

OPERATIONS COMMITTEE

DATE: Tuesday, November 2, 2021
TIME: 9:00 a.m.
LOCATION: Wood County Courthouse – Room 114
400 Market St.
Wisconsin Rapids, WI

1. Call meeting to order
2. Public Comments
3. **CONSENT AGENDA**
 - (a) Review/approve minutes from previous committee meetings
 - (b) Review monthly letters of comment from department heads.
 - (c) Approval of departments vouchers – County Board, County Clerk, Finance, Human Resources, Risk Management, Treasurer, and Wellness.
4. Review items, if any, pulled from consent agenda
5. Discuss American Rescue Plan Act
6. **Wellness Coordinator Update**
 - (a) Wellness Program Aggregate Report
7. **Finance**
 - (a) Finance Department update
 - (b) Resolution – Tax Levy
 - (c) Resolution – Budget
 - (d) CIP
 - (e) Edgewater – Write-off of bad debt
8. **HR**
 - (a) 2021 Performance Evaluation Process
9. Consider any agenda items for next meeting
10. Comments from the Chair
11. Set next regular committee meeting date
12. Adjourn

Join by phone

+1-408-418-9388 United States Toll
Meeting number (access code): 2489 038 0085

Join by WebEx App or Web

<https://woodcountywi.webex.com/woodcountywi/j.php?MTID=mac53549db6f572b5fed6a72b7fa8fd6>

Meeting number (access code): 2489 038 0085

Meeting password: OP1102

OPERATIONS COMMITTEE MEETING MINUTES

DATE: Friday, September 24, 2021
TIME: 9:00 a.m.
PLACE: Wood County Courthouse – Conference Room 114

PRESENT: Ed Wagner, Donna Rozar, Lance Pliml, Adam Fischer, Mike Feirer

OTHERS PRESENT (for part or all of the meeting, in person or via Webex): Bill Clendenning, Jake Hahn, Dennis Polach, Ken Curry, Ed Newton, PaNyia Yang, Kelli Francis, Marissa Kornack, Brandon Vruwink, Kyle Theiler, Jason DeMarco, John Peckham, Mary Schlagenhaft, Amy Kaup, Trent Miner, Mary Solheim, Quentin Ellis, Rock Larson, Kathy Alft, Erik Engel, Sue Kunferman, Chad Schooley, Sarah Christensen, David Patton, Reuben Van Tassel, Nanci Olson, Mary Anderson, Peter Kastenholz, Brent Vruwink, Tiffany Ringer, Craig Lambert, Shane Wucherpennig, Jason Grueneberg, Michele Newman, Kim McGrath, Heather Gehrt

The meeting was called to order by Chair Wagner at 9:00 a.m.

There were no public comments.

Finance Director Newton shared a brief overview of the 2022 budget as a whole as of the current date. Newton thanked departments for their work on preparing the budget as well as Deputy Finance Director Yang.

Budget Meetings

Health: Health Director Kunferman and Public Health Manager Kathy Alft presented the Health budget. General discussion followed.

Veterans: Veterans Service Officer Larson presented the Veterans budget. General discussion followed.

Edgewater Haven: Human Services Director Vruwink presented the Edgewater Haven budget. No questions or discussion followed.

Norwood: Human Services Director Vruwink presented the Norwood budget. Questions and general discussion followed.

Human Services: Human Services Director Vruwink presented the Human Services budget. No questions or discussion followed.

Highway: Highway Accounting Supervisor John Peckham presented the Highway budget. Peckham explained that the levy increase was due to a decrease made last year in the road aid and bridge aid funds with the understanding that the money would be allocated back this year. Questions and general discussion followed.

Parks & Forestry: Parks & Forestry Director Schooley presented the Parks & Forestry budget. Discussion regarding the compensation for seasonal LTE's ensued.

Sheriff: Chief Deputy Ellis presented the Sheriff budget. No questions or discussion followed.

Dispatch: Emergency Management Director Christensen presented the Dispatch budget on behalf of Dispatch Manager Heideman. No questions or discussion followed.

Communications: Communications Director Engel presented the Communications budget. General discussion followed.

Coroner: Coroner Patton presented the Coroner budget. Brief discussion of cremation permit cost followed.

