



AMENDED AGENDA

LITTLE CHUTE VILLAGE BOARD COMMITTEE OF THE WHOLE MEETING

PLACE: Little Chute Village Hall
DATE: Wednesday, September 13, 2023
TIME: 6:00 p.m.

Virtually attend the Sep. 13th Committee of the Whole meeting at 6 PM by following the link here:

Join Zoom Meeting: <https://us06web.zoom.us/j/89622880728>

Meeting ID: 896 2288 0728

Dial by your location: +1 312 626 6799 US (Chicago)

REGULAR ORDER OF BUSINESS

- A. Invocation
- B. Roll call of Trustees
- C. Roll call of Officers and Department Heads
- D. Public Appearance for Items Not on the Agenda
- E. Action - Fire MOU Amendment , Radios
- F. Committee Appointments
- G. Discussion/Action – Leak Location Specification and Future Operation of Doyle Pool (Potential Budget Adjustment)
- H. Discussion/Action – 2024 Health and Dental Insurance Rates
- I. Call for Unfinished Business
- J. Items for Future Agenda
- K. Adjournment

Requests from persons with disabilities who need assistance to participate in this meeting or hearing should be made with as much advance notice as possible to the Clerk's Office at 108 West Main Street, (920) 423-3852, [email: Laurie@littlechutewi.org](mailto:Laurie@littlechutewi.org) Prepared: September 12, 2023



Item For Consideration

For Board Review On: September 13, 2023
Agenda Item Topic: Fire MOU Amendment

Prepared On: September 12, 2023
Prepared By: Finance

Report: The Fire Department was a participant in a regional grant that requested a total of \$4,315,312.30 of which Little Chute was to receive 7.32% or \$315,880.86. The Village local share would have been 5% of this amount or \$15,794.04 for believe 35 radios.

We have been notified that the grant awarded is for a smaller amount. The attached first amendment shows the approved grant request at only \$1,988,702.98 of which we are to receive 7.3% or 132,378.48 and our local share increases to 10% or \$13,237.85 for revised 18 radios.

The Fire Department has verified that they will not be requesting to purchase additional radios at full cost but do seek to obtain the 18 that we can attain at cost share of only 10%. Per footnote, there is no obligation to purchase the original seated position number of radios.

Fiscal Impact:

The local share of \$13,238 is currently included in the 2023 Fire Department Budget so no additional spending authority is needed.

Recommendation/Board Action: The Fire Department is requesting approval of the first amendment to this grant that allows them to proceed with obtaining 18 radios at a 10% cost share versus the original 35 anticipated at a 5% cost share.

Respectfully Submitted,

Lisa Remiker-DeWall, Finance Director

**FIRST AMENDMENT TO THE MEMORANDUM OF UNDERSTANDING
BETWEEN THE CITY OF APPLETON FIRE DEPARTMENT
AND THE PARTICIPATING PARTNER AGENCIES
FOR THE FISCAL YEAR 2021 ASSISTANCE TO FIREFIGHTERS GRANT PROGRAM**

1.0 The Parties

- 1.01** City of Appleton Fire Department ("AFD")
- 1.02** Village of Little Chute Fire Department ("LCFD"),
- 1.03** Towns of Vandebroek-Kaukauna Fire Department ("VKFD"),
- 1.04** City of Kaukauna Fire Department ("KKFD"),
- 1.05** Town of Freedom Fire Department ("FFD"),
- 1.06** Village of Kimberly Fire Department ("KFD"),
- 1.07** Town of Ellington Fire and EMS ("EFD"),
- 1.08** City of Seymour Fire Department ("SFD"),
- 1.09** Seymour Rural Fire Department ("SRFD"),
- 1.10** Seymour Rescue ("SR"),
- 1.11** Town of Buchanan Fire Department ("BFD"),
- 1.12** Town of Dale Fire and Rescue ("DFR"),
- 1.13** Village of Bear Creek Fire Department ("BCFD"),
- 1.14** Village of Combined Locks Fire Department ("CLFD"),
- 1.15** Village of Greenville Fire Department ("GFD"),
- 1.16** Appleton International Airport Public Safety ("AAPS"),
- 1.17** Hortonville-Hortonia Fire Department ("HHFD"), and
- 1.18** Town of Grand Chute Fire Department ("GCFD")

2.0 The Recitals

- 2.01** **WHEREAS** AFD serves as the regional Host Applicant for the Application for Fiscal Year 2021 Assistance to Firefighters Grant Program ("AFG"). The remaining parties are the Participating Partner Agencies.
- 2.02** **WHEREAS** the Parties executed a MOU in furtherance of the AFG on or about May 2022.

2.03 **WHEREAS** Sections 2.04 and 2.05 of the MOU identified the cost sharing rates as understood by the parties prior to the AFG application.

2.04 **WHEREAS** the Parties wish to amend Section 2.04 and delete the contents of Section 2.05 to reflect the reality of the cost sharing benefits of the approved grant.

3.0 The Agreement

NOW THEREFORE, the Parties hereby incorporate the above recitals and mutually agree to the following:

3.01 SECTION 2.04 shall be amended to read:

2.04 All agencies, including host applicant and Participating Partner Agencies, will cost share at a rate of 10%.

3.02 SECTION 2.05 shall be amended to read:

2.05 *[Reserved]*

4.0 Severability. In the event that any part of this Amendment is found to be illegal, it shall be stricken from the Amendment and the MOU interpreted as if that clause did not exist.

The undersigned warrant and represent that they are duly authorized to enter into this agreement and bind the Agency to the terms herein.

Project Budget by Agency with Pro-Rated Seated Positions and Cost Share Information

