

Larry Bierke, Administrator
Iowa County, Wisconsin
222 N. Iowa Street
Dodgeville, WI 53533

September 6, 2016

Mr Bierke:

Please accept the following summary of services provided by staff of the Southwestern Wisconsin Regional Planning Commission (SWWRPC) in fulfillment of their Economic Development Contract with Iowa County. Categories below are grouped to reflect the SWWRPC's initial proposal executed August 19, 2014. Also included below are a list of barriers we've faced while executing this work, and which should be a priority for future economic development efforts.

Much of our effort was spent in rebuilding the momentum and relationships that were lost when the Iowa County Economic Development Corporation disbanded several years ago. The website had become outdated, re-education was required for businesses and municipalities, and much discussion was necessary at a very basic level in order to generate support for future planning efforts. This contract also provided funding for consultations about the County's Revolving Loan Fund (RLF), a role not previously filled. Despite SWWRPC holding a contract for the underwriting of loans, this contract did NOT include marketing of the loan, business consultations, or loan administration.

In addition to this summary report, past reports to the Iowa County Economic Development and Property / General Government Committee are on record with the County. These reports, submitted monthly, provide more detail on services provided.

-Troy Maggied, Executive Director

I. Facilitation of community and economic development planning to establish economic development opportunities and priorities.

2015

- Anna Schrmake and Ed White coordinated a county-wide Economic Development 101 course provided by the Wisconsin Economic Development Association, and co-facilitated by Paul Ohlrogge and Scott Godfrey. This initial project was geared towards education. The three-day event was preceded by efforts to coordinate calendars of SWWRPC staff, WEDA personnel, and officials from Iowa County and Municipalities. This work also

included the preparation of an information brochure and two presentations for the course.

- Coordinated a meeting of county Chambers of Commerce and workforce organizations for a Tri-County Job Fair.
- Met twice with the Village of Arena to discuss preliminary strategies for updating their Comprehensive Plan, with an emphasis on economic development.
- Several SWWRPC staff and Anna Schramke met on multiple occasions with both the Village and Town of Ridgeway in the hopes of convincing them to engage in some level of planning for the new overpass on 151. Several proposals were developed and submitted.
- SWWRPC Staff and Anna Schramke met on multiple occasions with the City of Mineral Point in the hopes of engaging them in strategic or economic development planning.
- Anna Schramke met on several occasions with the Village, Town, and School District of Highland to assist in their planning and economic development efforts.

2016

- Weekly coordination with the City of Dodgeville's economic development specialist began in March. Frequent informal communication between Anna Schramke and Phyllis Fritsch was supported by formal meetings with these parties and SWWRPC on a monthly basis.
- Anna Schramke continued to meet and support efforts in Highland, and toured potential sites for a new grocery store.
- Anna Schramke participated in the Village of Arena's planning process.
- Anna Schramke met with Hollendale to review and discuss opportunities for vacant buildings and for potential economic development training for community leaders.
- Met with the City of Dodgeville to discuss Main Street and TIF opportunities.
- Anna Schramke and SWWRPC staff met with the new County Administrator to update him on the past economic development efforts, future strategies, and the possibility of joining Prosperity Southwest.
- Anna and SWWRPC staff met again with the Village and Town of Ridgeway to discuss planning.
- SWWRPC staff met with the Town of Brigham to discuss the potential for updating their Comprehensive Plan.

II. Identify opportunities for economic development in order to create development sectors, projects and initiatives through a coordinated five-year economic development plan



2015

- The Economic Development 101 course, mentioned in Item I. above, also served this goal.

2016

- Attended, and made a brief presentation, at a county-wide presentation hosted by UW-Extension on the need to update Comprehensive Plans, and the ways these can highlight the variety of economic development opportunities in a community.
- Coordination and facilitation of an Economic Development Forum to identify county-wide “hopes” around economic development and a summary of the current state of economic development in the county.

Stabilize funding for economic development activities and programs

2015

- Attend meetings in the City of Dodgeville to provide insight and advice on the City’s efforts to hire an economic development professional. Hiring of a part-time person relieves the County’s contracted economic development professional of some level of work within Dodgeville (though coordination and assistance is still provided to the County’s largest City), and is therefore seen as stabilizing funding through building capacity at the municipal level.

III. Assist local organizations, businesses and individuals with establishing economic and community development plans, businesses and projects.

2015

- Business Contacts include Walnut Hollow, Sielaff Corp, Arena Cheese, Midwest Grain, and Mill Creek Cheese.
 - Issues discussed with these businesses include workforce issues, succession planning, and potential expansions.
- New Business Consultations include Vortex Optical, a new bakery, Midwest Poultry, and an independent lawn service.
 - Consultations include business relocation to Iowa County,
- RLF consultations include 9 different businesses from 5 different communities, including J. Johnson, Alphabet Academy, and the Hollendale Corner Mart.
- Participated on the Southwest Wisconsin Rural Advisory Council for the Wisconsin Women’s Business Initiative Corporation (WWBIC) in order to better connect small businesses to the training, educational, and financial assistance provided by WWBIC.
- Met with Mineral Point to discuss the potential for a business incubator space.

2016

- Business Contacts include Lands' End, Alphabet Academy, Walnut Hollow, Deco Supply, Worksite Insurance Services, QLF, American Family Insurance, Edward Jones, and Vortex.
 - Issues discussed were business and community relations, workforce attraction, logistics and distribution issues, expansion, and finance/energy efficiency grants for historic restoration.
- New Business Consultations include Midwest Poultry and Ratite Processing, Midwest Grain Roasters, a truck stop, a potential entrepreneur, Project Cornfield, a food processing prospect, Larson's Tax Service, and Tri-State Custom Windows.
 - Consultations include kitchen certification and diversification of processing, tax preparation, locating facilities with room to expand, and succession planning.
- RLF consultations include Midwest Poultry, Alphabet Academy, and Midwest Grain Roasters.
- Met with Brock Waterman, UW-Extension Small Business Development Center Consultant. Multiple meetings scheduled to introduce him to communities and business contacts across the county.
- Met with the Madison Regional Economic Development Partnership (MadREP) to get information on Business Retention and Expansions surveys for use in the County.
- Provide statistical and demographic reports to Anna Schramke using Economic Modeling Software, Inc. Provided further training on software throughout early 2016 as needed.

IV. Promote the county in order to expand economic development opportunities**2015**

- Began work on Community Profiles for each Municipality in late 2015. These documents are 2-page summary sheets of attractions, economic development and workforce statistics, and other notable information. Funds were spent in the design of a template by Kristin Mitchell Designs and in the collection of data and final formatting.
- Met with Commercial Real Estate brokers to discuss several Iowa County industrial sites and promote these to potential new companies.
- Work began on updating and maintaining the Iowa County Economic Development website.

2016

- Continued work on Community Profiles.

- Continued updating and maintaining County Economic Development website.
- Coordinate with Alliant Energy to establish a Location One Information System (LOIS) log-in and profiles for county sites and buildings.
- Begun planning a county-wide development tour, tentatively scheduled for 2017.
- SWWRPC staff promoted their Verified Sites program to communities across the county and to the General Government Committee.
- Develop County Workforce Profile to assist in marketing the county to potential businesses.

V. Other duties as required

2015

- Represent Iowa County at the Governor's Conference on Economic Development, the International Economic Development Corporation conference, and other events. This time was also spent in collaboration and identification of strategies useful to Iowa County's economic development efforts.
- Attended meetings of the Iowa County Economic Development and Property / General Government Committee, some select County Board meetings, and Prosperity Southwest meetings.

2016

- Attended meetings of the Iowa County Economic Development and Property / General Government Committee, some select County Board meetings, Prosperity Southwest meetings, MadREP meetings and represented Iowa County at the Governor's Conference on Economic Development.

Obstacles and Barriers

- Lack of clear direction from the governing Committees as to their priorities or metrics for performance. Metrics were recommended by SWWRPC in our initial proposal, however were never provided. Without this, SWWRPC created our own performance metrics and provided feedback in relation to these during our monthly reports.
- Lack of assets to market and sell, such as city or village-owned industrial land. There is also a lack of incentives, funds for incentives, and potentially the political will to provide such incentives.
- Long-term, consistent, and full-time presences needed to address economic development issues. This includes business retention / expansion and new business attraction issues, but also staff to continually maintain the County's website.

IOWA COUNTY ECONOMIC DEVELOPMENT

Southwest WI Regional Planning Commission

July 25 – August 26, 2016, Activity Report

We continue to work several projects in Iowa County including updating the Arena Comprehensive Plan and several projects with the City of Dodgeville. We are updating the City of Dodgeville's zoning maps and were awarded a contract to update the data and mapping in their Comprehensive Plan at their July 19th Council meeting.

