reminder that there is no guarantee of the outcome of the final offer arbitration process. That element of risk is one reason that both parties are motivated to reach voluntary settlements.

Human Resources
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Date Ran 8/21/2013
Period 7
Year 2013

Revenues

Acct Number	Description	Current Period Actual	Current Period Budget	YTD Actual	YTD Budget	Prorated Variance	Total Budget	Annual Remaining	Percentage Of Budget
									#DIV/0!
451002	PRIVATE PARTY PHOTOCOPY	-	(4.00)	-	(28.00)	28.00	(48.00)	(48.00)	0.00%
451034	BADGE REPLACEMENT FEE	(5.00)	(4.17)	(14.48)	(29.17)	14.69	(50.00)	(35.52)	28.96%
451200	RECORDS & REPORTS	-	(4.17)	-	(29.17)	29.17	(50.00)	(50.00)	0.00%
Totals		(5.00)	(12.33)	(14.48)	(86.33)	71.85	(148.00)	(133.52)	9.78%

Expenditures

Acct Number	Description	Current Period Actual	Current Period Budget	YTD Actual	YTD Budget	Prorated Variance	Total Budget	Annual Remaining	Percentage Of Budget
									#DIV/0!
511110	SALARY-PERMANENT REGULAR	13,315.28	15,872.50	100,554.71	111,107.50	(10,552.79)	190,470.00	89,915.29	52.79%
511210	WAGES-REGULAR	-	427.90	-	2,995.32	(2,995.32)	5,134.83	5,134.83	0.00%
511240	WAGES-TEMPORARY	-	189.67	-	1,327.67	(1,327.67)	2,276.00	2,276.00	0.00%
511310	WAGES-SICK LEAVE	512.90	-	2,256.11	-	2,256.11	-	(2,256.11)	#DIV/0!
511320	WAGES-VACATION PAY	2,477.90	-	4,839.83	-	4,839.83	-	(4,839.83)	#DIV/0!
511330	WAGES-LONGEVITY PAY	-	29.08	-	203.58	(203.58)	349.00	349.00	0.00%
511340	WAGES-HOLIDAY PAY	757.60	-	3,737.03	-	3,737.03	-	(3,737.03)	#DIV/0!
511350	WAGES-MISCELLANEOUS(COMP)	363.18	-	2,414.60	-	2,414.60	-	(2,414.60)	#DIV/0!
512141	SOCIAL SECURITY	1,254.91	1,229.73	8,205.79	8,608.14	(402.35)	14,756.81	6,551.02	55.61%
512142	RETIREMENT (EMPLOYER)	1,158.77	1,081.96	7,567.84	7,573.69	(5.85)	12,983.47	5,415.63	58.29%
512144	HEALTH INSURANCE	4,385.39	3,813.33	27,078.85	26,693.33	385.52	45,760.00	18,681.15	59.18%
512145	LIFE INSURANCE	8.95	8.50	61.41	59.50	1.91	102.00	40.59	60.21%
512173	DENTAL INSURANCE	315.90	243.00	1,750.10	1,701.00	49.10	2,916.00	1,165.90	60.02%
521218	ARBITRATOR	-	1,050.00	-	7,350.00	(7,350.00)	12,600.00	12,600.00	0.00%
521219	OTHER PROFESSIONAL SERV	1,739.70	2,290.75	12,693.10	16,035.25	(3,342.15)	27,489.00	14,795.90	46.18%
521220	CONSULTANT	-	1,250.00	-	8,750.00	(8,750.00)	15,000.00	15,000.00	0.00%
521225	SECTION 125	377.16	542.50	2,973.76	3,797.50	(823.74)	6,510.00	3,536.24	45.68%
521226	ERGONOMICS	-	41.67	-	291.67	(291.67)	500.00	500.00	0.00%
521227	POSITION CLASSIFICATIONS	-	291.67	-	2,041.67	(2,041.67)	3,500.00	3,500.00	0.00%
521229	RECRUITMENT RELATED	177.62	812.50	658.87	5,687.50	(5,028.63)	9,750.00	9,091.13	6.76%
521296	COMPUTER SUPPORT	-	311.25	3,788.84	2,178.75	1,610.09	3,735.00	(53.84)	101.44%
531243	FURNITURE & FURNISHINGS	-	25.00	-	175.00	(175.00)	300.00	300.00	0.00%
531303	COMPUTER EQUIPMT & SOFTWA	-	41.67	885.60	291.67	593.93	500.00	(385.60)	177.12%
531311	POSTAGE & BOX RENT	16.71	33.33	174.39	233.33	(58.94)	400.00	225.61	43.60%
531312	OFFICE SUPPLIES	0.54	115.00	194.77	805.00	(610.23)	1,380.00	1,185.23	14.11%
531313	PRINTING & DUPLICATING	140.73	58.33	609.89	408.33	201.56	700.00	90.11	87.13%
531314	SMALL ITEMS OF EQUIP	150.55	-	219.55	-	219.55	-	(219.55)	#DIV/0!
531323	SUBSCRIPT TAX,LAW & OTHER	-	219.58	2,598.70	1,537.08	1,061.62	2,635.00	36.30	98.62%
531324	MEMBERSHIP DUES	-	62.92	400.00	440.42	(40.42)	755.00	355.00	52.98%