Humane Officer: Finance Director Newton presented the Humane Officer budget. No questions or discussion followed.

Emergency Management: Emergency Management Director Christensen presented the Emergency Management budget. No questions or discussion followed. The Committee congratulated Christensen on passing her exam to become a Certified Emergency Manager.

Break at 10:05 a.m. Reconvene at 10:10 a.m.

Circuit Courts: Register in Probate Mary Anderson presented the Circuit Court budgets. No questions or discussion followed.

Corporate Counsel: Corporation Counsel Kastenholz presented the Corporate Counsel budget. No questions or discussion followed.

Register of Deeds: Register of Deeds Ringer presented the Register of Deeds budget. General discussion followed.

Child Support: Child Support Director Vruwink presented the Child Support budget. No questions or discussion followed.

Clerk of Courts: The committee reviewed the Clerk of Courts budget. No questions or discussion followed.

Criminal Justice Coordinator: Finance Director Newton presented the Criminal Justice Coordinator budget. No questions or discussion followed.

District Attorney: District Attorney Lambert presented the District Attorney budget. No questions or discussion followed.

Victim Witness: Finance Director Newton presented the Victim Witness budget. No questions or discussion followed.

Land & Water Conservation: County Conservationist Wucherpennig presented the Land & Water Conservation budget. No questions or discussion followed.

UW Extension: The committee reviewed the UW Extension budget. No questions or discussion followed.

Information Technology: IT Director Kaup presented the IT budget. No questions or discussion followed.

Transportation & Economic Development: Planning & Zoning Director Grueneberg presented the Transportation & Economic Development budget. Grueneberg explained that the increase in the budget is due to an increased number of economic development grant requests. Questions and general discussion followed.

Planning & Zoning: Planning & Zoning Director Grueneberg presented the Planning & Zoning budget. Questions and general discussion followed.

Maintenance: Facilities Manager Van Tassel presented the Maintenance budget. No questions or discussion followed.

Library: Finance Director Newton presented the Library budget. Questions and general discussion followed.

UW Marshfield: Supervisor Rozar presented the UW Marshfield budget. Rozar stated that the increase in the budget is primarily due to the Marshfield fire protection charge. Questions and general discussion followed.

Marshfield Fairgrounds: The Committee reviewed the Marshfield Fairgrounds budget. Supervisor Fischer asked about the timeline of the loan being paid off. Supervisor Feirer stated that it is up in 2022, but more funds will likely be requested.

Ho-Chunk: Finance Director Newton presented the Ho-Chunk budget. No questions or discussion followed.

Contingency: Finance Director Newton presented the Contingency budget. No questions or discussion followed.

PILOT: Finance Director Newton presented the PILOT budget. No questions or discussion followed.

County Clerk: County Clerk Miner presented the County Clerk budget. No questions or discussion followed.

Treasurer: Treasurer Gehrt presented the Treasurer budget. No questions or discussion followed.

Human Resources: Human Resources Director McGrath presented the Human Resources budget. No questions or discussion followed.

Finance: Finance Director Newton presented the Finance budget. No questions or discussion followed.

The Committee discussed the need for a future meeting to discuss CIP. The consensus of the Committee was to cancel the meeting set for Wednesday, September 29, 2021 and have the CIP discussion as an agenda item for the next regular Committee meeting in October. Brief discussion regarding ARPA funds ensued.

Fischer expressed that he was very impressed with all of the budgets presented. Pliml stated that he felt all of the oversight committees did a great job and that the cooperation with Finance has been extraordinary.

Chair Wagner adjourned the meeting at 11:30 a.m.

OPERATIONS COMMITTEE MEETING MINUTES

DATE: Tuesday, October 5, 2021
TIME: 9:00 a.m.
PLACE: Wood County Courthouse – Room 114

PRESENT: Ed Wagner, Donna Rozar, Adam Fischer, Mike Feirer, Lance Pliml

OTHERS PRESENT (for part or all of the meeting, in person or via Webex): Dennis Polach, Bill Clendenning, Kim McGrath, Kelli Francis, PaNyia Yang, Ed Newton, Lisa Keller, Marissa Kornack, Chad Schooley, Kyle Theiler, Mary Solheim, Amy Kaup, Sue Kunferman, Reuben Van Tassel, Jason DeMarco, Brandon Vruwink, Mary Schlagenhaft, Nick Flugaur, Fritz Schubert, Josh Barbian (PMA), Justin Fischer (Baird)

The meeting was called to order by Chair Wagner at 9:00 a.m.