We did a presentation to the General Government Committee August 4th on the Verified Sites program. We have presented the program to the City of Dodgeville and the City of Mineral Point. Ed also met with the Village Clerk in Cobb to discuss the project. We are scheduling meetings with municipalities throughout Iowa County to do the same.

We had our first public input meeting in the Village of Arena on August 1st. The data and maps necessary for an update to the Village's Comprehensive Plan are substantially complete, and will be used to inform the outreach efforts. The final product of this work is not a fully updated Comprehensive Plan. Rather, it is a completely updated data package and summary notes from two public meetings. The Village is uncertain as to whether they wish to proceed with a full update or simply a data update. These meetings are meant to help the Village Board determine their issues and opportunities.

An economic development forum is planned for August 31st. Since this is the first event of its kind in several years, we are going to start at a fairly broad level but hope to delve into the community-specific issues and opportunities as well. Participating communities and partners planning to attend include:

- Arena
- Barneveld
- Cobb
- Dodgeville
- Highland
- Hollandale
- Iowa County
- Linden
- Mineral Point
- Southwestern Wisconsin Regional Planning Commission

Meetings in Iowa County by SWWRPC staff:

- 7/26 – Ed and Troy met with Anna Schramke and Phyllis Fritsch in Dodgeville to discuss Iowa County and Dodgeville economic development issues.
- 7/26 – Ed spoke with the Village of Cobb Clerk about the Verified Sites program.
- 7/27 – Ed and Troy presented the Verified Sites Program to the Clerk and Chamber Director in Mineral Point.
- 8/1 – Ed, Troy, and Savannah staffed the Arena public meeting as part of their planning process.
- 8/1 – Troy spoke via phone with Larry Bierke, Iowa County Administrator, to discuss a potential Iowa County Economic Development Forum.
- 8/1 – Ed, Katrina, Savannah, and Troy facilitated a public forum for the Village of Arena focusing on Values of the community.
- 8/4 – Ed and Troy presented the Verified Sites program to the Iowa County General Government committee in Dodgeville.
- 8/9 – Savannah and Troy met with Wally Orzechowski from the Southwestern Wisconsin Community Action Program to discuss the Community Needs Assessment Project.
- 8/10 – Savannah and Troy facilitated a public forum for the Village of Arena focusing on key topics that emerged from Arena's first public forum.
- 8/17 – Ed attended the Iowa County revolving loan fund committee meeting to present information on the process he follows when an application comes in.
- 8/17 – Chris and Troy facilitated the Regional GIS Forum that was held in Iowa County.
- 8/18 – Ben, Ed, Savannah, and Troy met with the Town of Brigham for an interview to update their Comprehensive Plan.
- 8/19 – Ed and Troy attended the Prosperity Southwest monthly meeting in Mineral Point.

Respectfully submitted by Ed White
August 30, 2016

Community Economic Development Activity:

- Highland Grocery Store – toured the potential building. Many challenges identified.
- Participated in Arena planning session.

Existing Business Activity:

- Midwest Poultry & Ratite Processing, Highland – Company looking at ownership changes, legal implications, forms required, etc.
- Midwest Grain Roasters, Dodgeville – Financing still being considered. WBD and the bank expect to tour the company facility in early September. The additional timeframe is uncertain at this time.

New Business Assistance/Prospects/Entrepreneurship:

- Dodgeville Truck Stop – nothing new.
- Food Processor prospect – nothing new.
- Larsen's Tax Service – ownership change and expansion. Possible RLF.

Note: I was on vacation July 29 to August 7

Meetings –

- 7/26 Met w/E.White, T. Maggied, P.Fritsch; Re: Iowa County ED issues.
- 8/8 Met w/L.Bierke, J.Tarrell; toured grocery building and met with the owner.
- 8/8 Met w/P.Fritsch, G.Dalhoff; Re: MadRep BRE resources.
- 8/10 Met w/P.Fritsch, C.Miller Re: BRE.
- 8/10 Attended Arena Public Forum.
- 8/15 Met w/P.Fritsch, T.Zander Re: business expansion; potential RLF
- 8/17 Met w/P.Fritsch, B.Allbright Re BRE
- 8/18 Attended MadRep Quarterly meeting of economic development professionals.

Respectfully submitted by Anna Schramke
August 29, 2016

CITY OF DODGEVILLE
Southwestern Wisconsin Regional Planning Commission
AUGUST 2016 Activity Report – Phyllis Fritsch

Community Economic Development Activity: Local business owner/agent has become the owner of Mineral Point office as well as Dodgeville.

New businesses opening in the City of Dodgeville:

- *Care Wisconsin, 123 N. Iowa Street (opened in June or July).
- Mattress By Appointment, 401 N. Iowa Street (opened in August).
- Wisconsin Lawn Care Company, 608-425-0889 (opened in August).
- Cartwright Guns and Ammo, 321-604-0863 (opening on or about 9/1/16).
- *Original Root Health, home-based business, M.C. Loeffelholz, 623 Chapel Street (opened in August).

*= Economic Development City of Dodgeville involvement.

Existing Business Activity:

- One downtown business owner continues to look for a new business.
- One landowner plans to build as soon as lease tenants are located.
- Local industrial business is seeking product expansion.
- The downtown location is selling; excellent opportunity for retail business(es). The owner is discussing options for potentially multiple retailers.
- The business owner is looking for a buyer.
- The business owner is looking for an appropriate location.

New Business Assistance/Entrepreneurship: Meetings and investigation continue with the new business, assisting in creating a business plan and preparing to present financing requests to lenders. These meetings have been ongoing since I began in March. Past meetings have included the Small Business Development Council, banking representative from a Bank doing SBA loans, a business consultant, an investor and possible franchise options. Two additional franchise options will be explored at the end of August and early September.

- An initial meeting related to a buy-out of an existing business has been accomplished, and business plans are being developed. A local bank indicates this project is too large. The potential purchaser has placed this on hold until September 2016.
- Contacted by another potential new business regarding the purchase of land and buildings in the City. They have hired a structural engineer to approve the type of business planned in the structure.
- Contacted by a potential new food truck business. The business will target 2017. I am assisting in the business plan and financial information.

- Current business owner plans to develop a new type of business downtown, possibly in 2017.
- A manufacturer is seeking acreage, possibly in the City of Dodgeville; wants acreage in a city's TID. Has subsequently withdrawn, indicating plant construction will occur in Iowa.
- Another manufacturer is seeking acreage, possibly in the City of Dodgeville. Wants to be in a city's TID. The consultant is assisting in seeking final plans and financing. The consultant does not feel Dodgeville has an appropriate location.
- A business is selling and has a prospective buyer. Working with buyer regarding financing and business plan. Anticipated date: November 1, 2016.
- A new property owner in TID-2 planning site work this fall and construction in spring 2017.
- One business planning expansion, pending equipment set-up and permitting.
- Growing business looking for a larger location; They are purchasing a building.
- Regional business is searching for lease property. Working with the property owner who recently purchased retail property, not downtown.

Meetings:

- 8/3 – Met with Mineral Point Chamber and Economic Development Director.
- 8/8 – Met with a representative from MadREP regarding Business Retention and Evaluation Survey process.
- 8/10 – Met with a local business owner who is now managing an office in Mineral Point as well as Dodgeville.
- 8/15 – Met with a potential purchaser of a local business discussing the business plan and financing.
- 8/17 – Met with a local business owner who added another agent in February 2016.
- 8/18 – Met with the Dodgeville Chamber Director.
- 8/18 – Showed prospective retail available spaces to regional business.
- 8/18 – Attended MadREP Economic Development Professionals Meeting in Waunakee.

- 8/19 – Attended Prosperity Southwest Meeting.
- 8/22 – Met with UW Extension Agent Paul Ohlrogge.
- 8/24 – Met with City of Dodgeville Community Development Committee.
- 8/24 – Met with City Clerk to continue to develop Economic Development page on the City's website.
- 8/31 – Plan to attend the Economic Development Summit Meeting.

Southwestern Wisconsin Regional Planning Commission Input/Assistance:

- Anna Schramke, SWWRPC, attending meetings with business owners noted in the calendar above as a resource.
- Completion of the contract between SWWRPC and City of Dodgeville for Phase I of an updated Comprehensive Plan.
- Zoning mapping assistance.