532325	REGISTRATION	-	310.58	290.00	2,174.08	(1,884.08)	3,727.00	3,437.00	7.78%
532332	MILEAGE	42.95	112.50	510.93	787.50	(276.57)	1,350.00	839.07	37.85%
532334	COMMERCIAL TRAVEL	-	50.00	-	350.00	(350.00)	600.00	600.00	0.00%
532335	MEALS	-	78.67	40.06	550.67	(510.61)	944.00	903.94	4.24%
532336	LODGING	-	220.00	210.00	1,540.00	(1,330.00)	2,640.00	2,430.00	7.95%
532339	OTHER TRAVEL & TOLLS	-	-	5.25	-	5.25	-	(5.25)	#DIV/0!
532350	TRAINING MATERIALS	-	346.00	287.83	2,422.00	(2,134.17)	4,152.00	3,864.17	6.93%
533225	TELEPHONE & FAX	27.13	21.25	156.05	148.75	7.30	255.00	98.95	61.20%
535242	MAINTAIN MACHINERY & EQUIPI	345.00	21.25	345.42	148.75	196.67	255.00	(90.42)	135.46%
571004	IP TELEPHONY ALLOCATION	29.80	30.17	208.60	211.17	(2.57)	362.00	153.40	57.62%
571005	DUPLICATING ALLOCATION	47.98	128.33	335.87	898.33	(562.46)	1,540.00	1,204.13	21.81%
571009	MIS PC GROUP ALLOCATION	563.35	458.17	3,926.05	3,207.17	718.88	5,498.00	1,571.95	71.41%
571010	MIS SYSTEMS GRP ALLOC(ISIS)	188.50	191.17	1,319.50	1,338.17	(18.67)	2,294.00	974.50	57.52%
591519	OTHER INSURANCE	84.79	82.42	593.95	576.92	17.03	989.00	395.05	60.06%
594813	CAP OFC EQUIP	-	345.83	-	2,420.83	(2,420.83)	4,150.00	4,150.00	0.00%

Totals		28,483.29	32,438.18	191,893.25	227,067.23	(35,173.98)	389,258.11	197,364.86	49.30%
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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
									#DIV/0!
									#DIV/0!
Totals		-	-	-	-	-	-	-	#DIV/0!
Total Business Unit		28,478.29	32,425.84	191,878.77	226,980.90	(35,102.13)	389,110.11	197,231.34	49.31%