There were no public comments.

Fischer pulled the Operations Committee Budget Meeting minutes from the agenda due to Maintenance being omitted from the minutes. The minutes will be edited and presented at the next regular Committee meeting.

Motion (Rozar/Feirer) to approve the consent agenda, with the exception of the budget meeting minutes. Motion carried unanimously.

Pliml provided updated information to the Committee regarding the guidance on ARPA fund spending. Pliml shared that more clarification is being given regarding what will qualify for ARPA fund usage. Brief discussion ensued.

Rozar stated that the Health & Human Services Committee has been concerned for several months about the length of time it is taking for departments to be able to recruit for a position that is budgeted and needs to be refilled due to the existing approval procedure in place. Rozar explained that the current procedure requires Department Heads to contact Committee Chairs to request to fill a position and then bring the information to the full Committee during their monthly meeting which causes delays. The Committee discussed encouraging Department Heads to be innovative and creative when addressing vacancies. Discussion ensued at length.

Motion (Fischer/Pliml) to end the process of having departments go to their Committee Chair and oversight committees for approving vacancies. Motion carried unanimously.

Treasurer Gehrt provided an update on year-to-date sales tax.

Gehrt presented a resolution to sell tax deeded properties.

Motion (Fischer/Feirer) to approve the resolution to sell tax deeded properties. Motion carried unanimously.

Gehrt introduced Josh Barbian of PMA to discuss investing jail/CIP funds. Mr. Barbian presented information to the Committee about PMA and the services they offer. Discussion ensued.

Motion (Rozar/Pliml) to approve working with PMA for the investing of jail/CIP funds. Motion carried unanimously.

Finance Director Newton provided a brief update on Finance Department activities.

Newton presented a draft of the refunding bond resolution to the Committee. Justin Fischer of Baird presented information to the Committee regarding the County's bond rating call that occurred recently.

Newton presented information regarding the CIP and stated the current amount is \$4.174 million. Newton discussed the projects that would likely be allowable for ARPA funding including HVAC systems, boilers, and chillers. Newton further discussed the fourth courtroom project and the possibility of splitting it up between 2022 and 2023. Discussion ensued at length.

Motion (Pliml/Fischer) to approve all of the projects under the CIP. Motion carried unanimously.

Newton reminded the Committee that there will be a meeting before County Board in October.

Supervisor Clendenning asked if broadband could be put on a future agenda in regards to an update on progress. Pliml stated that he will ask Kyle Christianson to come to a County Board meeting to present on the topic.

There were no comments from the Chair.

Motion (Rozar/Feirer) to go into closed session at 10:07 a.m. pursuant to Wis. Stats. 19.85(1)(f) to consider an employee appeal regarding a County-offered insurance benefit.

Roll call vote: Feirer: yes; Fischr: yes; Pliml: yes; Rozar: yes; Wagner: yes. Motion carried.

Motion (Rozar/Fischer) to return to open session at 10:40 a.m.

Wagner stated that, in closed session, the Committee discussed an appeal and will be pursuing the matter further.

Wagner declared the meeting adjourned at 10:41 a.m.

Minutes recorded and prepared by Kelli Francis. Minutes in draft form until approved at the next meeting.

MINUTES OPERATIONS COMMITTEE

DATE: Tuesday, October 19, 2021
TIME: 9:00 AM
LOCATION: Courthouse – Safety Conference Room 105

Members Present: Ed Wagner, Donna Rozar, Adam Fischer, Lance Pliml, Mike Feirer

Other Present: Bill Clendenning, Ken Curry, Dennis Polach, Sue Kunferman, Justin Fischer, Ed Newton, Bill Leichtnam, Trent Miner

Chair Wagner called the meeting to order at 9:00 AM.

There was no public comment.