Department	Seated Positions in Grant Request	Pro-Rated Awarded Seated Positions	Grant Requested Total Project Cost	% of Total by Agency	Total Grant Approved Project Cost	Pro-Rated Award Amount	10% Cost Share Requirement	Total Per Agency for Original Grant Request
Appleton Fire	59	31	\$532,643.15	12.3%	\$245,467.52	\$223,152.29	\$22,315.23	\$309,490.86
Bear Creek Fire	20	10	\$180,557.00	4.2%	\$83,209.33	\$75,644.85	\$7,564.48	\$104,912.15
Buchanan Fire Rescue	20	10	\$180,557.00	4.2%	\$83,209.33	\$75,644.85	\$7,564.48	\$104,912.15
City of Seymour Fire	12	6	\$108,334.20	2.5%	\$49,925.60	\$45,386.91	\$4,538.69	\$62,947.29
Combined Locks Fire	17	9	\$153,473.45	3.6%	\$70,727.93	\$64,298.12	\$6,429.81	\$89,175.33
Dale Fire and Rescue	30	16	\$270,835.50	6.3%	\$124,813.99	\$113,467.27	\$11,346.73	\$157,368.23
Ellington EMS	10	5	\$90,278.50	2.1%	\$41,604.66	\$37,822.42	\$3,782.24	\$52,456.08
Ellington Fire	23	12	\$207,640.55	4.8%	\$95,690.73	\$86,991.57	\$8,699.16	\$120,648.98
Freedom Fire	22	11	\$198,612.70	4.6%	\$91,530.26	\$83,209.33	\$8,320.93	\$115,403.37
Grand Chute Fire Department	48	25	\$433,336.80	10.0%	\$199,702.39	\$181,547.63	\$18,154.76	\$251,789.17
Greenville Fire/Rescue	33	17	\$297,919.05	6.9%	\$137,295.39	\$124,813.99	\$12,481.40	\$173,105.06
Hortonville/Hortonia Fire	29	15	\$261,807.65	6.1%	\$120,653.53	\$109,685.03	\$10,968.50	\$152,122.62
Kaukauna Fire	38	20	\$343,058.30	7.9%	\$158,097.73	\$143,725.21	\$14,372.52	\$199,333.09
Kimberly EMS/Fire	14	7	\$126,389.90	2.9%	\$58,246.53	\$52,951.39	\$5,295.14	\$73,438.51
Little Chute Fire	35	18	\$315,974.75	7.3%	\$145,616.33	\$132,378.48	\$13,237.85	\$183,596.27
Outagamie Airport	18	9	\$162,501.30	3.8%	\$74,888.40	\$68,080.36	\$6,808.04	\$94,420.94
Seymour Rescue	14	7	\$126,389.90	2.9%	\$58,246.53	\$52,951.39	\$5,295.14	\$73,438.51
Seymour Rural Fire	18	9	\$162,501.30	3.8%	\$74,888.40	\$68,080.36	\$6,808.04	\$94,420.94
Vandenbroek/Kaukauna	18	9	\$162,501.30	3.8%	\$74,888.40	\$68,080.36	\$6,808.04	\$94,420.94
TOTAL:	478	248	\$4,315,312.30	100.0%	\$1,988,702.98	\$1,807,911.80	\$180,791.18	\$2,507,400.50

There is no obligation to purchase the original 'Seated Positions in Grant Request' number of radios. The only obligation is to purchase the 'Pro-Rated Awarded Seated Position' number of radios.

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE CITY OF APPLETON FIRE DEPARTMENT
AND
REGIONAL PARTICIPATING PARTNERS
OF THE FISCAL YEAR 2021 ASSISTANCE TO FIREFIGHTERS GRANT PROGRAM**

This Memorandum of Understanding (“MOU”) by and between the City of Appleton Fire Department (“AFD”) and the Participating Partner Agencies as required in the Application for Fiscal Year 2021 Assistance to Firefighters Grant Program (“AFG”). The potential Participating Partner Agencies include the Village of Little Chute Fire Department (“LCFD”), Towns of Vandebroek-Kaukauna Fire Department (“VKFD”), City of Kaukauna Fire Department (“KKFD”), Town of Freedom Fire Department (“FFD”), Village of Kimberly Fire Department (“KFD”), Town of Ellington Fire and EMS (“EFD”), City of Seymour Fire Department (“SFD”), Seymour Rural Fire Department (“SRFD”), Seymour Rescue (“SR”), Town of Buchanan Fire Department (“BFD”), Town of Dale Fire and Rescue (“DFR”), Village of Bear Creek Fire Department (“BCFD”), Village of Combined Locks Fire Department (“CLFD”), Village of Greenville Fire Department (“GFD”), Appleton International Airport Public Safety (“AAPS”), Hortonville-Hortonia Fire Department (“HHFD”), and Town of Grand Chute Fire Department (“GCFD”).

1.0 AFD’s Responsibilities and Level of Involvement

- 1.01 AFD will serve as the regional host applicant for the AFG for the other Participating Partner Agencies.
- 1.02 If awarded, AFD, will be responsible for all aspects of the grant, including, but not limited to, cost share, accountability for the assets, and all reporting requirements in the Regional application.
- 1.03 Upon notification by the AFG Program Office, AFD will not distribute grant-funded assets or provide grant-funded contractual services to non-compliant Participating Partner Agencies.

2.0 Participating Organizations’ Responsibilities and Levels of Involvement

- 2.01 The Participating Partner Agencies include: LCFD, VKFD, KKFD, FFD, KFD, EFD, SRFD, SFD, SR, BFD, DFR, BCFD, CLFD, GFD, AAPS, HHFD, and GCFD.
- 2.02 Participating Partner Agency certifies that they are an eligible AFG Program organization, that they are compliant with AFG Program requirements including being current with past grants, closeouts, other reporting requirements, and understand the terms of the AFG.
- 2.03 Participating Partner Agency understands that this MOU must be signed by authorized persons to be eligible for the opportunity to participate in the purchase of approved radio equipment authorized under the AFG.
- 2.04 AFD and GCFD will cost share at a rate of 10%.

- 2.05 LCFD, VKFD, KKFD, FFD, KFD, EFD, EEMS, SRFD, SFD, SR, BFD, DFR, BCFD, CLFD, GFD, AAPS, and HHFD will cost share at a rate of 5%.
- 2.06 Participating Partner Agency understands that changes in previously indicated participation levels by participating agencies may result in the overall reduction of the final amount of grant funding and each participant's share of that funding as identified in the grant.
- 2.07 Participating Partner Agency acknowledges that after its portion of the grant is calculated, it shall be solely responsible for having adequate matching funds allocated to pay the remaining balance owed to complete its purchase of equipment.

3.0 Participating Organizations' Proposed Distribution of grant-funded assets

Based upon information provided by Participating Partner Agencies, AFD is requesting \$4,315,312.30 in grant funds to cover maximum needs for all participating agencies. Assuming receipt of the requested funds, the following is the proposed distribution of grant-funded assets (actual amounts dispersed to Participating Organizations will depend on grant award amount and qualifying proof of actual costs of qualifying purchases):

- AFD (EIN 39-6005381) will receive up to 12.34%
- LCFD (EIN 39-6006304) will receive up to 7.32%
- VKFD (EIN 74-3216406) will receive up to 3.77%
- KKFD (EIN 39-6005479) will receive up to 7.95%
- FFD (EIN 39-6075681) will receive up to 4.60%
- KFD (EIN 39-6006297) will receive up to 2.93%
- EFD (EIN 39-6052710) will receive up to 6.90%
- DFR (EIN 39-6005845) will receive up to 6.28%
- SRFD (EIN 39-1618507) will receive up to 3.77%
- SFD (EIN 39-6005593) will receive up to 2.51%
- SR (EIN 39-6005593) will receive up to 2.93%
- BFD (EIN 39-1316254) will receive up to 4.18%
- BCFD (EIN 39-1217341) will receive up to 4.18%
- CLFD (EIN 39-6006242) will receive up to 3.56%
- GFD (EIN 86-1482234) will receive up to 6.90%
- AAPS (EIN 39-6005724) will receive up to 3.77%
- HHFD (EIN 42-1697850) will receive up to 6.07%
- GCDF (EIN 39-6005918) will receive up to 10.04%