Sort by Gross		Eq earning	OT Earnings:	Gross earning	Pay increase
Position	YTD	YTD	YTD	eff date	
1 HW	\$ 416.50	\$ 415.00	\$ 28,357.00	9/19/2013	
2 HW	\$ 570.00	\$ 600.00	\$ 28,726.00	9/12/2013	
3 Lead		\$ -	\$ 30,470.00	1/18/2013	
4 eq	\$ 692.63	\$ 727.00	\$ 30,711.00	3/24/2013	
5 Lead		\$ 1,199.00	\$ 30,927.00	9/10/2013	
6 eq	\$ 363.38	\$ 1,971.00	\$ 30,929.00	3/18/2013	
7 eq	\$ 507.50	\$ 1,933.00	\$ 31,088.00	3/17/2013	
8 Lead		\$ 975.00	\$ 31,347.00	10/14/2013	
9 eq	\$ 634.63	\$ 2,599.00	\$ 31,827.00	10/19/2013	
10 eq	\$ 539.50	\$ 2,841.00	\$ 32,092.00	7/9/2013	
11 HW	\$ 235.00	\$ 3,300.00	\$ 32,203.00	2/5/2013	
12 eq	\$ 699.50	\$ 3,497.00	\$ 32,314.00	9/20/2013	
13 Lead		\$ 3,504.00	\$ 33,738.00	7/10/2013	
14 HW	\$ 538.75	\$ 4,889.00	\$ 33,832.00	3/10/2013	
15 eq	\$ 950.63	\$ 5,481.00	\$ 35,306.00	5/15/2013	
16 eq	\$ 883.50	\$ 5,937.00	\$ 35,776.00	2/5/2013	

Sort by OT		Eq earning	OT Earnings:	Gross earning	Pay increase
Position	YTD	YTD	YTD	eff date	
3 Lead		\$ -	\$ 30,470.00	1/18/2013	
1 HW	\$ 416.50	\$ 415.00	\$ 28,357.00	9/19/2013	
2 HW	\$ 570.00	\$ 600.00	\$ 28,726.00	9/12/2013	
4 eq	\$ 692.63	\$ 727.00	\$ 30,711.00	3/24/2013	
8 Lead		\$ 975.00	\$ 31,347.00	10/14/2013	
5 Lead		\$ 1,199.00	\$ 30,927.00	9/10/2013	
7 eq	\$ 507.50	\$ 1,933.00	\$ 31,088.00	3/17/2013	
6 eq	\$ 363.38	\$ 1,971.00	\$ 30,929.00	3/18/2013	
9 eq	\$ 634.63	\$ 2,599.00	\$ 31,827.00	10/19/2013	
10 eq	\$ 539.50	\$ 2,841.00	\$ 32,092.00	7/9/2013	
11 HW	\$ 235.00	\$ 3,300.00	\$ 32,203.00	2/5/2013	
12 eq	\$ 699.50	\$ 3,497.00	\$ 32,314.00	9/20/2013	
13 Lead		\$ 3,504.00	\$ 33,738.00	7/10/2013	
14 HW	\$ 538.75	\$ 4,889.00	\$ 33,832.00	3/10/2013	
15 eq	\$ 950.63	\$ 5,481.00	\$ 35,306.00	5/15/2013	
16 eq	\$ 883.50	\$ 5,937.00	\$ 35,776.00	2/5/2013	