The committee reviewed the resolution on awarding of the general obligation refunding notes. Justin Fischer from Baird provided the sale information to the committee. The true interest cost came in at 2.04% (lower than projected), our bond rating ticked down one notch to AA2 because of the new debt amount, and that because of the premiums paid on the notes, the actual borrow amount went down over \$2 million. Motion by Fischer, seconded by Rozar, to approve the resolution and forward to the county board for their approval. Motion carried unanimously.

The chair declared the meeting adjourned at 9:08 AM.

Minutes taken by Trent Miner, County Clerk, and are in draft form until approved at next meeting.



Wood County

WISCONSIN

OFFICE OF THE
COUNTY CLERK

Trent Miner

Letter of Comments – November 2021

- The deadline for submitting recall petitions to the Wisconsin Rapids School District came and went without any petitions being filed. Therefore, there will be no recall election for that school district yet this year. The Stevens Point School District still has petitions being circulated, with a deadline of November 2nd at 5:00 PM to file those in the school district office.
- As you are all well aware, and as mentioned at the October county board meeting, the one elevator in the courthouse will be down for 3 months for a rebuild after over 60 years of service. During that time, I have made arrangements for the county board to have their monthly meetings in the council chambers at the Wisconsin Rapids City Hall. Committee meetings will still be in the courthouse, but depending on the needs of the courts, they may end up in the Safety Conference Room. We will keep you all updated as the project progresses. My thanks to the IT Department for helping out in testing our voting system over at City Hall to make sure we have network connection back to the Courthouse servers! It is not as easy as just bringing my laptop to City Hall unfortunately.
- December 1st starts the spring election cycle. We are making sure all of our forms are updated and ready for candidates. I will have packets for the incumbents at the November county board meeting. Included in that packet will be maps for the new supervisory districts.
- Redistricting is coming to a quick close. Planning & Zoning Director Grueneberg and Land Information Officer Bernard carried the biggest part of the load to ensure municipalities had the maps they needed while I worked on getting them resolutions for their respective boards to pass. We gave them an October 27th due date for return of those resolutions. All but one municipality met that timeline.
- As a member of the Wisconsin County Clerks Association, I was elected Chair of the County Clerk Duties Committee, I serve on the Elections Committee and I was elected Vice Chair of the Mentor/Manual Committee in addition to being district chair. Currently we are working on getting all the new clerks elected in 2020 and appointed in the previous term together for a day-long training session. It is looking like we will be in Wausau on December 10th. Of the 72 county clerks, 29 are either new this term or were appointed last term, including me.
- On October 27th, I completed the Wisconsin Elections Commission training to become a trainer for the Municipal Clerk Core training. I am already certified to do the Chief Election Inspector training. This core training is required prior to clerks administering an election. While it is available as an online training, a lot of folks like the in-person training better. I'll be setting up a couple of dates for this training soon.



Wood County WISCONSIN

HUMAN RESOURCES DEPARTMENT

October 31, 2021

To: Wood County Operations Committee

From: Kimberly McGrath, Director- Human Resources

Subject: Human Resources (HR) Monthly Letter of Comments – October 2021

Human Resources Activity

	October 2021	2021 Year-to-Date
Applications Received	104	1,139
Positions Filled	16	166
Promotions/Transfers	5	64
New Hire Orientations	9	91
Terminations, Voluntary	10	118
Terminations, Involuntary	0	10
Retirements	0	15
Exit Interviews	3	40

Human Resources Narrative

General Highlights

1. Began the Open Enrollment process for 2022 benefit elections. Again this year we are pleased to offer an electronic Benefit Election process through Employee Self Service (ESS). We continue to be extremely thankful to IT for building/creating the forms and processes within the ESS platform, as well as continuing to be available to quickly troubleshoot any issues that may arise. Open enrollment meetings were held on-site and virtually this month. Employees may earn wellness points for their attendance by logging into ManageWell and completing the required information. Enrollment forms are being processed as they come in. All benefit eligible employees must complete a form by November 12, 2021.
2. With regards to the Annual Performance Evaluation Process, all departments were notified of the evaluations that are due before the end of the year. The 2021 Step Increase Procedure was updated and provided to Department Heads. The Department Head Annual Performance Evaluation packets were created and distributed to their committee chairs at the October County Board meeting. The deadline to return completed performance evaluations is December 13, 2021.
3. Continued preparations for the 2021 Department Head Retreat to be held at the Nepco Shelter Building on November 10th. Mark O'Connell, Andy Phillips, and Kyle Christianson, all of WCA, will be presenting a variety of leadership and county government topics. We are looking forward to an exciting educational event!