4.0 INDEMNIFICATION. Participating Partner Agency and its officers, officials, employees, and agents, for good and valuable consideration, do hereby agree to indemnify, defend and hold harmless the City of Appleton and its officers, officials, employees and agents,

from and against any and all liability, loss, damage, expense, costs (including attorney's fees) that may arise in any way out of this agreement. Nothing contained in this agreement is intended as a waiver of the City to rely upon the immunities or limitations to liability as may be contained within Wisconsin Statutes 893.80 or other applicable law.

5.0 SEVERABILITY. In the event any term, covenant, or condition herein contained shall be held to be invalid by any court of competent jurisdiction, such invalidity shall not affect any other term, covenant or condition herein contained, provided that such invalidity does not materially prejudice either Appleton or Participating Partner Agency in the respective rights and obligations contained in the valid terms, covenants, and conditions hereof.

The undersigned warrant and represent that they are duly authorized by the Participating Partner Agency to enter this agreement and bind the Participating Partner Agency to the terms herein.



Item For Consideration

For Board Review On: September 13, 2023
Agenda Item Topic: Leak Detection - Report

Prepared On: September 11, 2023
Prepared By: John McDonald
Parks, Recreation, & Forestry

Report: Staff have received the Doyle Pool leak detection report. To summarize, the pool has three (3) leaks which have different levels of impact. Locations are the surge tank, return line from mechanical room back to the pool, and the gutter system.

Leak detection services provide a generalized report for where the leaks are located. In order to pinpoint exactly where the leaks are, a leak location test can be contracted out with the same company that did the leak detection. Based on scheduling, leak location be completed in October or November of this year. Based on findings this could take one or two days. Once a leak location report is completed, staff can take that information and request quotes to repair leak(s).

The scope of services/quote and full report is attached for reference.

Fiscal Impact: If the Village Board would like to proceed expanding on the initial report with pinpointing exactly where the leak is located, the fiscal impact would be up to \$5,500 requiring a budget adjustment for the 2023 Budget. The source of this funding would need to come from current fund balance. The current fund balance level is projected to be at the recommended 25% working capital level (3 months operation expense) at the end of 2023.

Recommendation/Board Action: Staff are requesting that the Village Board provide direction for completing leak location and future operation of the pool.

Respectfully Submitted,

John McDonald

Parks, Recreation, & Forestry Department

John McDonald

From: John Jensen <johnj@unitedleak.com>
Sent: Thursday, August 3, 2023 2:08 PM
To: John McDonald
Subject: Doyle Pool Leak Detection

John,

Thank you for reaching out regarding the leak issues you have been experiencing at the Doyle Pools this summer. United Leak Detection is exceptionally good at finding leaks in pools such as yours and involving as much water loss as you have recently been experiencing. We have technology that will allow us, in only a few minutes, to determine precisely how much water your pool is actually losing and **we will include all outcomes of all of our testing in a formal report so that you can make decisions based on the results.**

Our testing process can include ultrasonic technology as well as helium detection which allows us to find multiple leaks in a single line in one trip without false positives. Our process involves 2 parts: leak detection and leak location.

Leak detection will allow us to determine which system of the pool is leaking. This testing will include testing the structure of both the main pool and the wader pool including any walls to gutter transitions, and cracks in the shell of the pool, swimming pool surge tanks, and the lines of the pool. If the only leakage is occurring in the structure of the pool, including the walls, transitions, cracks etc, then no additional testing is needed as the nature of finding a leak in the pool (or surge tank) structure will allow us to know the exact location of the leak.

If a leak is determined to be in a pool line(s), leak location service can be conducted to ascertain the exact locations of the leaks so that repairs can be made. If a leak is found in a line of the pool, the time required for leak location is directly dependent on the results of the leak detection testing. If only 1 line is found to be leaking, the time/cost will be less than if more lines are found to be leaking.

After reviewing the information regarding the pool that you sent over, with water in your pool, complete leak detection should be completed in no more than 2 days time and leak location, if it is needed, will be conducted afterwards, possibly at a later date. The daily rate of service is \$2,750 per day. Whether leak location is needed depends exclusively on the results of the leak detection testing. The time required for leak location (if it is needed at all) can be determined after leak detection has been completed.

Please let me know if you have any questions or I can be of additional assistance. I look forward to hearing a bit more about the pool schedule and availability to get in and shut off the circulation without disrupting the pool operations. I look forward to hearing from you tomorrow regarding the results of the overnight test with the auto-fill closed. Thanks,

John Jensen
United Leak Detection, Inc.
888-422-5325
www.unitedleak.com

This email has been scanned for spam and viruses. Click [here](#) to report this email as spam.

John McDonald

From: John Jensen <johnj@unitedleak.com>
Sent: Wednesday, September 6, 2023 8:09 PM
To: John McDonald
Subject: Re: Doyle Pool Leak Detection
Attachments: image001.jpg

John,

I want to keep you in the loop regarding the work at the Doyle pool.

3 systems of the pool have been found to have leaks.

1. Most severely, the gutter drains around the circumference of the pool and baby pool are leaking in such a way that I cannot build pressure with a water hose and an air compressor running. The leak(s) in the gutter line can be located and the severity of the leak determined with one more day's work. This will include a series of tests involving both ultrasound as well as helium trace gas detection that will locate precisely the location of leak(s) in the line so that plans for repairs can be made. The gutter lines of the main pool and baby pool are plumbed together and testing will take place around both of them at the same time. This leak is the majority of the water loss Doyle has been experiencing and if they are not repaired, they are likely to continue to get worse and cause additional water loss.
2. The filtered water return lines leaks in the bottom of the pool. This line builds pressure to 10 psi (water), and bleeds that pressure in about a minute. This is a relatively small leak compared to the gutter leak, and could even be associated with a 1" bleed line (and associated valve) that runs partially under the pool deck. If the leak is not in the 1" bleed line, the leak is most likely in the grid of lines that runs beneath the bottom of the swimming pool. If the leak is in the bleeder line, the leak can likely be located on the same day as the gutter line location. If the leak is not found to be in the bleed valve, a second day will likely be needed for the location.
3. a 3/4" copper line from the pump room into the surge tank leaks at the packing around the line as it stubs through the wall of the surge tank. This line has already been abandoned. This leak is relatively minor.