Sort by OT& Eq pay		Eq earning	OT Earnings:	Gross earning	Pay increase
Position	YTD	YTD	YTD	eff date	
3 Lead		\$ -	\$ 30,470.00	1/18/2013	
1 HW	\$ 416.50	\$ 415.00	\$ 28,357.00	9/19/2013	
8 Lead		\$ 975.00	\$ 31,347.00	10/14/2013	
2 HW	\$ 570.00	\$ 600.00	\$ 28,726.00	9/12/2013	
5 Lead		\$ 1,199.00	\$ 30,927.00	9/10/2013	
4 eq	\$ 692.63	\$ 727.00	\$ 30,711.00	3/24/2013	
6 eq	\$ 363.38	\$ 1,971.00	\$ 30,929.00	3/18/2013	
7 eq	\$ 507.50	\$ 1,933.00	\$ 31,088.00	3/17/2013	
9 eq	\$ 634.63	\$ 2,599.00	\$ 31,827.00	10/19/2013	
10 eq	\$ 539.50	\$ 2,841.00	\$ 32,092.00	7/9/2013	
13 Lead		\$ 3,504.00	\$ 33,738.00	7/10/2013	
11 HW	\$ 235.00	\$ 3,300.00	\$ 32,203.00	2/5/2013	
12 eq	\$ 699.50	\$ 3,497.00	\$ 32,314.00	9/20/2013	
14 HW	\$ 538.75	\$ 4,889.00	\$ 33,832.00	3/10/2013	
15 eq	\$ 950.63	\$ 5,481.00	\$ 35,306.00	5/15/2013	
16 eq	\$ 883.50	\$ 5,937.00	\$ 35,776.00	2/5/2013	

NEW POSITION COVER FORM

This is a request for a new position.

Department/Facility: Clerk of Court's Office

Subdepartment/Unit: _____

Proposed Job Title: Deputy Clerk I

Requested by: Carla Robinson

Please provide a brief summary of the purpose and duties of the new position.

I am requesting two full time and one part time position:

This position must be a deputy of the Clerk of Courts and the purpose of this position is to perform general reception duties; receipt incoming monies; scan documents for long-term retention; copy files; sort and distribute mail.

What are the consequences if this position is not approved?

Currently these positions exist as Deputy Clerk II positions in a higher pay grade but are assigned lower-level job duties. Changing the job description/pay grade aligns the positions with the duties assigned. As the responsibilities/duties of the office change, due to changes in law and supreme court rules, positions need to be evaluated and changed accordingly. By assigning non-case management tasks to Deputy Clerk I positions, the Deputy Clerk II staff can focus on higher level duties – creating a more efficient work flow.

How would this position be funded? Once these positions are created and filled, we would eliminate the corresponding Deputy Clerk II positions that are funded.

Please state the position or person previously responsible for the duties being performed by the new position, and the degree of involvement/responsibility this position will still have.

Currently two full time and the part time position are vacant.

RESOLUTION NO. 2013 - _____

Resolution authorizing 16 Deputy Court Clerk I/II positions (15 FT, 1 PT) in the Clerk of Courts budget

WHEREAS, the Clerk of Circuit Court continually seeks ways to operate more efficiently in response to frequent changes in the law and Supreme Court rules, and

WHEREAS, assigning only non-case management duties to several positions will allow other positions to focus on more complex and sensitive case management tasks, creating a more efficient work flow, and

WHEREAS, the Clerk of Courts Office is currently authorized 16 Deputy Court Clerk II positions (15 FT, 1 PT) that are assigned both case-management and non-case management responsibilities, and

WHEREAS, the Clerk of Courts Office has full-time and part-time Deputy Court Clerk II positions that are currently vacant, and

WHEREAS, the Clerk of Circuit Court recommends reorganizing the duties of the current vacant Deputy Court Clerk II positions and creating 16 Deputy Court Clerk I/II positions (15 FT, 1 PT), allowing future vacancies to be filled either as a Deputy Court Clerk I or a Deputy Court Clerk II, based on the qualifications of candidates.

WHEREAS, after due consideration, the Human Resources Committee recommends the changes proposed by the Clerk of Circuit Court.

NOW, THEREFORE, BE IT RESOLVED that the 2013 County Budget setting forth position allocations in the Clerk of Courts Office is hereby amended to reflect the above change by authorizing a total of 15 full-time, non-exempt Deputy Court Clerk positions and 1 part-time, non-exempt Deputy Court Clerk position, allowing positions to be filled either as a I or a II position.