Respectfully submitted by **Phyllis Fritsch**
August 29, 2016

	C	E	F	G	H	J	N	O	P	Q
1	Iowa County									
2	Summary by Department									
3	2017 Projected Budget for the September 6, 2016 General Government Committee Meeting									
4	Department Name	Actual for 12/31/15	Actual as of 6/30/16	Projected Actual for 12/31/16	Adopted 2015 Budget	Adopted 2016 Budget	Dept Request 2017 Budget	Increase/ (Decrease) in \$ Between 2016 & Adopted 2017 Budgets	% of Increase/ (Decrease) between 2016 & 2017 Budgets	
5	Fire Suppression Expense - Operating	3,439.00	733.00	2,000.00	-	2,000.00	2,000.00	-	0.00%	
6	Tax Levy	-	2,000.00	2,000.00	-	2,000.00	2,000.00	-	0.00%	
9	Employee Relations Dept.									
10	Personnel Expense	79,855.00	42,889.00	96,529.00	87,697.00	94,877.00	98,996.00	4,119.00	4.34%	
11	Operating Expense	26,977.00	1,378.00	25,500.00	33,178.00	27,161.00	23,140.00	(4,021.00)	-14.80%	
12	Capital Expense	-	-	-	-	-	-	-	0.00%	
13	Employee Relations Dept. Total Expenses	106,832.00	44,267.00	122,029.00	120,875.00	122,038.00	122,136.00	98.00	0.08%	
14	Employee Relations Dept. Revenue	772.00	0.50	-	-	-	-	-	-	
15	Tax Levy	106,060.00	44,266.50	122,029.00	120,875.00	122,038.00	122,136.00	98.00	0.08%	
16	Economic Development									
17	Personnel Expense	-	-	-	-	-	-	-	-	
18	Operating Expense	-	-	76,800.00	75,976.00	75,060.00	75,060.00	-	0.00%	
19	Capital Expense	-	-	-	-	-	-	-	0.00%	
20	Capital Expense	-	-	-	-	-	-	-	0.00%	
21	Economic Development Total Expenses	-	-	76,800.00	75,976.00	75,060.00	75,060.00	-	0.00%	
22	Economic Dev Revenue	-	-	-	-	-	-	-	0.00%	
23	Tax Levy	-	-	76,800.00	75,976.00	75,060.00	75,060.00	-	0.00%	
24	Information Technology Dept.									
25	Personnel Expense	204,970.00	96,657.00	213,155.00	204,532.00	213,155.00	216,263.00	3,108.00	1.46%	
26	Operating Expense-IT Dept.	46,226.00	27,074.00	132,184.00	74,900.00	132,184.00	112,176.00	(20,008.00)	-15.14%	
27	Operating Expense-Other Depts. Exp in IT									
28	budget	156,190.00	118,054.00	222,250.00	173,000.00	222,250.00	239,150.00	16,900.00	7.60%	
29	Capital Expense - IT Dept.	-	-	-	-	-	-	-	0.00%	
30	Capital Expense - Other Depts. Exp in IT	110,036.00	-	87,772.00	112,600.00	-	-	-	-	
31	Information Technology Total Expenses	517,422.00	241,785.00	655,361.00	565,032.00	567,589.00	567,589.00	-	0.00%	
32	Information Technology Revenue	-	6,722.00	6,722.00	-	-	-	-	0.00%	
33	Tax Levy	517,422.00	235,063.00	648,639.00	565,032.00	567,589.00	567,589.00	-	0.00%	
34	County Treasurer Department									
35	Personnel Expense	201,471.00	81,107.00	176,280.00	229,191.00	176,280.00	188,338.00	12,058.00	6.84%	
36	Operating Expense	16,187.00	4,321.00	21,963.00	21,672.00	21,963.00	21,634.00	(329.00)	-1.50%	
37	Capital Expense	-	-	-	-	-	-	-	0.00%	
38	County Treasurer Total Expenses	217,658.00	85,428.00	198,243.00	250,863.00	198,243.00	209,972.00	11,729.00	5.92%	
39	County Treasurer Revenue	507,909.00	200,954.00	399,975.00	400,300.00	399,975.00	404,975.00	5,000.00	1.25%	
40	Tax Levy	(290,251.00)	(115,526.00)	(201,732.00)	(149,437.00)	(201,732.00)	(195,003.00)	6,729.00	-3.34%	
41	State Shared Revenue - Treasurer	302,181.00	-	294,767.00	298,405.00	294,767.00	294,767.00	-	0.00%	
42	Exempt Computer Aids	102,072.00	-	93,638.00	97,123.00	93,638.00	93,638.00	-	0.00%	
43	Transfer from Sales Tax Fund	1,480,000.00	-	1,675,000.00	1,480,000.00	1,675,000.00	1,800,000.00	(125,000.00)	-7.46%	
44	Tax Levy	-	-	(2,063,405.00)	(1,875,528.00)	(2,063,405.00)	(2,188,405.00)	(125,000.00)	-6.06%	

	C	E	F	G	H	J	N	O	P	Q
1	Iowa County									
2	Summary by Department									
3	2017 Projected Budget for the September 6, 2016 General Government Committee Meeting									
4	Department Name	Actual for 12/31/15	Actual as of 6/30/16	Projected Actual for 12/31/16	Adopted 2015 Budget	Adopted 2016 Budget	Dept Request 2017 Budget	Increase/ (Decrease) In \$ Between 2016 & Adopted 2017 Budgets	% of Increase/ (Decrease) between 2016 & 2017 Budgets	
47										
48	County Clerk									
49	Personnel Expense	117,935.00	54,712.00	119,148.00	116,943.00	119,148.00	122,762.00	3,614.00	3.03%	
50	Operating Expense	11,871.00	28,591.00	71,708.00	28,679.00	72,233.00	24,419.00	(47,814.00)	-66.19%	
51	Capital Expense									
52	County Clerk Total Expenses	129,806.00	83,303.00	190,856.00	145,622.00	191,381.00	147,181.00	(44,200.00)	-23.10%	
53	County Clerk Revenue	13,281.00	12,240.00	21,909.00	12,545.00	21,225.00	13,805.00	(7,420.00)	-34.96%	
54	Tax Levy	116,525.00	71,063.00	168,947.00	133,077.00	170,156.00	133,376.00	(36,780.00)	-21.62%	
55										
56	Register of Deeds									
57	Personnel Expense	153,826.00	75,498.00	166,677.00	162,510.00	166,787.00	171,092.00	4,305.00	2.58%	
58	Operating Expense	46,681.00	2,653.00	11,900.00	11,850.00	12,150.00	12,150.00	-	0.00%	
59	Capital Expense									
60	Register of Deeds Total Expenses	200,507.00	78,151.00	178,577.00	174,360.00	178,937.00	183,242.00	4,305.00	2.41%	
61	Register of Deeds Revenue	185,098.00	96,786.00	165,000.00	135,000.00	140,000.00	160,000.00	20,000.00	14.29%	
62	Tax Levy	15,409.00	(18,635.00)	13,577.00	39,360.00	38,937.00	23,242.00	(15,695.00)	-40.31%	
63										
64	Environmental Services/Cty Owned Property									
65	Personnel Expense	42,623.00	36,619.00	80,131.00	-	89,670.00	81,913.00	(7,757.00)	-8.65%	
66	Operating Expense	266,821.00	109,853.00	440,573.00	367,350.00	288,650.00	270,350.00	(18,300.00)	-6.34%	
67	Capital Expense									
68	Courthouse / Cty Owned Prop Total Expenses	309,444.00	146,472.00	520,704.00	367,350.00	378,320.00	352,263.00	(26,057.00)	-6.89%	
69	Cth / Cty Owned Prop Revenue	14,128.00	5,412.00	10,733.00	15,550.00	18,500.00	11,900.00	(6,600.00)	-35.68%	
70	Tax Levy	295,316.00	141,060.00	509,971.00	351,800.00	359,820.00	340,363.00	(19,457.00)	-5.41%	
71										
72	County Farm									
73	Personnel Expense		-	-	-	-	-	-	0.00%	
74	Operating Expense	8,363.00	2,061.00	4,400.00	2,360.00	2,360.00	5,400.00	3,040.00	128.81%	
75	Capital Expense									
76	County Farm Total Expenses	8,363.00	2,061.00	4,400.00	2,360.00	6,360.00	5,400.00	(960.00)	-15.09%	
77	County Farm Revenue	59,182.00	35,142.00	60,207.00	59,280.00	58,930.00	58,930.00	-	0.00%	
78	Tax Levy	(50,819.00)	(33,081.00)	(55,807.00)	(56,920.00)	(52,570.00)	(53,530.00)	(960.00)	-1.83%	
79										
80										
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87	County Insurance-Liability & Workers Comp									
88	Personnel Expense				-		-	-	0.00%	
89	Operating Expense	25,254.00	344,939.00	168,373.00	134,950.00	113,506.00	241,103.00	127,597.00	112.41%	
90	Capital Expense		-	-		-	-	-	0.00%	
91	Insurance Total Expenses-Liability & Workers Comp	25,254.00	344,939.00	168,373.00	134,950.00	113,506.00	241,103.00	127,597.00	112.41%	
92	Insurance Revenue-reimb from depts & refunds/dividends	77,194.00	82,637.00	82,637.00	99,512.00	72,443.00	206,711.00	134,268.00	185.34%	
93	Tax Levy	(51,940.00)	262,302.00	85,736.00	35,438.00	41,063.00	34,392.00	(6,671.00)	-16.25%	
94										
95	Cultural									
96	Fair Expense	26,932.00	67.01	26,932.00	26,932.00	26,932.00	26,932.00	-	0.00%	
97	Historical Society Expense	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	-	0.00%	
98	Tax Levy	31,932.00	5,067.01	31,932.00	31,932.00	31,932.00	31,932.00	-	0.00%	
99										
100	Snowmobile/ATV Expense	27,686.00	-	27,850.00	27,850.00	27,850.00	27,850.00	-	0.00%	
101	Snowmobile/ATV Revenue	27,719.00	67.01	27,850.00	27,850.00	27,850.00	27,850.00	-	0.00%	
102	Tax Levy	(33.00)	(67.01)	-	-	-	-	-		
103										
104	Capital Projects Fund									
105	Operating Expense	-	-	-		-		-	0.00%	
106	Capital Exp - General	13,700.00	9,868.00	25,000.00			10,000.00	-	0.00%	
107	Land Conservation - Capital- Dams						40,000.00			
108	Information Tech-Capital Outlay						124,500.00			
109	Environmental Services - Capital						42,500.00			
110	Emergency Management - Capital									
111	Capital Exp - Sheriff's Dept/Law Enforcement	208,510.00	13,176.00	170,150.00	170,150.00	170,150.00	749,500.00	579,350.00	340.49%	
112	Capital Expense - Iowa County Airport	11,366.00	-	44,000.00	20,000.00	20,000.00	58,000.00	38,000.00	190.00%	
113	Capital Projects Fund Total Expenditures	233,576.00	23,044.00	239,150.00	190,150.00	190,150.00	1,024,500.00	834,350.00	438.79%	
114	Debt Payments - Additional						150,000.00	-		
115	Capital Projects - Fund Balance Applied						230,000.00	230,000.00		
116	Capital Projects Fund Revenue	177,136.00	5,146.00	-	-	-	644,500.00	454,350.00	238.94%	
117	Tax Levy	56,440.00	17,898.00	239,150.00	190,150.00	190,150.00				
118										
119										
120	Library Aids	291,922.80	303,940.00	303,940.00	291,922.80	303,940.00	314,818.00	10,878.00	3.58%	