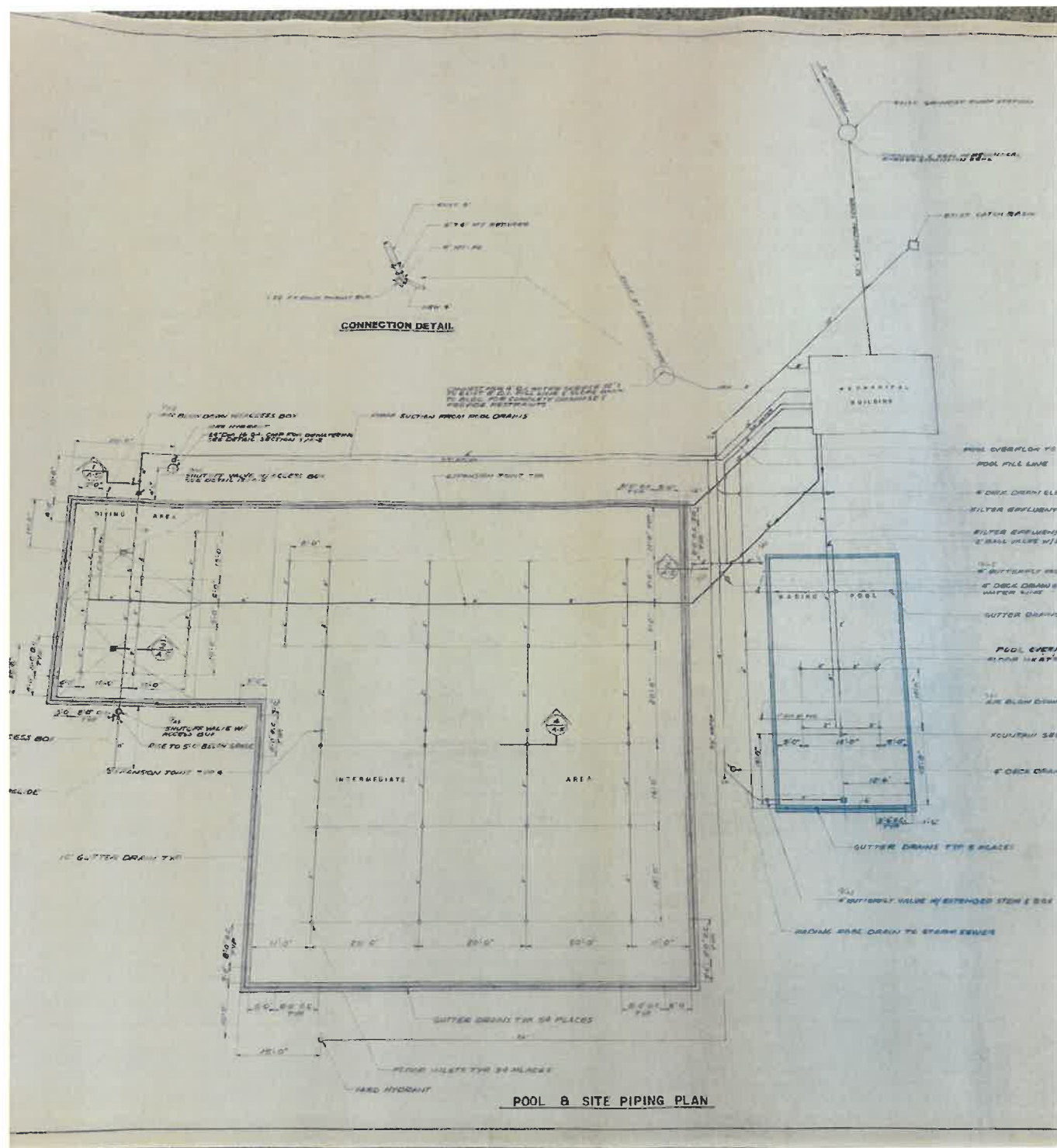
Please let me know if you have any additional questions and if you would like me to locate the leaks in the severely leaking gutter line and the filtered water return line.

John Jensen
United Leak Detection, Inc.
888-422-5325
www.unitedleak.com

On Thu, Aug 10, 2023 at 3:58 PM John McDonald <john@unitedleak.com> wrote:

John,

The past few days we have tried to test pool, we had rain. We will be doing tonight.





Item For Consideration

For Board Review On: September 13, 2023

Prepared On: September 11, 2023

Agenda Item Topic: Health & Dental Insurance Renewal **Prepared By:** Finance

Report:

HEALTH

The It's Your Choice Health Insurance Open Enrollment period is set for September 25 – October 20, 2023. This is the annual opportunity for the Village to either change the type of health plan being offered to our employees/annuitants or for employees/annuitants to select a new health insurance provider, type of coverage and add/delete dependents. The Village of Little Chute provides health insurance for three distinct employee groups: Village employees, WPPA, and certain grandfathered annuitants. Any changes in health insurance become effective January 1, 2024.

The current health plan for the Village is identified as P14 which is a deductible HMO with a \$500 deductible for a single plan and a \$1,000 deductible for a family plan. For 2024, there are again two qualified Tier 1 healthcare providers in Outagamie County (Dean Health – Prevea 360 East and Network Health). A qualified plan must have at least five primary care physicians, a hospital and a chiropractor associated with the plan in the given county.

Annually each health plan is assigned to one of three tiers based on the quality of care and relative efficiency with which it provides benefits by the General Insurance Brokers and Actuaries. The average cost of all Tier 1 Plans is multiplied by 88% to calculate the maximum employer share for single and family plans. The WPPA employees will be at their contracted amount which is 15%. While Robin with HealthPartners, Common Ground Healthcare Cooperative, and the Access- Dean plans are not Tier 1 plans, employees can still choose these plans, or any other plan offered by the State paying the differential from the employer maximum.

Medicare Advantage offers a nationwide network and Medicare Plus offers a worldwide network for annuitants. All annuitants are currently Medicare eligible. The same providers are available to the retirees as the active employees who are not enrolled in Medicare. However, qualified annuitants who select a plan other than the lowest paid qualified option, are responsible for paying the monthly premium difference to the Village. Annuitants would be billed directly for their share of the premium for a higher cost plan.



Item For Consideration

Per state requirements, the Village is obligated to offer all WRS eligible employees the option to take the insurance. In addition, the Village has 16 full-time employees and two part-time health insurance eligible who have opted out of Village Health Insurance.