Fiscal Note: Due to the overlapping of payranges between the Deputy Court Clerk I and the Deputy Court Clerk II positions, the approximate savings to fill 2.5 FTEs as a Deputy Court Clerk I position is \$10,255 annually, or approximately \$2,136 for the remainder of 2013. Therefore, no additional funds are required to implement this change effective upon passage of this resolution. As a budget amendment, 20 affirmative votes are required for passage.

AYES _____

NOES _____

ABSTAIN _____

ABSENT _____

VACANT _____

Requested by
Human Resources Committee

10-08-13

Prepared by Terri M Palm-Kostroski, 9/10/13



JEFFERSON COUNTY
HUMAN RESOURCES
Courthouse Room 111
JEFFERSON, WISCONSIN 53549
Telephone (920) 674-7102

TERRI PALM KOSTROSKI
Human Resources Director

ELLEN BRAATZ
Benefits Administrator

TONIA MINDEMANN
Human Resources Specialist

To: Jefferson County Employees
From: Terri Palm, Human Resources Director
Date: September 12, 2013
RE: 2014 Benefits

As 2014 approaches, I want to share with everyone information regarding several benefits/insurances. Please understand that this information is provided with the assumption that the County Board will adopt the 2014 budget as recommended by the County Administrator. Should any changes be made by the Board in November, employees will be notified immediately. As always, if you have any questions, please contact anyone in Human Resources: Ellen Braatz, X 8634, ellenb@jeffersoncountywi.gov; Tonia Mindemann, X7102, toniam@jeffersoncountywi.gov; or Terri Palm, X7103, terrip@jeffersoncountywi.gov.

BENEFITS FAIR

On October 23 the County will hold its annual Benefits Fair at the UW Extension/Workforce Development building (lower level). We anticipate having representatives available from Mercy, Unity, Dean, Diversified Benefits (Flexible Spending), Madison National Life (Long Term Disability), Nationwide (Deferred Compensation), WDC (Wisconsin Deferred Compensation) and the Department of Employee Trust Fund. We also have made arrangements to have our Health Department provide flu shots for employees during this time. More information on the Benefits Fair and Flu shots will be made available in the near future.

COMPENSATORY TIME

Just a quick reminder that for all hourly, non-exempt employees, any compensatory time not used by November 30 will be paid on the next regular pay check in December. Also, unless an extension is granted, exempt employees (accruing comp time hour-for-hour) forfeit any unused hours as of November 30th per Personnel Ordinance HR0360. Requests for carryovers should be approved by department heads and submitted to Human Resources by November 15. Per the Human Resources Committee's direction, carryovers will be reviewed carefully and only granted in the most extreme cases. Please be sure to plan accordingly!

DENTAL INSURANCE

The County remains self-funded for dental insurance, and proposed in the County Administrator's budget is a slight *increase* in the monthly dental cost per employee to \$42.00 for single and \$90.00 for family plans. The Administrator's budget also recommends that the County continue to fund the dental plan 100% for eligible employees in 2014.

FLEXIBLE SPENDING

Flex Plans are an excellent way to increase your spendable income and reduce your federal, Wisconsin and FICA taxes. Under Section 125 of the IRS Code, you as an employee can pay for qualified expenses using money from your paycheck that is deducted pre-tax. By using pre-tax dollars, you reduce the amount you pay in taxes! By eliminating Federal, Wisconsin and FICA tax on qualifying expenses, the plan **saves** the average participant **approximately 15%-30%** in taxes on those expenses. There are three main categories of expenses that qualify for pretax reimbursement.

- Group Insurance Premiums
- Dependent Care Reimbursement Account
- Medical Reimbursement Account

Employees have until February 28 to submit claims for the prior year. Money set aside pre-taxed that is not claimed will be forfeited. Therefore, employees need to estimate their expenses carefully, but if done accurately, can be a big savings for employees.

Remember, each year employees must re-enroll in this program. Even if you want to deduct the same amount each year, a new application is necessary. Likewise, employees currently not participating are eligible to enroll in the next year!

