



GREEN LAKE COUNTY

571 County Road A, Green Lake, WI 54941

Original Post Date: 10/27/2016

Amended* Post Date:

The following documents are included in the packet for the Personnel Committee on November 2, 2016:

- 1) Agenda
- 2) Ordinance to Amend Ordinance 1042-2012 Personnel Policy and Procedure Manual, Sick Leave, Vacation Schedule, Health Insurance-Appendix K-1
- 3) Ordinance to Amend Ordinance 1042-2012 Appendix K-1 Public Safety Employee Health Benefit Coverage



GREEN LAKE COUNTY OFFICE OF THE COUNTY CLERK

Margaret R. Bostelmann, WCPM
County Clerk

Office: 920-294-4005
FAX: 920-294-4009

Personnel Committee Meeting Notice

Date: November 2, 2016 Time: 6:00 PM
Green Lake County Government Center,
County Board Room, 571 County Rd A, Green Lake WI

Amended* AGENDA

Committee Members

Joe Gonyo,
Chairman
Paul Schwandt, Vice-
Chair
Robert Lyon
Robert Schweder
Sue Wendt

Margaret R.
Bostelmann,
Secretary

1. Call to Order
2. Certification of Open Meeting Law
3. Pledge of Allegiance
4. Agenda
5. Presentation on HRA by Diversified Benefit Services
6. Presentation on Health Insurance by Aegis Corporation
7. Action and Discussion on:
 - Health Insurance Benefits
8. Resolutions/Ordinances
 - Amend Ordinance 1042-2012 Personnel Policy and Procedure Manual, Sick Leave, Vacation Schedule, *Health Insurance-Appendix K-1
 - Amend Ordinance 1042-2012 Appendix K-1 Public Safety Employee Health Benefit Coverage
9. Committee Discussion
 - Future Meeting Dates: Meeting November 17, 2016 at 6:00 pm
 - Future Agenda items for action & discussion
10. Adjourn

**Notice is hereby given that a majority of the Green Lake County Board of Supervisors may be present at this meeting to gather information about a subject over which they have decision making responsibility. This constitutes a meeting of the County Board pursuant to the Badke Decision and must be noticed as such although the County Board will not take any formal action at this meeting.*

Kindly arrange to be present, if unable to do so, please notify our office. Sincerely, Margaret R. Bostelmann

Please note: Meeting area is accessible to the physically disabled. Anyone planning to attend who needs visual or Audio assistance, should contact the County Clerk's Office, 294-4005, not later than 3 days before date Of the meeting.

ORDINANCE NO. –2016

Amending Ordinance 1042 – 2012 Green Lake County Personnel Policies and Procedures Manual; III Benefits, Sick Leave , Vacation and Appendix K-1, Public Safety Employee Health Benefit Coverage

The County Board of Supervisors of Green Lake County, Green Lake Wisconsin, duly assembled at its regular meeting begun on the 15th day of November, 2016, does ordain as follows:

WHEREAS, it is necessary to have up-to-date policies and procedures for the orderly and efficient handling of personnel related matters throughout Green Lake County Departments and offices;

Roll Call on Ordinance No. – 2016

Submitted by Personnel Committee

Aye , Nay , Absent , Abstain

Passed & Enacted/Rejected this 15th
day of November, 2016

Joe Gonyo, Chair

Paul Schwandt, Vice-Chair

County Board Chairman

Attest: County Clerk
Approved as to Form:

Robert Lyon

Corporation Counsel

Robert Schweder

Sue Wendt

NOW, THEREFORE, BE IT ORDAINED, that the Green Lake County Personnel Policies and Procedures Manual shall be amended as follows:

Sick Leave

A. Allocation of Paid Sick Leave

Subject to applicable collective bargaining agreements, all full-time employees will be granted sick leave, with pay, at the rate of ~~six (6)~~ **nine (9) days** per calendar year.

B. Health Leave Bank

- 1. Balance.** Subject to the limitations below, employees are able to place ~~three (3)~~ **nine (9)** unused sick days per year into a health leave bank, the total of which shall not exceed ~~thirty (30)~~ **one hundred (100)** days.

Vacation

Eligible employees shall receive vacation on their anniversary dates based on the following schedule:

Years of Continuous Service	Vacation Amount
After 6 months but less than 1 year	5 days
After 1 but less than 2	5 10 days
After 2 but less than 8	10 days
After 8 5 but less than 15 10	15 days
After 15 10	20 days

Eligible employees will be granted additional vacation on their anniversary date following January 1, 2017.

BE IT FURTHER ORDAINED, that this ordinance shall become effective upon January 1, 2017.