Based on the review of the information provided by ETF, it is recommended that the Village continue to offer the P14 Deductible Plan with the maximum monthly employer contribution for a Single Plan to be \$819.58 and for a Family Plan to be \$2,016.14 for Village employees. For the WPPA, the Village would continue to offer a P14 Deductible Plan with the maximum employer contribution for a Single Plan to be \$791.64 and a Family Plan to be \$1,947.41.

Finally, the Village would offer the P14 Deductible Plan to annuitants with the employer contribution equal to the monthly premium for United Health Care Medicare Advantage Plan.

DENTAL

Our dental renewal is at \$0 cost increase for 2024. While not initially offered, through staff persistent requests, we have locked into a two-year contract allowing rates to remain stable until 12/31/25 with no benefit changes!

Fiscal Impact: Based on the current enrollment, the 2024 Budget impact is an increase of \$107,477 for the recommended proposal. Any employees switching from Dean Health Prevea 360 East to Network Health, change in status from Single to Family Plan or any employees changing from the opt out incentive to electing insurance would result in an increase to this projection.

As noted, there is no change in dental insurance rates. Costs will only be impacted by employee enrollment changes.

Recommendation/Board Action: Please approve the selection of the P14 Health Plan implementing the attached monthly premiums for Village employees, WPPA and eligible annuitants for health insurance and affirmation to lock into a two-year contract extension with Delta Dental.

Respectfully Submitted,
Lisa Remiker DeWall, Finance Director

Monthly Premiums - Participants without Medicare

Total monthly premiums are shown without Uniform Dental. Uniform Dental premiums are added to your medical premiums if you choose coverage.

See page 16 for dental information.

Local Deductible Health Plan		
	Individual	Family
Aspirus Health Plan	\$1,159.92	\$2,862.52
Common Ground X	\$1,092.52	\$2,694.02
Dean Health Plan	\$943.40	\$2,321.22
Dean Health Plan - Prevea360 East X	\$907.64	\$2,231.82
Dean Health Plan - Prevea360 West and Mayo Clinic	\$1,037.20	\$2,555.72
GHC of Eau Claire Greater WI	\$1,039.88	\$2,562.42
GHC of Eau Claire River Region	\$1,110.96	\$2,740.12
GHC - SCW Dane Choice	\$776.52	\$1,904.02
GHC - SCW Neighbors	\$855.40	\$2,101.22
HealthPartners Southeast	\$1,226.98	\$3,030.16
HealthPartners West	\$1,237.18	\$3,055.66
Medical Associates Health Plans	\$758.86	\$1,859.86
MercyCare Health Plans	\$808.76	\$1,984.62
Network Health X	\$955.04	\$2,350.32
Quartz Central	\$1,230.00	\$3,037.72
Quartz UW Health	\$842.94	\$2,070.06
Quartz West	\$821.38	\$2,016.16
Robin with HealthPartners X	\$1,283.32	\$3,171.02
Security Health Plan	\$1,218.80	\$3,009.72
State Maintenance Plan (SMP) ¹ - Dean Health Plan	\$950.52	\$2,339.04
Local Access Plan		
	Individual	Family
Dean Health Plan ¹ X	\$1,169.18	\$2,885.68

¹Members with the Access Plan or SMP coverage who enroll in Medicare Parts A and B will automatically be moved to the Medicare Plus plan. All other non-Medicare family members will remain covered under the Access Plan or SMP.

Monthly Premiums - Retirees with Medicare

There are three types of Medicare-coordinated coverage:

- **Individual:** Individual coverage for a member enrolled in Medicare Parts A, B, and D.
- **Medicare Some:** Family coverage with at least one insured family member enrolled in Medicare Parts A, B, and D. See the next page for rates.
- **Medicare All:** Family coverage where all insured members are enrolled in Medicare Parts A, B, and D.

Total monthly premiums are shown without Uniform Dental. Dental premiums are added to your medical premiums if you choose coverage. See page 16 for dental information.

		Individual	Medicare All
IYC Medicare Advantage by UnitedHealthcare	X	\$276.76 ✓	\$528.66 ✓
Medicare Plus by UnitedHealthcare	X	\$454.82 ✓	\$884.78 ✓
Aspirus Health Plan		\$701.66	\$1,378.46
Common Ground	X	\$667.96	\$1,311.06
Dean Health Plan		\$583.96	\$1,143.06
Dean Health Plan - Prevea360 East	X	\$566.52 ✓	\$1,108.18 ✓
Dean Health Plan - Prevea360 West and Mayo Clinic Health System		\$629.76	\$1,234.66
GHC of Eau Claire Greater WI		\$641.64	\$1,258.42
GHC of Eau Claire River Region		\$677.18	\$1,329.50
GHC - SCW Dane Choice		\$509.96	\$995.06
GHC - SCW Neighbors		\$549.40	\$1,073.94
HealthPartners Southeast		\$681.66	\$1,338.46
HealthPartners West		\$686.24	\$1,347.62
Medical Associates Health Plans		\$397.70	\$770.54
MercyCare Health Plans		\$500.08	\$975.30
Network Health	X	\$599.22 ✓	\$1,173.58 ✓
Quartz Central		\$640.32	\$1,255.78
Quartz UW Health		\$481.58	\$938.30
Quartz West		\$472.82	\$920.78
Robin with HealthPartners	X	\$707.00	\$1,389.14
Security Health Plan		\$731.08	\$1,437.30

Reserve Policy

- In August 2017, Segal was asked to review the reserve policy in place and recommended some modifications at the August 30, 2017, Board meeting
- The proposed policy looked at a number of factors and recommended reducing the reserve levels for the self-insured pharmacy and dental programs
- The new policy, approved by the Board, sets reserves at:
 - Medical: 3% to 5% of premiums
 - Pharmacy: 8% to 10% of projected claims
 - Dental: 5% to 7% of projected claims
- It was proposed to move to the midpoint of the new policy over a 4-year period to minimize premium fluctuations—with 2021 being the last year of the phase-in
- Last year the board, based on the reserve at that time, approved utilizing the entire surplus and moving slightly below the midpoint. This would result in a larger increase in 2024 to makeup for this buy-down.