HEALTH INSURANCE

The Department of Employee Trust Funds recently announced the 2014 State Health insurance rates. Remember, the State Health plan is comprised of several HMOs throughout the State of Wisconsin and employees may select any of the 26 available. **Jefferson County is continuing with the HMO Option - Standard PPO (not the deductible or co-insurance HMO option).** For general and elected employees, the contribution the County makes toward the premium is based on the average of the qualified plans in Tier 1 *within the County*. The current labor agreement between protective, sworn employees and the County is an employer premium contribution of 94% of the lowest qualified plan (Tier 1) in the County.

The Administrator's budget is recommending an increase to the 2014 *County's* contribution of **15%**, or \$1461.78/month for family plans and \$586.38/month for single plans. This increase was based on forecasting an average increase of 15% of the most utilized by Jefferson County employees, Unity Community. Although many plans increased less than 15%, Unity Community unfortunately actually increased slightly more than 15%. More information on important changes in 2014, Tier 1 plans and a listing of all qualified plans in Jefferson County can be found at <http://etf.wi.gov/publications/iyc14/2014local-rates.htm>.

Also, a complete listing of all the plans and the recommended 2014 monthly contributions for both **GENERAL** and **PROTECTIVE, SWORN** employees can be found on pages 5 and 6, respectively. Remember, this is the County Administrator's recommended budget, and may be amended by the County Board prior to adoption in November, or with a settlement of a new labor contract. The Finance Committee and other Board members understand that any change to the County's contribution for health insurance for employees will directly impact the contribution made by the employee, dollar for dollar.

LIFE INSURANCE

Claims experience for local government employees insured under the Wisconsin Public Employers Group Life Insurance program has been better than the targeted level for several years. Below are the current rates, **effective July 1, 2013 through June 30, 2014**. The Group Insurance Board at the Department of Employee Trust Funds does not meet until the end of September to establish next year's rates, which will be effective July 1, 2014. Once these rates are established, they will be made available on the employee website and via email.

Basic, Supplemental & Additional Insurance

<u>Age</u>	<u>July, 1 2013</u> <u>Rate per \$1,000</u>
Under 30	\$.05
30 - 34	\$.06
35 - 39	\$.07
40 - 44	\$.08
45 - 49	\$.12
50 - 54	\$.22
55 - 59	\$.39
60 - 64	\$.49
65 - 69	\$.57

LONG TERM DISABILITY

Benefits under the County's voluntary LTD policy will not exceed 60% of insured wages; however, if an employee is entitled to other income benefits such as Workers' Compensation, state retirement and/or Social Security, the maximum monthly LTD benefit will be increased to 70% (less these other income benefits). There is a 90-day elimination period, which means ninety (90) consecutive days of total disability must elapse before you may begin to receive a monthly LTD benefit. You may receive LTD benefits for up to three (3) years if you are unable to perform your regular occupation. If, after three (3) years of paid benefits, you still cannot perform each of the substantial and material duties of any gainful occupation for which you are reasonably fitted by training, education, or experience and you are under regular care and attendance of a physician, benefits will continue up to the maximum benefit period.

The current cost of the plan is .5% of your annual gross income. For example, an employee who earned \$40,000 last year would pay \$200 annually (.005 x \$40,000) or \$16.67 per month. If you did not enroll in LTD when it was first offered, or when you were hired, you may still be eligible to participate. However, late entrants will be subject to medical history questions and acceptance or rejection of coverage is determined by the insurance carrier. A representative from LTD will be available at the Benefits Fair on October 23.