AGENDA ITEM COVER SHEET

Title: 2017 Employee Trust Funds Health/Dental Insurance

☒ Original

☐ Update

TO BE COMPLETED BY COUNTY DEPARTMENT HEAD

DESCRIPTION OF AGENDA ITEM (Please provide detailed information, including deadline):

Employee Trust Funds have released the 2017 Health Insurance rates to include four program options:

- Traditional Plan
 - Local Deductible (\$500 single/\$1000 family)
 - Local Health Plan (Deductible, Co-pay and Co-insurance)
 - Local High Deductible Plan (\$1,500 single/\$3,000 family)
- All four plans have the option to include dental insurance or without dental.

A more descriptive overview of all four plan options including are listed on attached page 3 and 4.

It's Your Choice Open Enrollment period is from October 17 - November 11. It is crucial to have rates set before Open Enrollment so employees are aware and can make an informed decisions during IYC Open Enrollment.

Iowa County is currently on the Local Deductible plan option with Iowa County contributing 85% of the average of the four qualifying plans.

RECOMMENDATIONS (IF ANY):

To continue on the Low Deductible Plan without Dental, with Iowa County contributing 85% of the average of the four qualifying plans.

ANY ATTACHMENTS? (Only 1 copy is needed)

☒ Yes

☐ No

If yes, please list below:

Page 1: Resolution to adopt 85% of the average of the four qualifying plans on the Local (Low) Deductible plan without dental.
Page 2: 2016 Adopted Health Insurance Rates
Page 3 and 4: All four plan options available
Page 5: Comparing all four plan options to include monthly employer share and employee share (without dental)
Page 6: Comparing all four plan options to include monthly employer share and employee share (without dental) (includes Dental)
Page 7- 14: - Lists the cost incurred to Iowa County for each plan option (Traditional, Local Deductible, Local Health Plan and High Deductible) with and without dental insurance.

FISCAL IMPACT:

\$5,482.80 (Page 7 of the Health Insurance handouts)

LEGAL REVIEW PERFORMED:

☐ Yes

☒ No

PUBLICATION REQUIRED:

☐ Yes

☒ No

PRESENTATION?:

☒ Yes

☐ No

How much time is needed? 10 minutes

COMPLETED BY: Allison Leitzinger

DEPT: Employee Relations

2/3 VOTE REQUIRED:

☐ Yes

☒ No

TO BE COMPLETED BY COMMITTEE CHAIR

RESOLUTION NO. _____

TO THE HONORABLE IOWA COUNTY BOARD OF SUPERVISORS:

WHEREAS, the Iowa County General Government Committee has evaluated the Wisconsin Public Employers Group (ETF) Health Insurance premium rate scheduled to be implemented January 1, 2017; and

WHEREAS, current law states that local governments such as Iowa County who subscribe to the ETF health insurance plan are prohibited from paying more than 88% of the average cost of their respective qualified ETF plans, which began with premiums from January 2012 coverage forward; and

WHEREAS, Iowa County must comply with the requirements of current law based upon an average cost assessment, while at the same time providing reasonably-priced health insurance coverage with multiple options to qualified employees; and

WHEREAS, with the recognition that the average cost of the four qualified Iowa County ETF plans presents a mandated solution that must consider equity in the contributions toward health care options across all plans.

NOW THEREFORE, BE IT RESOLVED, the Committee recommends for fiscal year 2017 premiums, Iowa County as employer will pay the equivalent of 85% of the average cost of the four qualifying ETF Local Deductible plans (without dental) in the County toward the cost of the ETF family or single plan selected by the employee.

Respectfully submitted by the Iowa County General Government Committee:

Dated this 8th day of September, 2016.

Iowa County - 2016 Adopted Health Insurance Rates

Adopted by County Board on 9/16/15 -Iowa County contributes 85% of the average premium cost of qualified plans for 2016

All Rates are Monthly Rates

Please Note that Medical Associates is the lowest qualified plan for 2016

Covers all Iowa County Full-Time Employees

LOW DEDUCTIBLE PLAN - \$500 Single Plan and \$1,000 Family Plan

Plan	Single Monthly Premium	Family Monthly Premium	Employee Share Single Plan Monthly Premium (Deduction)	Employer Share Single Monthly Premium (Benefit)	Employee Share Family Plan Monthly Premium (Deduction)	Employer Share Family Monthly Premium (Benefit)	Employee % of Single Monthly Premium Rate	Employee % of Family Monthly Premium Rate
Dean Health Medical Associates	687.00	1,708.70	133.46	553.54	332.34	1,376.36	19.43%	19.45%
	618.00	1,536.20	64.46	553.54	159.84	1,376.36	10.43%	10.40%
Physicians Plus	666.90	1,658.40	113.36	553.54	282.04	1,376.36	17.00%	17.01%
Unity - UW	579.30	1,439.40	25.76	553.54	63.04	1,376.36	4.45%	4.38%
Unity Community	633.00	1,573.70	79.46	553.54	197.34	1,376.36	12.55%	12.54%

Unity Community/Unity UW (<https://unityhealth.com>) (<https://unityhealth.com/apps/FindADoctor/>)

Dean Health (www.deancare.com) (<http://www.deancare.com/find-a-doc/>)

Physicians Plus (www.HealthyChoicesBigRewards.com) (<http://directory.pplusic.com/>)

Medical Associates (<http://www.mahealthcare.com/insurance-services/etf-employees/>)

Navitus (Prescription Drug) www.navitus.com

*Please go to the web sites of the respective plans to identify which medical providers and hospitals are covered.