August 2022 GIB Meeting: Projected State Premium Increases – Options 1 through 4

- Depending on the option, there will be additional increases over trend in the future to compensate for the underfunding in prior years



*Health INS
Board chose
larger buy down
option for 2023!*

Program Option: P14 WPE Deductible No Dental			88% of Tier 1 Qualified Plans' Average Premium					
2024 Rates * = Not in calculation - Plan not qualified in county			Single			Family		
County	Tier	Carrier	Maximum Employer Share	Minimum Employee Share	Total Premium	Maximum Employer Share	Minimum Employee Share	Total Premium
Oneida								
	3	Aspirus Health Plan	\$836.46	\$323.46	\$1,159.92	\$2,058.36	\$804.16	\$2,862.52
	3	GHC of Eau Claire Greater Wisconsin	\$836.46	\$203.42	\$1,039.88	\$2,058.36	\$504.06	\$2,562.42
	3	Security Health Plan	\$836.46	\$382.34	\$1,218.80	\$2,058.36	\$951.36	\$3,009.72
	1	State Maintenance Plan (SMP) - Dean	\$836.46	\$114.06	\$950.52	\$2,058.36	\$280.68	\$2,339.04
	3	Access Plan - Dean	\$836.46	\$332.72	\$1,169.18	\$2,058.36	\$827.32	\$2,885.68
Outagamie								
	3	Common Ground Healthcare Cooperative	\$819.58	\$272.94	\$1,092.52	✓ \$2,016.14	\$677.88	\$2,694.02 ✓
	1	Dean Health Plan - Prevea360 East	\$819.58	\$88.06	\$907.64	✓ \$2,016.14	\$215.68	\$2,231.82 ✓
	1	Network Health	\$819.58	\$135.46	\$955.04	✓ \$2,016.14	\$334.18	\$2,350.32 ✓
	3	Robin with HealthPartners	\$819.58	\$463.74	\$1,283.32	✓ \$2,016.14	\$1,154.88	\$3,171.02 ✓
	3	Access Plan - Dean	\$819.58	\$349.60	\$1,169.18	✓ \$2,016.14	\$869.54	\$2,885.68 ✓
Ozaukee								
	3	Common Ground Healthcare Cooperative	\$840.44	\$252.08	\$1,092.52	\$2,068.28	\$625.74	\$2,694.02
	3	HealthPartners Health Plan Southeast	\$840.44	\$386.54	\$1,226.98	\$2,068.28	\$961.88	\$3,030.16
	1	Network Health	\$840.44	\$114.60	\$955.04	\$2,068.28	\$282.04	\$2,350.32
	3	Access Plan - Dean	\$840.44	\$328.74	\$1,169.18	\$2,068.28	\$817.40	\$2,885.68
Pepin								
	1	Dean Health Plan - Prevea360 West	\$912.74	\$124.46	\$1,037.20	\$2,249.03	\$306.69	\$2,555.72
	3	GHC of Eau Claire Greater Wisconsin	\$912.74	\$127.14	\$1,039.88	\$2,249.03	\$313.39	\$2,562.42
	*	Quartz West	\$821.38	\$0.00	\$821.38	\$2,016.16	\$0.00	\$2,016.16
	3	Access Plan - Dean	\$912.74	\$256.44	\$1,169.18	\$2,249.03	\$636.65	\$2,885.68
Pierce								
	1	Dean Health Plan - Prevea360 West	\$912.74	\$124.46	\$1,037.20	\$2,249.03	\$306.69	\$2,555.72
	3	GHC of Eau Claire Greater Wisconsin	\$912.74	\$127.14	\$1,039.88	\$2,249.03	\$313.39	\$2,562.42
	3	HealthPartners Health Plan West	\$912.74	\$324.44	\$1,237.18	\$2,249.03	\$806.63	\$3,055.66
	3	Access Plan - Dean	\$912.74	\$256.44	\$1,169.18	\$2,249.03	\$636.65	\$2,885.68

2024 Employer Max Calculation - Tier 1 Qualified Plans Average Premium

Program Option P14

County	Tier	Carrier	Single			Family		
			Maximum	Minimum	Total	Maximum	Minimum	Total
			Employer	Employee		Employer	Employee	
			Share	Share	Premium	Share	Share	Premium
Outagamie	1	Dean Health Prevea360-East	819.58	88.06	907.64	2,016.14	215.68	2,231.82
	1	Network Health	819.58	135.46	955.04	2,016.14	334.18	2,350.32
	3	Common Ground	819.58	272.94	1,092.52	2,016.14	677.88	2,694.02
	3	Robin with HealthPartners	819.58	463.74	1,283.32	2,016.14	1,154.88	3,171.02
	3	Access Plan - Dean	819.58	349.60	1,169.18	2,016.14	869.54	2,885.68

MAXIMUM EMPLOYER CALCULATION

	<u>D</u>	<u>E</u>	<u>D +E</u>	<u>/2</u>	<u>* Max</u>	Employer <u>Max</u>		% CHANGE <u>FROM 2023</u>
	Employer Max All Employees except WPPA						<u>2023</u>	
Single	907.64	955.04	1,862.68	931.34	88%	819.58	736.03	11.35%
Family	2,231.82	2,350.32	4,582.14	2,291.07	88%	2,016.14	1811.08	11.32%
	Employer Max WPPA							
Single	907.64	955.04	1,862.68	931.34	85%	791.64	710.94	11.35%
Family	2,231.82	2,350.32	4,582.14	2,291.07	85%	1,947.41	1749.34	11.32%

Program Option: P14 WPE Deductible No Dental			88% of Tier 1 Qualified Plans' Average Premium					
2023 Rates * = Not in calculation - Plan not qualified in county			Single			Family		
County	Tier	Carrier	Maximum Employer Share	Minimum Employee Share	Total Premium	Maximum Employer Share	Minimum Employee Share	Total Premium
Monroe								
	*	Dean Health Plan - Prevea360 West	\$757.86	\$169.50	\$927.36	\$1,865.67	\$419.79	\$2,285.46
	1	GHC of Eau Claire Greater Wisconsin	\$757.86	\$50.90	\$808.76	\$1,865.67	\$123.29	\$1,988.96
	1	Quartz West	\$757.86	\$155.80	\$913.66	\$1,865.67	\$385.53	\$2,251.20
	3	Access Plan - Dean	\$757.86	\$317.10	\$1,074.96	\$1,865.67	\$788.81	\$2,654.48
Oconto								
	1	Dean Health Plan - Prevea360 East	\$736.03	\$75.63	\$811.66	\$1,811.08	\$185.12	\$1,996.20
	1	Network Health	\$736.03	\$125.11	\$861.14	\$1,811.08	\$308.82	\$2,119.90
	3	Robin with HealthPartners	\$736.03	\$501.27	\$1,237.30	\$1,811.08	\$1,249.22	\$3,060.30
	3	Access Plan - Dean	\$736.03	\$338.93	\$1,074.96	\$1,811.08	\$843.40	\$2,654.48
Oneida								
	3	Aspirus Health Plan	\$711.71	\$375.93	\$1,087.64	\$1,750.28	\$935.88	\$2,686.16
	1	GHC of Eau Claire Greater Wisconsin	\$711.71	\$97.05	\$808.76	\$1,750.28	\$238.68	\$1,988.96
	3	Security Health Plan	\$711.71	\$426.37	\$1,138.08	\$1,750.28	\$1,061.98	\$2,812.26
	3	Access Plan - Dean	\$711.71	\$363.25	\$1,074.96	\$1,750.28	\$904.20	\$2,654.48
Outagamie								
	3	Common Ground Healthcare Cooperative	\$736.03	\$279.87	\$1,015.90	\$1,811.08	\$695.72	\$2,506.80
	1	Dean Health Plan - Prevea360 East	\$736.03	\$75.63	\$811.66	\$1,811.08	\$185.12	\$1,996.20
	1	Network Health	\$736.03	\$125.11	\$861.14	\$1,811.08	\$308.82	\$2,119.90
	3	Robin with HealthPartners	\$736.03	\$501.27	\$1,237.30	\$1,811.08	\$1,249.22	\$3,060.30
	3	Access Plan - Dean	\$736.03	\$338.93	\$1,074.96	\$1,811.08	\$843.40	\$2,654.48