Meetings & Trainings

1. Attended the Operations Committee Meeting on October 5th.
2. Attended County Board on October 19th.
3. Held the monthly conference call with The Horton Group on October 6th to discuss various benefit topics.
4. Conducted in-person and virtual Open Enrollment presentation meetings on October 18th, 19th, 20th, and 28th.
5. Held individual staff and team meetings to discuss and provide updates on the department's progress towards our 2021 goals.
6. Staff attended various meetings including:
 - a. SPAHRA Board Meeting on October 5th
 - b. Bi-weekly calls with EBC regarding the implementation of the FSA plan for 2022
 - c. COBRA Open Enrollment discussion with EBC on October 27th

Benefits

1. Processed Family and Medical Leave requests, address changes, beneficiary designations, qualifying events, benefit elections or contributions for new hires, terminations, and cancellation/reporting of benefits.
2. Processed and prepared monthly COBRA remittance, TASC admin fees, quarterly EAP fees, stop loss admin fees, and turnover reports.
3. Reconciled monthly invoices for health, dental, vision, life, and disability insurances.
4. Updated the Health Reserve Spreadsheet and Health Fund Balance document for September.
5. Assisted multiple employees with questions related to FMLA, leaves of absence, retirement, and claims concerns.
6. Processed COBRA notifications for dependents on the health plan reaching age 26.
7. Processed new/updated premiums for Boston Mutual enrollments.
8. Ran an hours report in TimeStar to determine eligibility for health insurance under the ACA. Notification and enrollment forms sent to impacted employees.
9. Worked with IT to update Open Enrollment documents, video, and presentations along with compliance information on the HR Intranet.
10. Sent mailings to retirees and COBRA participants on open enrollment and compliance information requirements.
11. Sent notification and request for payment to the participants on the Retiree Life Insurance plan.
12. Processed the transfer of Sick hours to the Catastrophic Sick Leave Account for employees over the 100 day maximum.
13. Submitted the termination letter to TASC to end services effective December 31st, 2021.

Recruitment

1. Updated the Status of Open Positions and Headcount Sheet (FTE Control) spreadsheets daily.
2. Reported new hires with the Wisconsin New Hire Reporting Center.
3. Closed multiple positions in Cyber Recruiter upon successful acceptance of an offer and notified all remaining applicants of position status.
4. Communicated with multiple applicants, employees, and supervisors regarding varying positions.
5. Sent notification to affected departments regarding DOT Random testing for Quarter 4.
6. Continuing to work on updating all job descriptions based off of recently completed JDQs.
7. Worked with Marshfield Clinic to establish a back-up testing location for post-offer, pre-employment testing with potential new hires.

The following chart shows position activity during the month. Positions that are filled are dropped from the list the following month.