WCA GROUP HEALTH TRUST

**GREEN LAKE COUNTY
PROPOSED BENEFIT COVERAGE – 1/01/17**

	All Active Employees	Public Safety Employees Only
	HMO PLAN	HMO PLAN
	UHC Choice +	UHC Choice +
Deductible	\$1,500 Individual \$3,000 Family	\$2,500 Individual \$5,000 Family
Coinsurance	100%	90%
Out of Pocket Maximum	\$1,500 Individual \$3,000 Family	\$3,000 Individual \$6,000 Family
Affordable Health Care Out Of Pocket Maximum*- (Incl All Office Copays, Urgent Care, Emergency Room & Prescription Drug Copays)	\$2,500 Individual \$5,000 Family	\$4,000 Individual \$8,000 Family
Lifetime Maximum	Unlimited	Unlimited
Inpatient Hospital & Outpatient Hospital	Deductible, then 100%	Deductible, then 90%
Office Visit	\$25 Copay; then 100%	\$25 Copay; then 90%
Convenient Care – Access Affordable Healthcare	100%, Deductible Waived	100%, Deductible Waived
Preventative Exam	100%, Deductible Waived	100%, Deductible Waived
Diagnostic Lab	100%, Deductible Waived	90%, Deductible Waived
MRI/CT Scan (\$50 Gift Card – Smart MRI)	\$100 Copay; then 100%	\$100 Copay; then 90%
Emergency Room	\$100 Copay Per Visit; then 100%	\$150 Copay Per Visit; then 100%
Ambulance Service	Deductible, then 100%	Deductible, then 90%
Chiropractic Care	\$25 Copay; then 100%,	\$25 Copay; then 90%,
Transplants	Deductible, then 100%	Deductible, then 90%
Mental Health, Alcohol, & Drug Benefits: Inpatient, Transitional, & Outpatient	Same As Any Other Illness	Same As Any Other Illness
Treatment for Obesity Surgery	Not Covered	Not Covered
Oral Surgery	Deductible, then 100%	Deductible, then 90%
Hearing Exam	100% Deductible Waived	100% Deductible Waived
Routine Vision Exam	100%, Deductible Waived	100%, Deductible Waived
Skilled Nursing Facility	Deductible, then 100%	Deductible, then 90%
Home Health Care	Deductible, then 100%	Deductible, then 90%
Physical, Speech, & Occupational Therapy	Deductible, then 100%	Deductible, then 90%

	All Active Employees	Public Safety Employees Only (Eff. 6/01/15)
	HMO PLAN	HMO PLAN
	UHC Choice +	UHC Choice +
Durable Medical Equipment	Deductible, then 100% (No Maximum)	Deductible, then 90% (No Maximum)
Prescription Drug Copays (Change To Caremark Rx) (No Step Therapy) \$0 Copay for Insulin Supplies No Mandatory Substitution Required	<u>(30 Day Supply)</u> \$10 Generic; \$40 Formulary; \$60 Brand (90 Day – Retail) \$30 Generic; \$120 Formulary; \$180 Brand <u>(90 Day Supply- Mail Order)</u> \$20 Generic; \$80 Formulary; \$120 Brand	<u>(30 Day Supply)</u> \$10 Generic; \$40 Formulary; \$80 Brand (90 Day – Retail) \$30 Generic; \$120 Formulary; \$180 Brand <u>(90 Day Supply- Mail Order)</u> \$20 Generic; \$80 Formulary; \$160 Brand
Rx Copay Maximum	\$3,850/7,700	\$2,600/5,200
Dental Plan Benefits (You can Utilize Any Dental Provider, there are no network requirements for Dental)	100%/Deductible Waived Preventative Only Exam/Cleaning/X-Ray	100%/Deductible Waived Preventative Only Exam/Cleaning/X-Ray
Health Club Reimbursement	\$120 Individual \$240 Family	\$120 Individual \$240 Family

GHT Proposed Renewal (Current Plan) – +7%
(Proposed Plan) +5%

ORDINANCE NO. –2016

Amending Ordinance 1042 – 2012 Appendix K-1, Public Safety Employee Health Benefit Coverage

The County Board of Supervisors of Green Lake County, Green Lake Wisconsin, duly assembled at its regular meeting begun on the 15th day of November, 2016, does ordain as follows:

WHEREAS, it is necessary to have up-to-date policies and procedures for the orderly and efficient handling of personnel related matters throughout Green Lake County Departments and offices;

Fiscal Note: \$17,215.00

Roll Call on Ordinance No. – 2016

Submitted by Personnel Committee

Aye , Nay , Absent , Abstain

Passed & Enacted/Rejected this 15th
day of November, 2016

Joe Gonyo, Chair

Paul Schwandt, Vice-Chair

County Board Chairman

Attest: County Clerk
Approved as to Form:

Robert Lyon

Corporation Counsel

Robert Schweder

Sue Wendt

Addenda K-1: Public Safety Employee Health Benefit is deleted. ~~All employees will be covered under.~~ **All employees eligible for health insurance benefits will be subject to the same plan, including any bargaining unit(s).**

BE IT FURTHER ORDAINED, that this ordinance shall become effective upon January 1, 2017.