2023 Employer Max Calculation - Tier 1 Qualified Plans Average Premium

Program Option P14

County	Tier	Carrier	Single			Family		
			Maximum	Minimum	Total	Maximum	Minimum	Total
			Employer	Employee		Employer	Employee	
			Share	Share	Premium	Share	Share	Premium
Outagamie	1	Dean Health Prevea360-East	736.03	75.63	811.66	1,811.08	185.12	1,996.20
	1	Network Health	736.03	125.11	861.14	1,811.08	308.82	2,119.90
	3	Common Ground	736.03	279.87	1,015.90	1,811.08	695.72	2,506.80
	3	Robin with HealthPartners	736.03	501.27	1,237.30	1,811.08	1,249.22	3,060.30
	3	Access Plan - Dean	736.03	338.93	1,074.96	1,811.08	843.40	2,654.48
MAXIMUM EMPLOYER CALCULATION								
			<u>D</u>	<u>E</u>	<u>D +E</u>	<u>/2</u>	<u>* Max</u>	Employer <u>Max</u>
Employer Max All Employees except WPPA								
Single			811.66	861.14	1,672.80	836.40	88%	736.03
Family			1,996.20	2,119.90	4,116.10	2,058.05	88%	1,811.08
								2022
								% CHANGE FROM 2022
Single			811.66	861.14	1,672.80	836.40	85%	710.94
Family			1,996.20	2,119.90	4,116.10	2,058.05	85%	1,749.34
								690.45
								1696.12
								2.97%
								3.14%

Current 2023
Participants

All Employees Except WPPA								
It's Your Choice (IYC) Health Plan Provider	2024 - P14				2023 - PO14			
	Deductible				Deductible			
	<u>Single</u>	<u>Family</u>	<u>Single</u>	<u>Family</u>	<u>Single</u>	<u>Family</u>	<u>Single</u>	<u>Family</u>
Dean Health Plan - Prevea360 East	\$907.64	\$2,231.82	\$500.00	\$1,000.00	\$811.66	\$1,996.20	\$500.00	\$1,000.00
Network Health	\$955.04	\$2,350.32	\$500.00	\$1,000.00	\$861.14	\$2,119.90	\$500.00	\$1,000.00

TOTAL PREMIUM			
Single		Family	
<u>\$ Change</u>	<u>% Change</u>	<u>\$ Change</u>	<u>% Change</u>
\$95.98	11.83%	\$235.62	11.80%
\$93.90	10.90%	\$230.42	10.87%

Village Increased Cost		\$107,476.50			
(assuming same enrollment)					
<u>General Employees</u>		<u>FVMPD</u>		<u>Retirees</u>	
<u>Single</u>	<u>Family</u>	<u>Single</u>	<u>Family</u>	<u>Single</u>	<u>Family</u>
\$0.00	\$14,928.48	\$1,210.39	\$1,485.76		
\$4,010.40	\$58,670.34	\$3,591.99	\$10,285.54		
Per Joint Formula For					
Little Chute Portion				\$4,885.92	\$8,407.68

6F
4S 1PTF 23F

Village Active Employees	2024 - 12%				2023 - 12%		2024		2023	
It's Your Choice (IYC) Health Plan Provider	Employee <u>Single</u>	Employee <u>Family</u>	Deductible		Employee <u>Single</u>	Employee <u>Family</u>	<u>Single Employer</u>	<u>Family Employer</u>	<u>Single Employer</u>	<u>Family Employer</u>
Dean Health Plan - Prevea360 East	\$108.92	\$267.82	\$500.00	\$1,000.00	\$97.40	\$239.54	\$798.72	\$1,964.00	\$714.26	\$1,756.66
Network Health	\$135.46	\$334.18	\$500.00	\$1,000.00	\$125.11	\$308.82	\$819.58	\$2,016.14	\$736.03	\$1,811.08

2024-2023 Employee Changes			
Single		Family	
\$11.52	11.83%	\$28.28	11.81%
\$10.35	8.27%	\$25.36	8.21%

2024-2023 Employer Changes			
Single		Family	
\$84.46	11.82%	\$207.34	11.80%
\$83.55	11.35%	\$205.06	11.32%

2S 1F
6S 7F

WPPA	2024 - 15%				2023 - 15%		2024		2023	
It's Your Choice Health (IYC) Plan Provider	Employee <u>Single</u>	Employee <u>Family</u>	Deductible		Employee <u>Single</u>	Employee <u>Family</u>	<u>Single Employer</u>	<u>Family Employer</u>	<u>Single Employer</u>	<u>Family Employer</u>
Dean Health Plan - Prevea360 East	\$136.15	\$334.77	\$500.00	\$1,000.00	\$121.75	\$299.43	\$771.49	\$1,897.05	\$689.91	\$1,696.77
Network Health	\$163.40	\$402.91	\$500.00	\$1,000.00	\$150.20	\$370.56	\$791.64	\$1,947.41	\$710.94	\$1,749.34

2024-2023 Employee Changes			
Single		Family	
\$14.40	11.83%	\$35.34	11.80%
\$13.20	8.79%	\$32.35	8.73%

2024-2023 Employer Changes			
Single		Family	
\$81.58	11.82%	\$200.28	11.80%
\$80.70	11.35%	\$198.07	11.32%

"Medicare All" is family coverage where all insured members are enrolled in Medicare Parts A, B and D
Annuitants who wish to select a Health Insurance Plan highlighted in yellow below will have an additional monthly premium detailed in second chart