<u>Refilled Position</u>	<u>Department</u>	<u>Position</u>	<u>Status</u>
Replacement	Child Support	Case Worker	Position posted, interviews conducted, offer accepted, filled internally.
Replacement	Criminal Justice	Criminal Justice Coordinator	Position posted, deadline 10/17/21. Applications being reviewed by Committee.
Replacement – Eligibility List	Dispatch	Dispatchers (3)	Two positions filled, inquiring interest on list for third vacancy. Eligibility list established.
Replacements	Edgewater	CNA, RN, LPN and Dietary Assistant – (Multiple)	Ongoing recruitment- positions posted, applications reviewed, interviews, references, backgrounds, onboarding. Deadline 12/5/2021.
Replacement	Emergency Management	Work Relief Shop Coordinator	Position posted, deadline 10/31/21.
COVID Relief	Health	COVID Vaccine Coordinators (4)	Position posted, all positions filled.
COVID Relief	Health	COVID Nurse (LTE)	Position filled.
New position	Health	Public Health Nurse (Emergency Preparedness)	Position approved on 10/19/21 per resolution. Position posted, deadline 11/8/21.
Replacement	Highway	Truck Operator	Position posted, deadline 11/2/2021.
New position	Humane Officer	Humane Officer	Position posted, deadline 11/9/2021.
Replacements	Human Services	Crisis Interventionists (Casual)	Position posted, deadline 10/25/2021. Two positions filled. Will continue recruitment in order to establish eligibility list for future vacancies.
Replacement	Human Services	Crisis Interventionist – Full-time (Days)	Interviews conducted. Final candidate selected, references/background completed. Offer accepted, filled 10/4/2021.
Replacement	Human Services	Economic Support Specialist (2)	Positions posted, interviews conducted, offers accepted, positions filled.
Replacement	Human Services	Economic Support Specialist	Position posted, deadline 10/18/21.
Replacement	Human Services	Family Interaction Workers (2)	Position posted, one position filled, deadline 10/24/2021.
*Replacement	Human Services	Crisis/Mental Health Therapist	*Position posted, deadline 10/31/2021. May be filled as licensed or unlicensed.
*Replacement	Human Services	Crisis/Mental Health Therapist-Unlicensed	*Position posted, deadline 10/31/2021. May be filled as licensed or unlicensed.
Replacements	Human Services	Social Workers-Ongoing	Position posted, deadline 11/7/21.
Replacement	Human Services	Discharge Case Manager/ Planner	Position posted, interviews conducted, offer accepted, filled 10/25/2021.
Replacement	Human Services	Mental Health/AODA Therapist	Position posted, deadline 10/31/2021.
Replacement	Human Services	Intake Coordinator	Position posted, deadline 10/31/2021.

Replacement	Human Services	Accounts Payable/Accounts Receivable Specialist	Position posted, deadline 11/7/2021.
New/Replacement	Norwood	COTA, Occupational Therapist, Therapy Asst., Dietary Aide, RN, LPN and CNA's Multiple	Ongoing recruitment by Norwood.
Replacement	Norwood	Psychiatrist	Position posted, deadline 12/12/2021.
Replacement	Norwood	Social Worker-Inpatient	Position posted, filled internally.
Replacement	Norwood	Inpatient Social Services Coordinator	Position posted, filled internally.
Replacement	Sheriff	Maintenance Program Supervisor	Position posted, deadline 10/17/2021.
Replacements	Sheriff	Part-time Deputies (Reserves)-Eligibility List	Position posted, deadline 10/31/2021.
Establish Eligibility List	Sheriff	Corrections Officer – Eligibility List	Position posted, deadline 11/28/2021.
Replacement	Sheriff	Investigator Sergeant	Position filled internally.
Replacement	Treasurer	Treasurer Coordinator	Position posted, deadline 10/26/2021.

Safety/Risk Management

1. Continuing the process of updating the Written Programs and Safety/Risk Manual appendices/forms.
2. Managed open claims with Aegis throughout the month.
3. Attended Edgewater and Norwood Safety Committee meetings.

OPEN Workers' Compensation Claims (3)

1. 7/29/21 – Sheriff's (Corrections) – Employee had bloodborne pathogen exposure when performing intake on inmate (late report)
2. 8/24/21 – Sheriff's – Employee strained R leg while at Honor Guard training (initially reported as First Aid only)
3. 8/30/21 – IT – Employee injured L wrist, both knees, and R elbow slipping on water in hallway

CLOSED Workers' Compensation Claims (2)

1. 11/16/19 – Sheriff's – Employee was assisting with uncooperative inmate, fractured R ankle (additional surgery required) – REOPENED
2. 4/20/21 – Highway – Employee strained R elbow shoveling asphalt on roadway

REPORTABLE Workers' Compensation Cases (4)

1. 9/13/21 – Highway – Employee contracted COVID-19 at work
2. 9/16/21 – Highway – Employee contracted COVID-19 at work
3. 9/20/21 – Highway – Employee contracted COVID-19 at work
4. 9/24/21 – Highway – Employee contracted COVID-19 at work

First Aid Injuries (3)