VACATION

Remember to schedule all of your vacation early! Employees wishing to carry over additional hours of vacation must demonstrate that they were not provided a reasonable opportunity to use the vacation during the calendar year. An employee may who feels they were not afforded this opportunity should make the request to your department head prior to December 15. The requests will be forwarded on to the Human Resources Director and the County Administrator. **Please remember, the personnel ordinance was changed early this year to eliminate carryovers greater than 40 hours, except as specified in Section HR0690. Also, even the hours less than 40 will only be considered in very rare and unusual circumstances. If you were afforded the opportunity to use your vacation, but didn't, vacation may be forfeited.**

WISCONSIN RETIREMENT SYSTEM

At the end of June the Department of Employee Trust Fund announced an increase to the 2014 WRS rates for the *general* employee and the *elected official*, but a decrease for the *protective* employee. These new contributions will be effective the first pay check in 2014 and are outlined below as currently governed by the Personnel Ordinance and/or union contract, as applicable:

	Employee <u>Contribution</u>	Jefferson County <u>Contribution</u>	Total <u>Contribution</u>
GENERAL EMPLOYEE	6.65% to 7.00%	6.65% to 7.0%	13.30% to 14.00%
ELECTED OFFICIAL	7.00% to 7.75%	7.00% to 7.75%	14.00% to 15.50%
PROTECTIVE EMPLOYEE (hired <u>before</u> 7/1/11)	0.00% to 0.00%	20.00% to 17.56%	20.00% to 17.56%
PROTECTIVE EMPLOYEE (hired 7/1/11 and <u>after</u>)	6.65% to 7.00%	13.35% to 10.56%	20.00% to 17.56%

ADDITIONAL VOLUNTARY BENEFITS

Just a reminder that the County offers the following additional benefits. If you would like more information about any of these, please contact your Human Resources Department

- Sick pay (for employees half-time and more)
- Holiday pay (for employees half-time and more)
- Universal Life Insurance
- Vision insurance (through the LAW union)
- Life Matters/Employee Assistance Program

Item #15 Plan Name	Full-Pay (P02)		Monthly	Monthly	Monthly	Monthly
	Regular Single	Regular Family	County Single contribution	County Family Contribution	Employee Single contribution	Employee Family Contribution
ANTHEM BLUE NORTHEAST	752.60	1,875.00	586.38	1461.78	166.22	413.22
ANTHEM BLUE SOUTHEAST	807.40	2,012.00	586.38	1461.78	221.02	550.22
ARISE HEALTH PLAN	980.80	2,445.50	586.38	1461.78	394.42	983.72
DEAN HEALTH INSURANCE	690.00	1,718.50	586.38	1461.78	103.62	256.72
DEAN HEALTH INSURANCE PREVEA360	844.60	2,105.00	586.38	1461.78	258.22	643.22
GHC OF EAU CLAIRE	1,129.80	2,818.00	586.38	1461.78	543.42	1,356.22
GHC OF SOUTH CENTRAL WISCONSIN	593.50	1,477.20	586.38	1461.78	7.12	15.42
GUNDERSEN HEALTH PLAN	755.10	1,881.20	586.38	1461.78	168.72	419.42
HEALTH TRADITION HEALTH PLAN	695.30	1,731.70	586.38	1461.78	108.92	269.92
HEALTHPARTNERS	882.80	2,200.50	586.38	1461.78	296.42	738.72
HUMANA EASTERN	1,148.30	2,864.20	586.38	1461.78	561.92	1,402.42
HUMANA WESTERN	1,148.30	2,864.20	586.38	1461.78	561.92	1,402.42
MEDICAL ASSOCIATES HEALTH PLAN	701.80	1,748.00	586.38	1461.78	115.42	286.22
MERCYCARE HEALTH PLAN	570.10	1,418.70	570.1	1418.7	-	-
NETWORK HEALTH	809.20	2,016.50	586.38	1461.78	222.82	554.72
PHYSICIANS PLUS	664.30	1,654.20	586.38	1461.78	77.92	192.42
SECURITY HEALTH PLAN	1,125.10	2,806.20	586.38	1461.78	538.72	1,344.42
UNITEDHEALTHCARE	852.70	2,125.20	586.38	1461.78	266.32	663.42
UNITY COMMUNITY	612.80	1,525.50	586.38	1461.78	26.42	63.72
UNITY UW HEALTH	562.30	1,399.20	562.3	1399.2	-	-
WEA TRUST PPO EAST	796.90	1,985.70	586.38	1461.78	210.52	523.92
WEA TRUST PPO NORTHWEST	933.20	2,326.50	586.38	1461.78	346.82	864.72
WEA TRUST PPO SOUTH CENTRAL	777.20	1,936.50	586.38	1461.78	190.82	474.72
WPS METRO CHOICE SOUTHEAST	1,362.10	3,398.70	586.38	1461.78	775.72	1,936.92
WPS METRO CHOICE NORTHWEST	1,122.10	2,798.70	586.38	1461.78	535.72	1,336.92
STATE MAINTENANCE PLAN (SMP)	774.40	1,931.10	586.38	1461.78	188.02	469.32