9S 8F

ANNUITANTS - ALL MEDICARE ELIGIBLE	2024 - P14				2023 - PO14			
Provider	Medicare All		Deductible		Medicare All			
	<u>Single</u>	<u>Family</u>	<u>Single</u>	<u>Family</u>	<u>Single</u>	<u>Family</u>		
			\$500.00	\$1,000.00				
Dean Health Plan - Prevea360 East	\$566.52	\$1,108.18			\$501.46	\$980.96	\$65.06	\$127.22 12.97% 12.97%
Network Health	\$599.22	\$1,173.58			\$534.52	\$1,046.68	\$64.70	\$126.90 12.10% 12.12%
United Health Care Medicare Advantage	\$276.76	\$528.66			\$231.52	\$441.08	\$45.24	\$87.58 19.54% 19.86%
United Health Medicare Plus	\$454.82	\$884.78			\$416.26	\$810.56	\$38.56	\$74.22 9.26% 9.16%

Annuitant Budget for 2024		
<u>Single</u>	<u>Family</u>	<u>Total</u>
\$29,890.08	\$50,751.36	\$80,641.44

HIRED PRIOR TO SEPTEMBER 1, 1980						
Provider	Medicare All		Deductible		Medicare All	
	<u>Single</u>	<u>Family</u>	<u>Single</u>	<u>Family</u>	<u>Single</u>	<u>Family</u>
			\$500.00	\$1,000.00		
Dean Health Plan - Prevea360 East	\$289.76	\$579.52			\$269.94	\$539.88
Network Health	\$322.46	\$644.92			\$303.00	\$605.60
UHC Medicare Advantage Plan	-	-	No cost option to annuitants		-	-
United Health Medicare Plus	\$178.06	\$356.12			\$184.74	\$369.48

Current 2022
Participants

All Employees Except WPPA								
It's Your Choice (IYC) Health Plan Provider	2023 - P14				2022 - PO14			
	Deductible				Deductible			
	Single	Family	Single	Family	Single	Family	Single	Family
Dean Health Plan - Prevea360 East	\$811.66	\$1,996.20	\$500.00	\$1,000.00	\$773.92	\$1,899.48	\$500.00	\$1,000.00
Network Health	\$861.14	\$2,119.90	\$500.00	\$1,000.00	\$812.30	\$1,995.44	\$500.00	\$1,000.00

TOTAL PREMIUM			
Single		Family	
\$ Change	% Change	\$ Change	% Change
\$37.74	4.88%	\$96.72	5.09%
\$48.84	6.01%	\$124.46	6.24%

Village Increased Cost		\$22,364.41			
(assuming same enrollment)					
General Employees		FVMPD		Retirees	
Single	Family	Single	Family	Single	Family
\$0.00	\$6,128.64	\$236.94	\$0.00		
\$1,018.08	\$18,308.22	\$1,210.71	\$2,751.58		
Per Joint Formula For Little Chute Portion				(\$2,136.96)	(\$5,152.80)

6F
4S 1PTF 26F

Village Active Employees	2023 - 12%				2022 - 12%		2023		2022	
It's Your Choice (IYC) Health Plan Provider	Employee Single	Employee Family	Deductible		Employee Single	Employee Family	Single Employer	Family Employer	Single Employer	Family Employer
Dean Health Plan - Prevea360 East	\$97.40	\$239.54	\$500.00	\$1,000.00	\$92.87	\$227.94	\$714.26	\$1,756.66	\$681.05	\$1,671.54
Network Health	\$125.11	\$308.82	\$500.00	\$1,000.00	\$97.48	\$239.45	\$736.03	\$1,811.08	\$714.82	\$1,755.99

2023-2022 Employee Changes			
Single		Family	
\$4.53	4.88%	\$11.60	5.09%
\$27.63	28.34%	\$69.37	28.97%

2023-2022 Employer Changes			
Single		Family	
\$33.21	4.88%	\$85.12	5.09%
\$21.21	2.97%	\$55.09	3.14%

1S
8S 7F

WPPA	2023 - 15%				2022 - 15%		2023		2022	
It's Your Choice Health (IYC) Plan Provider	Employee Single	Employee Family	Deductible		Employee Single	Employee Family	Single Employer	Family Employer	Single Employer	Family Employer
Dean Health Plan - Prevea360 East	\$121.75	\$299.43	\$500.00	\$1,000.00	\$116.09	\$284.92	\$689.91	\$1,696.77	\$657.83	\$1,614.56
Network Health	\$150.20	\$370.56	\$500.00	\$1,000.00	\$121.85	\$299.32	\$710.94	\$1,749.34	\$690.45	\$1,696.12

2023-2022 Employee Changes			
Single		Family	
\$5.66	4.88%	\$14.51	5.09%
\$28.35	23.27%	\$71.24	23.80%

2023-2022 Employer Changes			
Single		Family	
\$32.08	4.88%	\$82.21	5.09%
\$20.49	2.97%	\$53.22	3.14%

Dean Health Plan - Prevea 360 East is now qualified county plan in 2023 vs 2022 and prior was not (must offer 5 primary care providers, a hospital and a chiropractor)

"Medicare All" is family coverage where all insured members are enrolled in Medicare Parts A, B and D

Annuitants who wish to select a Health Insurance Plan highlighted in yellow below will have an additional monthly premium detailed in second chart

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ANNUITANTS - ALL MEDICARE ELIGIBLE	2023 - P14				2022 - PO14			
Provider	Medicare All		Deductible		Medicare All			
	Single	Family	Single	Family	Single	Family	2023-2022 \$ Change	
			\$500.00	\$1,000.00			Single	Family
Dean Health Plan - Prevea360 East	\$501.46	\$980.96			\$504.64	\$985.74	(\$3.18)	(\$4.78)
Network Health	\$534.52	\$1,046.68			\$531.26	\$1,038.98	\$3.26	\$7.70
United Health Care Medicare Advantage	\$231.52	\$441.08			\$253.78	\$484.02	(\$22.26)	(\$42.94)
United Health Medicare Plus*	\$416.26	\$810.56			\$422.02	\$820.50	(\$5.76)	(\$9.94)

2023-2022 % Change	
-0.63%	-0.48%
0.61%	0.74%
-8.77%	-8.87%
-1.36%	-1.21%

Annuitant Budget for 2023		
Single	Family	Total
\$22,225.92	\$52,929.60	\$75,155.52

HIRED PRIOR TO SEPTEMBER 1, 1980						
Provider	Medicare All		Deductible		Medicare All	
	Single	Family	Single	Family	Single	Family
			\$500.00	\$1,000.00		
Dean Health Plan - Prevea360 East	\$269.94	\$539.88			\$250.86	\$501.72
Network Health	\$303.00	\$605.60			\$277.48	\$554.96
UHC Medicare Advantage Plan	-	-	No cost option to annuitants		-	-
United Health Medicare Plus*	\$184.74	\$369.48			\$168.24	\$336.48