1. 10/4/21 – Highway – Employee rolled R ankle walking on uneven ground at asphalt plant
2. 10/6/21 – Sheriff's – Employee strained L side neck and shoulder taking resistive subject to the ground
3. 10/14/21 – Norwood – Resident expelled blood into employee's face and eyes during seizure event

Property/Vehicle Damage Claims (2)

1. 8/13/21 – Highway – Claimant alleges windshield damage while following dump truck (est. claim \$500.00 (insurance deductible))
2. 9/19/21 – EM – Work Relief van slid into tree at Power's Bluff (est. damage \$1,523.28)

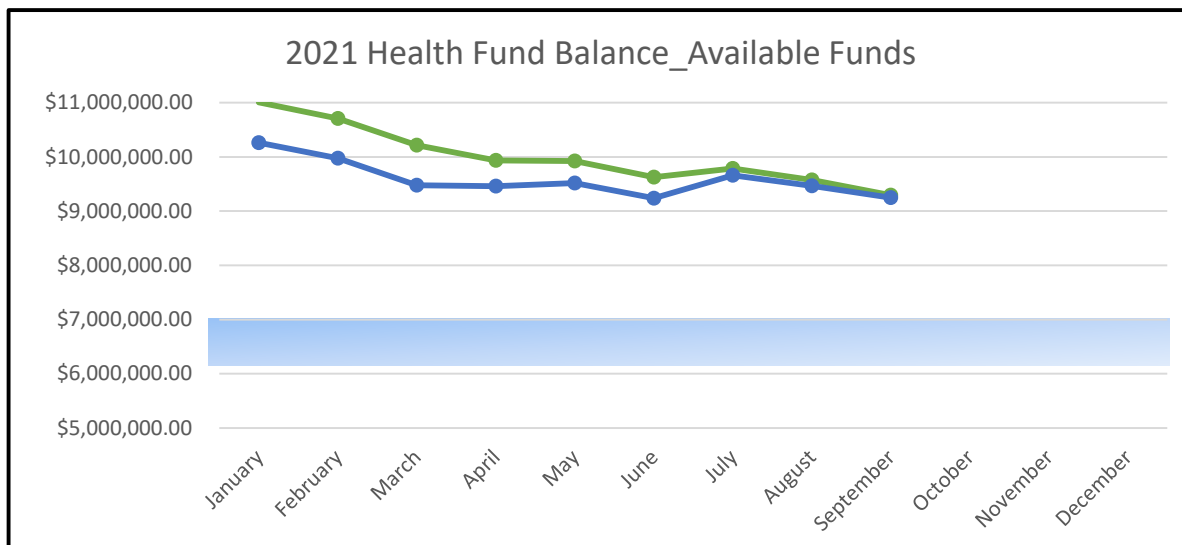
OPEN EEOC/ERD Claims (1)

1. 6/1/20 - Former Human Services employee submitted a claim alleging violation of the Wisconsin Fair Employment Act. We received an Initial Determination of Probable Cause on July 1, 2021.