Wisconsin Public Employers (WPE) Group Health Insurance Program (Local Government) – Program Options

Program Option #2/#12 – It's Your Choice Local Traditional Plan

No deductible

Coinsurance on the following:

Hearing Aid - 80%/20% - Adult service only

Cochlear Implants - 80%/20% - Adult service only

Durable Medical Equipment – 80%/20% (OOPL \$500)

\$60 Emergency Room Copay

Program Option #4/#14 – It's Your Choice Local Deductible

\$500 Individual/\$1,000 Family deductible

Coinsurance on the following:

Hearing Aid - 20% - Adult service only

Cochlear Implants - 20% - Adult service only

Durable Medical Equipment – 20% (OOPL \$500)

\$60 Emergency Room Copay

Program Option #6/#16 – It's Your Choice Local Health Plan

\$250 Individual/\$500 Family deductible

10% coinsurance once deductible met

20% coinsurance – Hearing Aid, Cochlear Implants, Durable Medical Equipment

\$15 copay for primary care office visits

\$25 copay for specialty care office visits and urgent care

\$75 Emergency Room Copay, plus 10% coinsurance

Medical Out-of-Pocket limit: \$1,250 Single/\$2,500 Family

Program Option #7/#17 – It's Your Choice Local High Deductible Health Plan

\$1,500 Individual/\$3,000 Family deductible

~Employer contribution (HSA)

10% coinsurance once deductible met

Once deductible is met: \$15 copay for primary care office visits

\$25 copay for specialty care office visits and urgent care

\$75 Emergency Room Copay, plus 10% coinsurance

Medical Out-of-Pocket limit: \$2,500 Single/\$5,000 Family

*Maximum Federal Out-of-Pocket Limit: \$6,850 Single/\$13,700 Family – applies to all program options

Above information is subject to change from ETF

Prescription Drug

*Subject to change

Prescription Drug Level	2016 Member Costs	Annual Out-of-Pocket Limits
Level 1	\$5 per fill	\$600 single/\$1,200 family
Level 2	20% (\$50 maximum per fill)	\$600 single/\$1,200 family
Level 3	40% (150 maximum per fill)	Federal Max OOP \$6,850 single/\$13,700 family
Level 4: Preferred Specialty Drug <ul style="list-style-type: none"> Filled at a Preferred Specialty Pharmacy 	\$50 per fill	\$1,200 single/\$2,400 family
<ul style="list-style-type: none"> Filled at any other pharmacy 	40% (\$200 maximum per fill)	
Level 4: Non-Preferred Specialty Drug <ul style="list-style-type: none"> Filled at a Preferred Specialty Pharmacy 	\$50 per fill	Federal Max OOP \$6,850 single/\$13,700 family
<ul style="list-style-type: none"> Filled at any other pharmacy 	40% (\$200 maximum per fill)	Federal Max OOP \$6,850 single/\$13,700 family

Uniform Dental Coverage (optional)

*Applies to all Health Plans

Key Contract Provisions		Covered Services (Examples)
	In-Network Provider	
Deductible:	\$0	
Annual Benefit Max:	\$1,000 per participant	
Diagnostic / Preventive:	100%	Routine Evaluations X-rays Fluoride
Restorative:	100%	Fillings
Periodontic:	80%	Limited to Periodontal Maintenance
Adjunctive Services:	80%	Local Anesthesia
Orthodontia:	50% (children only)	
Ortho Lifetime Max:	\$1,500 per participant	

	A	B	C	D	E	F	G	H	I	J	K
1	PROPOSED - Iowa County - 2017 Health Insurance Rates (Without Dental)										
2	<i>All Rates are Monthly Rates</i>										
3											
4	Please Note that Medical Associates is the lowest qualified plan for 2017										
5	Iowa County contributes <u>85% of the average premium cost of qualified plans</u>										
6											
7	LOCAL (LOW) DEDUCTIBLE PAN - \$500 Single Plan and \$1,000 Family Plan										
8											
9	Plan	Single Monthly Premium	Family Monthly Premium	Employee Share Single Plan Monthly Premium (Deduction)	Employer Share Single Monthly Premium (Benefit)	Employee Share Family Plan Monthly Premium (Deduction)	Employer Share Family Monthly Premium (Benefit)	Employee % of Single Monthly Premium Rate	Employee % of Family Monthly Premium Rate	1/2 of single ded.	1/2 of family ded.
10	Dean Health	717.50	1,769.56	158.09	559.41	391.62	1,377.94	22.03%	22.13%	79.05	195.81
11	Medical Associates	588.70	1,447.56	29.29	559.41	69.62	1,377.94	4.98%	4.81%	14.65	34.81
12	Physicians Plus	691.50	1,704.56	132.09	559.41	326.62	1,377.94	19.10%	19.16%	66.05	163.31
13	Unity - UW	569.10	1,398.56	9.69	559.41	20.62	1,377.94	1.70%	1.47%	4.85	10.31
14	Unity Community	634.80	1,562.76	75.39	559.41	184.82	1,377.94	11.88%	11.83%	37.70	92.41
15											
16											
17	TRADITIONAL PLAN										
18											
19											
20	Plan	Single Monthly Premium	Family Monthly Premium	Employee Share Single Plan Monthly Premium (Deduction)	Employer Share Single Monthly Premium (Benefit)	Employee Share Family Plan Monthly Premium (Deduction)	Employer Share Family Monthly Premium (Benefit)	Employee % of Single Monthly Premium Rate	Employee % of Family Monthly Premium Rate	1/2 of single ded.	1/2 of family ded.
21	Dean Health	769.30	1,769.56	170.26	599.04	292.61	1,476.95	22.13%	16.54%	85.13	146.31
22	Medical Associates	629.30	1,447.56	30.26	599.04		1,476.95	4.81%	0.00%	15.13	-
23	Physicians Plus	741.00	1,828.26	141.96	599.04	351.31	1,476.95	19.16%	19.22%	70.98	175.66
24	Unity - UW	607.90	1,495.56	8.86	599.04	18.61	1,476.95	1.46%	1.24%	4.43	9.3
25	Unity Community	679.40	1,674.26	80.36	599.04	197.31	1,476.95	11.83%	11.78%	40.18	98.66
26											
27											
28											
29	CO-INSURANCE PLAN - \$250 single plan & \$500 family plan plus office visits and 10%/20% co-insurance										
30											
31											
32	Plan	Single Monthly Premium	Family Monthly Premium	Employee Share Single Plan Monthly Premium (Deduction)	Employer Share Single Monthly Premium (Benefit)	Employee Share Family Plan Monthly Premium (Deduction)	Employer Share Family Monthly Premium (Benefit)	Employee % of Single Monthly Premium Rate	Employee % of Family Monthly Premium Rate	1/2 of single ded.	1/2 of family ded.
33	Dean Health	730.50	1,802.06	159.89	570.61	399.32	1,402.74	21.89%	22.16%	79.95	199.66
34	Medical Associates	598.80	1,472.76	28.19	570.61	70.02	1,402.74	4.71%	4.75%	14.10	35.01
35	Physicians Plus	709.90	1,735.56	139.29	570.61	332.82	1,402.74	19.62%	19.18%	69.65	166.41
36	Unity - UW	578.80	1,422.76	8.19	570.61	20.02	1,402.74	1.41%	1.41%	4.09	10.01
37	Unity Community	646.00	1,590.76	75.39	570.61	188.02	1,402.74	11.67%	11.82%	37.70	94.01
38											
39											
40											
41	HIGH DEDUCTIBLE PLAN - \$1,500 single plan & \$3,000 family plan										
42											
43											
44											
45	Plan	Single Monthly Premium	Family Monthly Premium	Employee Share Single Plan Monthly Premium (Deduction)	Employer Share Single Monthly Premium (Benefit)	Employee Share Family Plan Monthly Premium (Deduction)	Employer Share Family Monthly Premium (Benefit)	Employee % of Single Monthly Premium Rate	Employee % of Family Monthly Premium Rate	1/2 of single ded.	1/2 of family ded.
46	Dean Health	626.22	1,541.30	138.39	487.83	342.31	1,198.99	22.10%	22.21%	69.20	171.16
47	Medical Associates	512.72	1,257.60	24.89	487.83	58.61	1,198.99	4.85%	4.66%	12.45	29.30
48	Physicians Plus	603.32	1,484.10	115.49	487.83	285.11	1,198.99	19.14%	19.21%	57.75	142.56
49	Unity - UW	495.52	1,214.60	7.69	487.83	15.61	1,198.99	1.55%	1.29%	3.85	7.80
50	Unity Community	553.42	1,359.30	65.59	487.83	160.31	1,198.99	11.85%	11.79%	32.80	80.16
51											
52											