Item #15 Item Name	Full-Pay (P02)		Monthly	Monthly	Monthly	Monthly
	Regular Single	Regular Family	County Single contribution (LAW)	County Family Contribution (LAW)	(LAW) Single contribution	(LAW) Family Contribution
ANTHEM BLUE NORTHEAST	752.60	1,875.00	535.9	1333.58	216.70	541.42
ANTHEM BLUE SOUTHEAST	807.40	2,012.00	535.9	1333.58	271.50	678.42
ARISE HEALTH PLAN	980.80	2,445.50	535.9	1333.58	444.90	1,111.92
DEAN HEALTH INSURANCE	690.00	1,718.50	535.9	1333.58	154.10	384.92
DEAN HEALTH INSURANCE PREVEA360	844.60	2,105.00	535.9	1333.58	308.70	771.42
GHC OF EAU CLAIRE	1,129.80	2,818.00	535.9	1333.58	593.90	1,484.42
GHC OF SOUTH CENTRAL WISCONSIN	593.50	1,477.20	535.9	1333.58	57.60	143.62
GUNDERSEN HEALTH PLAN	755.10	1,881.20	535.9	1333.58	219.20	547.62
HEALTH TRADITION HEALTH PLAN	695.30	1,731.70	535.9	1333.58	159.40	398.12
HEALTHPARTNERS	882.80	2,200.50	535.9	1333.58	346.90	866.92
HUMANA EASTERN	1,148.30	2,864.20	535.9	1333.58	612.40	1,530.62
HUMANA WESTERN	1,148.30	2,864.20	535.9	1333.58	612.40	1,530.62
MEDICAL ASSOCIATES HEALTH PLAN	701.80	1,748.00	535.9	1333.58	165.90	414.42
MERCYCARE HEALTH PLAN	570.10	1,418.70	535.9	1333.58	34.20	85.12
NETWORK HEALTH	809.20	2,016.50	535.9	1333.58	273.30	682.92
PHYSICIANS PLUS	664.30	1,654.20	535.9	1333.58	128.40	320.62
SECURITY HEALTH PLAN	1,125.10	2,806.20	535.9	1333.58	589.20	1,472.62
UNITEDHEALTHCARE	852.70	2,125.20	535.9	1333.58	316.80	791.62
UNITY COMMUNITY	612.80	1,525.50	535.9	1333.58	76.90	191.92
UNITY UW HEALTH	562.30	1,399.20	535.9	1333.58	26.40	65.62
WEA TRUST PPO EAST	796.90	1,985.70	535.9	1333.58	261.00	652.12
WEA TRUST PPO NORTHWEST	933.20	2,326.50	535.9	1333.58	397.30	992.92
WEA TRUST PPO SOUTH CENTRAL	777.20	1,936.50	535.9	1333.58	241.30	602.92
WPS METRO CHOICE SOUTHEAST	1,362.10	3,398.70	535.9	1333.58	826.20	2,065.12
WPS METRO CHOICE NORTHWEST	1,122.10	2,798.70	535.9	1333.58	586.20	1,465.12
STATE MAINTENANCE PLAN (SMP)	774.40	1,931.10	535.9	1333.58	238.50	597.52