	A	B	C	D	E	F	G	H	I	J	K
1	PROPOSED - Iowa County - 2017 Health Insurance Rates (with Dental)										
2	<i>All Rates are Monthly Rates</i>										
3	Please Note that Medical Associates is the lowest qualified plan for 2017										
4	Iowa County contributes <u>85% of the average premium cost of qualified plans</u>										
5											
6											
7	LOCAL (LOW) DEDUCTIBLE PAN - \$500 Single Plan and \$1,000 Family Plan										
8											
9	Plan	Single Monthly Premium	Family Monthly Premium	Employee Share Single Plan Monthly Premium (Deduction)	Employer Share Single Monthly Premium (Benefit)	Employee Share Family Plan Monthly Premium (Deduction)	Employer Share Family Monthly Premium (Benefit)	Employee % of Single Monthly Premium Rate	Employee % of Family Monthly Premium Rate	1/2 of single ded.	1/2 of family ded.
10	Dean Health	745.34	1,839.18	162.27	583.07	402.06	1,437.12	21.77%	21.86%	81.14	201.03
11	Medical Associates	616.54	1,517.18	33.47	583.07	80.06	1,437.12	5.43%	5.28%	16.74	40.03
12	Physicians Plus	719.34	1,774.18	136.27	583.07	337.06	1,437.12	18.94%	19.00%	68.14	168.53
13	Unity - UW	596.94	1,468.18	13.87	583.07	31.06	1,437.12	2.32%	2.12%	6.94	15.53
14	Unity Community	662.64	1,632.38	79.57	583.07	195.26	1,437.12	12.01%	11.96%	39.79	97.63
15											
16											
17											
18	TRADITIONAL PLAN										
19											
20	Plan	Single Monthly Premium	Family Monthly Premium	Employee Share Single Plan Monthly Premium (Deduction)	Employer Share Single Monthly Premium (Benefit)	Employee Share Family Plan Monthly Premium (Deduction)	Employer Share Family Monthly Premium (Benefit)	Employee % of Single Monthly Premium Rate	Employee % of Family Monthly Premium Rate	1/2 of single ded.	1/2 of family ded.
21	Dean Health	797.14	1,968.68	174.46	622.68	432.56	1,536.12	21.89%	21.97%	87.23	216.28
22	Medical Associates	657.04	1,618.38	34.36	622.68	82.26	1,536.12	5.23%	5.08%	17.18	41.13
23	Physicians Plus	768.84	1,897.88	146.16	622.68	361.76	1,536.12	19.01%	19.06%	73.08	180.88
24	Unity - UW	635.74	1,565.18	13.06	622.68	29.06	1,536.12	2.05%	1.86%	6.53	14.53
25	Unity Community	707.24	1,743.88	84.56	622.68	207.76	1,536.12	11.96%	11.91%	42.28	103.88
26											
27											
28											
29	CO-INSURANCE PLAN - \$250 single plan & \$500 family plan plus office visits and 10%/20% co-insurance										
30											
31											
32	Plan	Single Monthly Premium	Family Monthly Premium	Employee Share Single Plan Monthly Premium (Deduction)	Employer Share Single Monthly Premium (Benefit)	Employee Share Family Plan Monthly Premium (Deduction)	Employer Share Family Monthly Premium (Benefit)	Employee % of Single Monthly Premium Rate	Employee % of Family Monthly Premium Rate	1/2 of single ded.	1/2 of family ded.
33	Dean Health	758.34	1,871.68	165.35	592.99	409.76	1,461.92	21.80%	21.89%	82.68	204.88
34	Medical Associates	626.64	1,542.38	33.65	592.99	80.46	1,461.92	5.37%	5.22%	16.83	40.23
35	Physicians Plus	731.74	1,805.18	138.75	592.99	343.26	1,461.92	18.96%	19.02%	69.38	171.63
36	Unity - UW	606.64	1,492.38	13.65	592.99	30.46	1,461.92	2.25%	2.04%	6.82	15.23
37	Unity Community	673.84	1,660.38	80.85	592.99	198.46	1,461.92	12.00%	11.95%	40.43	99.23
38											
39											
40											
41	HIGH DEDUCTIBLE PLAN - \$1,500 single plan & \$3,000 family plan										
42											
43											
44											
45	Plan	Single Monthly Premium	Family Monthly Premium	Employee Share Single Plan Monthly Premium (Deduction)	Employer Share Single Monthly Premium (Benefit)	Employee Share Family Plan Monthly Premium (Deduction)	Employer Share Family Monthly Premium (Benefit)	Employee % of Single Monthly Premium Rate	Employee % of Family Monthly Premium Rate	1/2 of single ded.	1/2 of family ded.
46	Dean Health	654.06	1,610.92	142.56	511.50	352.75	1,258.17	21.80%	21.90%	71.28	176.38
47	Medical Associates	540.56	1,327.22	29.06	511.50	69.05	1,258.17	5.38%	5.20%	14.53	34.53
48	Physicians Plus	631.16	1,553.72	119.66	511.50	295.55	1,258.17	18.96%	19.02%	59.83	147.78
49	Unity - UW	523.36	1,284.22	11.86	511.50	26.05	1,258.17	2.27%	2.03%	5.93	13.03
50	Unity Community	581.26	1,428.22	69.76	511.50	170.05	1,258.17	12.00%	11.91%	34.88	85.03
51											
52											

6

	A	B	C	D	E	F	G	H	I	J
1	Proposed 2017 Health Insurance Rates - Low Deductible Plan									
2										
3										
4	2016 - 85% if the Average Cost of the Average of the 4 qualified Plans for Iowa County									
5	LOW DEDUCTIBLE PLAN - \$500 single plan & \$1,000 family plan									
6										
7	Iowa County									
8	Compare 2017 (85% of Average) and 2016 Adopted Monthly Health Insurance Rates									
9										
10	Please Note: Medical Associates is the lowest qualified plan for 2017									
11										
12	Plan	2016 Single Plan Monthly Premium	2017 Single Plan Monthly Premium	Amount of Increase	% of Increase	2016 Family Plan Monthly Premium	2017 Family Plan Monthly Premium	Amount of Increase	% of Increase	
13	Dean Health	687.00	717.50	30.50	4.4%	1,708.70	1,769.56	60.86	3.6%	
14	Medical Associates	618.00	588.70	(29.30)	-4.7%	1,536.20	1,447.56	(88.64)	-5.8%	
15	Physicians Plus	666.90	691.50	24.60	3.7%	1,658.40	1,704.56	46.16	2.8%	
16	Unity Community	633.00	634.80	1.80	0.3%	1,573.70	1,562.76	(10.94)	-0.7%	
17										
18	Average Cost of the 4 Qualified Plans for Iowa County	651.23	658.13			1,619.25	1,621.11			
19										
20	Monthly County Contribution 85% based on average premiums of the qualified plans for 2016 & 85% on Average of plans Projected 2017	553.54	559.41	5.87		1,376.36	1,377.94	1.58		
21										
22	Current # of Plans for the September 2016 Health Insurance Invoice:			38				148		
23										
24	Projected Increase County Cost per Month for Employees			223.06				233.84		
25										
26	Total Projected Increase Annual 2017 County Cost:			2,676.72				2,806.08		5,482.80
27										
28	Uniform benefits memo - - WI Public Employers contribute no more than 88% of the average premium cost of plans offered in any tier with the lowest employee premium cost. And contribute not less than 50% of the average premium cost of plans offered.									

	A	B	C	D	E	F	G	H	I	J
1	Proposed 2017 Health Insurance Rates - Low Deductible Plan - DENTAL									
2										
3										
4	2016 - 85% if the Average Cost of the Average of the 4 qualified Plans for Iowa County									
5	LOW DEDUCTIBLE PLAN - \$500 single plan & \$1,000 family plan									
6										
7	Iowa County									
8	Compare 2017 (85% of Average) and 2016 Adopted Monthly Health Insurance Rates									
9										
10	Please Note: Medical Associates is the lowest qualified plan for 2017									
11										
12	Plan	2016 Single Plan Monthly Premium	2017 Single Plan Monthly Premium	Amount of Increase	% of Increase		2016 Family Plan Monthly Premium	2017 Family Plan Monthly Premium	Amount of Increase	% of Increase
13	Dean Health	687.00	745.34	58.34	8.5%		1,708.70	1,839.18	130.48	7.6%
14	Medical Associates	618.00	616.54	(1.46)	-0.2%		1,536.20	1,517.18	(19.02)	-1.2%
15	Physicians Plus	666.90	719.34	52.44	7.9%		1,658.40	1,774.18	115.78	7.0%
16	Unity Community	633.00	662.64	29.64	4.7%		1,573.70	1,632.38	58.68	3.7%
17										
18	Average Cost of the 4 Qualified Plans for Iowa County	651.23	685.97				1,619.25	1,690.73		
19										
20	Monthly County Contribution 85% based on average premiums of the qualified plans for 2016 & 85% on Average of plans Projected 2017	553.54	583.07	29.53			1,376.36	1,437.12	60.76	
21										
22	Current # of Plans for the September 2016 Health Insurance Invoice:			38					148	
23										
24	Projected Increase County Cost per Month for Employees			1,122.14					8,992.48	
25										
26	Total Projected Increase Annual 2017 County Cost:			13,465.68					107,909.76	121,375.44
27										
28	Uniform benefits memo - - WI Public Employers contribute no more than 88% of the average premium cost of plans offered in any tier with the lowest employee premium cost. And contribute not less than 50% of the average premium cost of plans offered.									

	A	B	C	D	E	F	G	H	I	J
1	Proposed 2017 Health Insurance Rates - Traditional Plan									
2										
3										
4	2016 - 85% if the Average Cost of the Average of the 4 qualified Plans for Iowa County									
5	TRADITIONAL PLAN									
6										
7	Iowa County									
8	Compare 2017 (85% of Average) and 2016 Adopted Monthly Health Insurance Rates									
9										
10	Please Note: Medical Associates is the lowest qualified plan for 2017									
11										
12	Plan	2016 Single Plan Monthly Premium	2017 Single Plan Monthly Premium	Amount of Increase	% of Increase	2016 Family Plan Monthly Premium	2017 Family Plan Monthly Premium	Amount of Increase	% of Increase	
13	Dean Health	687.00	769.30	82.30	12.0%	1,708.70	1,899.06	190.36	11.1%	
14	Medical Associates	618.00	629.30	11.30	1.8%	1,536.20	1,548.76	12.56	0.8%	
15	Physicians Plus	666.90	741.00	74.10	11.1%	1,658.40	1,828.26	169.86	10.2%	
16	Unity Community	633.00	679.40	46.40	7.3%	1,573.70	1,674.26	100.56	6.4%	
17										
18	Average Cost of the 4 Qualified Plans for Iowa County	651.23	704.75			1,619.25	1,737.59			
19										
20	Monthly County Contribution 85% based on average premiums of the qualified plans for 2016 & 85% on Average of plans Projected 2017	553.54	599.04	45.50		1,376.36	1,476.95	100.59		
21										
22	Current # of Plans for the September 2016 Health Insurance Invoice:			38				148		
23										
24	Projected Increase County Cost per Month for Employees			1,729.00				14,887.32		
25										
26	Total Projected Increase Annual 2017 County Cost:			20,748.00				178,647.84	199,395.84	
27										
28	Uniform benefits memo - - WI Public Employers contribute no more than 88% of the average premium cost of plans offered in any tier with the lowest employee premium cost. And contribute not less than 50% of the average premium cost of plans offered.									

	A	B	C	D	E	F	G	H	I	J
1	Proposed 2017 Health Insurance Rates - Traditional Plan - DENTAL									
2										
3										
4	2016 - 85% if the Average Cost of the Average of the 4 qualified Plans for Iowa County									
5	Traditional PLAN									
6										
7	Iowa County									
8	Compare 2017 (85% of Average) and 2016 Adopted Monthly Health Insurance Rates									
9										
10	Please Note: Medical Associates is the lowest qualified plan for 2017									
11										
12	Plan	2016 Single Plan Monthly Premium	2017 Single Plan Monthly Premium	Amount of Increase	% of Increase		2016 Family Plan Monthly Premium	2017 Family Plan Monthly Premium	Amount of Increase	% of Increase
13	Dean Health	687.00	797.14	110.14	16.0%		1,708.70	1,968.68	259.98	15.2%
14	Medical Associates	618.00	657.04	39.04	6.3%		1,536.20	1,618.38	82.18	5.3%
15	Physicians Plus	666.90	768.84	101.94	15.3%		1,658.40	1,897.88	239.48	14.4%
16	Unity Community	633.00	707.24	74.24	11.7%		1,573.70	1,743.88	170.18	10.8%
17										
18	Average Cost of the 4 Qualified Plans for Iowa County	651.23	732.57				1,619.25	1,807.21		
19										
20	Monthly County Contribution 85% based on average premiums of the qualified plans for 2016 & 85% on Average of plans Projected 2017	553.54	622.68	69.14			1,376.36	1,536.12	159.76	
21										
22	Current # of Plans for the September 2016 Health Insurance Invoice:			38					148	
23										
24	Projected Increase County Cost per Month for Employees			2,627.32					23,644.48	
25										
26	Total Projected Increase Annual 2017 County Cost:			31,527.84					283,733.76	315,261.60
27										
28	Uniform benefits memo - - WI Public Employers contribute no more than 88% of the average premium cost of plans offered in any tier with the lowest employee premium cost. And contribute not less than 50% of the average premium cost of plans offered.									

Proposed 2017 Health Insurance Rates - Co-Insurance Plan

2016 - 85% if the Average Cost of the Average of the 4 qualified Plans for Iowa County

CO-INSURANCE PLAN - \$250 single plan & \$500 family plan plus office visits and 10%/20% co-insurance

Iowa County

Compare 2017 (85% of Average) and 2016 Adopted Monthly Health Insurance Rates

Please Note: Medical Associates is the lowest qualified plan for 2017

Plan	2016 Single Plan Monthly Premium	2017 Single Plan Monthly Premium	Amount of Increase	% of Increase	2016 Family Plan Monthly Premium	2017 Family Plan Monthly Premium	Amount of Increase	% of Increase
Dean Health	687.00	730.50	43.50	6.3%	1,708.70	1,802.06	93.36	5.5%
Medical Associates	618.00	598.80	(19.20)	-3.1%	1,536.20	1,472.76	(63.44)	-4.1%
Physicians Plus	666.90	709.90	43.00	6.4%	1,658.40	1,735.56	77.16	4.7%
Unity Community	633.00	646.00	13.00	2.1%	1,573.70	1,590.76	17.06	1.1%
Average Cost of the 4 Qualified Plans for Iowa County	651.23	671.30			1,619.25	1,650.29		
Monthly County Contribution 85% based on average premiums of the qualified plans for 2016 & 85% on Average of plans Projected 2017	553.54	570.61	17.07		1,376.36	1,402.74	26.38	
Current # of Plans for the September 2016 Health Insurance Invoice:			38				148	
Projected Increase County Cost per Month for Employees			648.66				3,904.24	
Total Projected Increase Annual 2017 County Cost:			7,783.92				46,850.88	54,634.80
Uniform benefits memo - - WI Public Employers contribute no more than 88% of the average premium cost of plans offered in any tier with the lowest employee premium cost. And contribute not less than 50% of the average premium cost of plans offered.								

	A	B	C	D	E	F	G	H	I	J	K	L	M
1	Proposed 2017 Health Insurance Rates - Co-Insurance Plan - DENTAL												
2													
3													
4	2016 - 85% if the Average Cost of the Average of the 4 qualified Plans for Iowa County												
5	CO-INSURANCE PLAN - \$250 single plan & \$500 family plan plus office visits and 10%/20% co-insurance												
6													
7	Iowa County												
8	Compare 2017 (85% of Average) and 2016 Adopted Monthly Health Insurance Rates												
9													
10	Please Note: Medical Associates is the lowest qualified plan for 2017												
11													
12	Plan	2016 Single Plan Monthly Premium	2017 Single Plan Monthly Premium	Amount of Increase	% of Increase	2016 Family Plan Monthly Premium	2017 Family Plan Monthly Premium	Amount of Increase	% of Increase				
13	Dean Health	687.00	758.34	71.34	10.4%	1,708.70	1,871.68	162.98	9.5%				
14	Medical Associates	618.00	626.64	8.64	1.4%	1,536.20	1,542.38	6.18	0.4%				
15	Physicians Plus	666.90	731.74	64.84	9.7%	1,658.40	1,805.18	146.78	8.9%				
16	Unity Community	633.00	673.84	40.84	6.5%	1,573.70	1,660.38	86.68	5.5%				
17													
18	Average Cost of the 4 Qualified Plans for Iowa County	651.23	697.64			1,619.25	1,719.91						
19													
20	Monthly County Contribution 85% based on average premiums of the qualified plans for 2016 & 85% on Average of plans Projected 2017	553.54	592.99	39.45		1,376.36	1,461.92	85.56					
21													
22	Current # of Plans for the September 2016 Health Insurance Invoice:			38				148		0			
23													
24	Projected Increase County Cost per Month for Employees			1,499.10				12,662.88					
25													
26	Total Projected Increase Annual 2017 County Cost:			17,989.20				151,954.56	169,943.76				
27													
28	Uniform benefits memo - - WI Public Employers contribute no more than 88% of the average premium cost of plans offered in any tier with the lowest employee premium cost. And contribute not less than 50% of the average premium cost of plans offered												

12

	A	B	C	D	E	F	G	H	I	J
1	Proposed 2017 Health Insurance Rates - High Deductible Plan									
2										
3										
4	2016 - 85% if the Average Cost of the Average of the 4 qualified Plans for Iowa County									
5	HIGH DEDUCTIBLE PLAN - \$1,500 single plan & \$3,000 family plan									
6										
7	Iowa County									
8	Compare 2017 (85% of Average) and 2016 Adopted Monthly Health Insurance Rates									
9										
10	Please Note: Medical Associates is the lowest qualified plan for 2017									
11										
12	Plan	2016 Single Plan Monthly Premium	2017 Single Plan Monthly Premium	Amount of Increase	% of Increase	2016 Family Plan Monthly Premium	2017 Family Plan Monthly Premium	Amount of Increase	% of Increase	
13	Dean Health	687.00	626.22	(60.78)	-8.8%	1,708.70	1,541.30	(167.40)	-9.8%	
14	Medical Associates	618.00	512.72	(105.28)	-17.0%	1,536.20	1,257.60	(278.60)	-18.1%	
15	Physicians Plus	666.90	603.32	(63.58)	-9.5%	1,658.40	1,484.10	(174.30)	-10.5%	
16	Unity Community	633.00	553.42	(79.58)	-12.6%	1,573.70	1,359.30	(214.40)	-13.6%	
17										
18	Average Cost of the 4 Qualified Plans for Iowa County	651.23	573.92			1,619.25	1,410.58			
19										
20	Monthly County Contribution 85% based on average premiums of the qualified plans for 2016 & 85% on Average of plans Projected 2017	553.54	487.83	(65.71)		1,376.36	1,198.99	(177.37)		
21										
22	Current # of Plans for the September 2016 Health Insurance Invoice:			38				148		
23										
24	Projected Increase County Cost per Month for Employees			(2,496.98)				(26,250.76)		
25										
26	Total Projected Increase Annual 2017 County Cost:			(29,963.76)				(315,009.12)		(344,972.88)
27										
28	Uniform benefits memo - - WI Public Employers contribute no more than 88% of the average premium cost of plans offered in any tier with the lowest employee premium cost. And contribute not less than 50% of the average premium cost of plans offered.									

	A	B	C	D	E	F	G	H	I	J
1	Proposed 2017 Health Insurance Rates - High Deductible Plan - DENTAL									
2										
3										
4	2016 - 85% if the Average Cost of the Average of the 4 qualified Plans for Iowa County									
5	HIGH DEDUCTIBLE PLAN - \$1,500 single plan & \$3,000 family plan									
6										
7	Iowa County									
8	Compare 2017 (85% of Average) and 2016 Adopted Monthly Health Insurance Rates									
9										
10	Please Note: Medical Associates is the lowest qualified plan for 2017									
11										
12	Plan	2016 Single Plan Monthly Premium	2017 Single Plan Monthly Premium	Amount of Increase	% of Increase	2016 Family Plan Monthly Premium	2017 Family Plan Monthly Premium	Amount of Increase	% of Increase	
13	Dean Health	687.00	654.06	(32.94)	-4.8%	1,708.70	1,610.92	(97.78)	-5.7%	
14	Medical Associates	618.00	540.56	(77.44)	-12.5%	1,536.20	1,327.22	(208.98)	-13.6%	
15	Physicians Plus	666.90	631.16	(35.74)	-5.4%	1,658.40	1,553.72	(104.68)	-6.3%	
16	Unity Community	633.00	581.26	(51.74)	-8.2%	1,573.70	1,428.92	(144.78)	-9.2%	
17										
18	Average Cost of the 4 Qualified Plans for Iowa County	651.23	601.76			1,619.25	1,480.20			
19										
20	Monthly County Contribution 85% based on average premiums of the qualified plans for 2016 & 85% on Average of plans Projected 2017	553.54	511.50	(42.04)		1,376.36	1,258.17	(118.19)		
21										
22	Current # of Plans for the September 2016 Health Insurance Invoice:			38				148		
23										
24	Projected Increase County Cost per Month for Employees			(1,597.52)				(17,492.12)		
25										
26	Total Projected Increase Annual 2017 County Cost:			(19,170.24)				(209,905.44)		(229,075.68)
27										
28	Uniform benefits memo - - WI Public Employers contribute no more than 88% of the average premium cost of plans offered in any tier with the lowest employee premium cost. And contribute not less than 50% of the average premium cost of plans offered.									

AGENDA ITEM COVER SHEET

Title: Health Insurance Opt-Out-Incentive

☒ Original

☐ Update

TO BE COMPLETED BY COUNTY DEPARTMENT HEAD

DESCRIPTION OF AGENDA ITEM (Please provide detailed information, including deadline):

This policy addresses a monetary incentive for employees who elect to waive health insurance coverage. A survey conducted in July indicated that 29% of active enrolled Health Insurance subscribers would consider the opt-out-incentive.

The attached policy indicates the eligibility requirements and payments for eligible employee if they choose to waive health insurance coverage. This includes employees who currently opt-out of health insurance and any employee going forward who chooses to opt-out of coverage.

Currently there is 39 employees who have declined/waived coverage in 2016 coverage.

RECOMMENDATIONS (IF ANY):

ANY ATTACHMENTS? (Only 1 copy is needed)

☒ Yes

☐ No

If yes, please list below:

The attached Health Insurance Opt-Out-Incentive Policy will be added to the Iowa County Handbook if adopted.

FISCAL IMPACT:

\$39,000 - this is the incentive Iowa County would pay to employees who currently have declined coverage.

Any active subscribers who choose to waive coverage would off set the above amount.

LEGAL REVIEW PERFORMED:

☒ Yes

☐ No

PUBLICATION REQUIRED:

☐ Yes

☒ No

PRESENTATION?:

☒ Yes

☐ No

How much time is needed? 5-10 minutes

COMPLETED BY: Allison Leitzinger

DEPT: Employee Relations

2/3 VOTE REQUIRED:

☐ Yes

☒ No

TO BE COMPLETED BY COMMITTEE CHAIR

MEETING DATE:

AGENDA ITEM #

COMMITTEE ACTION:

7.2 Health Insurance Opt-Out-Incentive

Iowa County offers a conditional health insurance opt-out arrangement for employees who are eligible to participate in the County's health insurance plan, but waive coverage.

Eligibility - To be eligible for the conditional opt-out arrangement, employees must meet all of the following criteria:

1. be employed in a full-time or part-time benefit eligible position;
2. waive coverage under the Iowa County health insurance plan for the entire benefit plan year; and
3. provide reasonable evidence, at the time of waiving coverage, that the employee and all of his/her tax dependents has or will have alternative coverage during the period of waiver.

The alternative coverage for the employee and his/her tax dependents must meet federal standards for minimum essential coverage under the Affordable Care Act and may not be obtained through the individual marketplace regardless whether it is obtained through a State or Federally run insurance exchange. Employees may provide reasonable evidence of minimum essential coverage for themselves and their tax dependents by attesting that they and their tax dependents have or will have minimum essential coverage during the period of waiver.

To be eligible for payment under the opt-out arrangement, an employee and tax dependents must not be covered by the Iowa County health insurance plan for the entire benefit plan year. Employees who experience a qualifying life event during the plan year that causes them to enroll in the health insurance plan mid-year shall not be eligible for a payment under the opt-out arrangement.

Employees must submit a Health Insurance Application/Change Form indicating they are opting out during annual IYC Open Enrollment period.

Payments - Employees who were enrolled in coverage under the Iowa County health insurance plan in the year prior to waiving coverage are eligible to receive an opt-out payment of \$2,000/family plan or \$1,000/single plan for each subsequent year that coverage is waived. Employees, who were not enrolled in coverage the year prior to waiving coverage, are eligible to receive an opt-out payment of \$1,000. Employees hired during a benefit plan year who decline/waive coverage are eligible for an opt-out payment of \$1,000 pro-rated based upon their date of hire. Benefit eligible part-time employees are may receive a pro-rated payment under the opt-out arrangement based on their scheduled hours of work. Employees whose classification changes during the year may be eligible for a pro-rated opt-out payment.

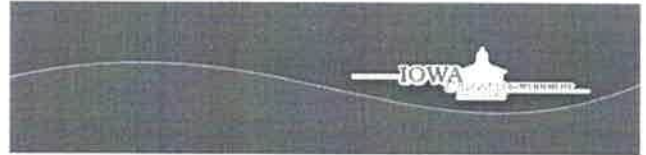
Payments under the opt-out arrangement are considered taxable income and will appear on employees' W-2 statement. However, the payments are not considered Wisconsin State Retirement System earnings. In addition, the payment amount is considered an eligible wage for FLSA overtime compensation purposes.

The annual payments under the opt-out arrangement will be made in the last pay period of October.

EMPLOYEE RELATIONS

The Courthouse
222 North Iowa Street
Dodgeville, WI 53533-1564

Phone: (608) 935-0374
Fax: (608) 935-0325
allison.leitzinger@iowacounty.org



www.iowacounty.org

TO: General Government Committee
FROM: Allison Leitzinger, Employee Relations Director
DATE: August 31, 2016
RE: Employment Activity Report

Outlined below is the employment activity for September:

- ADRC Department Assistant – Recruitment started August 29.
- ADRC Manager – Recruitment started September 1.
- Sheriff's Office Dispatcher/Correctional Officer – Written exam administered on August 26.
- Economic Support Specialist (3 vacancies) – 3rd new hire started August 22.
- Certified Nursing Assistants – New hire started August 30; ongoing recruitment
- Bloomfield Healthcare Registered Nurse/LPN – New hire starts September 6; ongoing recruitment.
- Bloomfield Healthcare Laundry/Housekeeper – New hire started August 23.
- MDS & Infection Prevention Manager – Recruitment started August 15.