Other

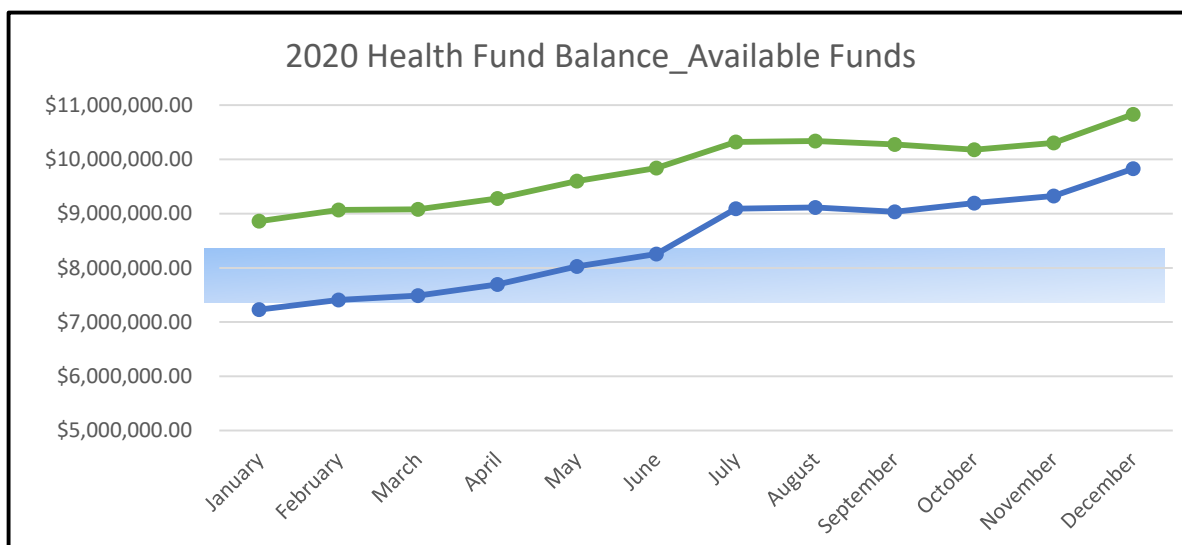
1. Worked through several requests for a reasonable accommodation under the Americans With Disabilities Act (ADA) with the department and requesting employee.
2. Researched Coroner and Deputy Coroner per diems and audited per diems dating back to October 2019 to determine any back pay owed or overpayments made.
3. Worked with Unemployment Insurance (UI) to provide additional information regarding multiple claims. Worked with various departments to compile information needed.
4. Reconciled and processed the September Unemployment Insurance payment.
5. Received and processed multiple invoices for HR, Safety & Risk, and Wellness.
6. Updated the COVID-19 Return to Work Scenarios and distributed to all employees.
7. Responded to various requests for employees/employee representatives to obtain a copy of their personnel files.
8. Facilitated New Hire Orientation on October 4th, 11th, 18th, and 25th.
9. Conducted exit interviews on October 18th and 19th.
10. Responded to various verifications of employment.
11. Replied to multiple requests from surrounding counties with varied information.
12. Met with several County employees and managers individually over the month to listen to concerns, provide advice, counsel, resources, and appropriate follow-up.

Months	2021		2020	
	Total	Available	Total	Available
January	\$ 11,005,587.80	\$ 10,261,473.82	\$ 8,859,244.13	\$ 7,228,926.49
February	\$ 10,710,181.62	\$ 9,972,678.38	\$ 9,064,996.83	\$ 7,409,523.04
March	\$ 10,216,683.96	\$ 9,478,341.34	\$ 9,079,691.15	\$ 7,488,748.95
April	\$ 9,935,399.73	\$ 9,457,063.69	\$ 9,279,880.64	\$ 7,691,704.49
May	\$ 9,923,879.65	\$ 9,518,856.96	\$ 9,599,909.66	\$ 8,026,137.54
June	\$ 9,623,261.99	\$ 9,238,695.09	\$ 9,840,229.19	\$ 8,254,329.92
July	\$ 9,786,923.19	\$ 9,658,473.47	\$ 10,321,385.10	\$ 9,087,944.61
August	\$ 9,575,356.85	\$ 9,462,636.66	\$ 10,335,598.89	\$ 9,112,572.26
September	\$ 9,293,544.53	\$ 9,250,358.73	\$ 10,276,396.74	\$ 9,033,305.33
October			\$ 10,175,941.90	\$ 9,194,424.53
November			\$ 10,306,696.67	\$ 9,326,076.42
December			\$ 10,830,812.12	\$ 9,826,870.72



2021 Total Balance - Green Line

2021 Available Funds - Blue Line



2020 Total Balance - Green Line

2020 Available Funds - Blue Line

For further information on HR activities, please contact the HR department.



Wood County

WISCONSIN

OFFICE OF THE
TREASURER

Heather L. Gehrt

LETTER OF COMMENTS—NOVEMBER 2021

1. Made yearly interest and principal payment for bonding on October 1. The company still didn't have the correct numbers from back in April when I notified them. Contacted Baird and they worked with the company to make sure all payments were applied correctly.
2. Attended Wisconsin Counties Association zoom meetings on Mondays in October.
3. Attended Operation Committee meeting on October 5.
4. Attended Wisconsin County Treasurer Association District Meeting on October 7 in Eau Claire and was elected Chair of the District.
5. Participated in zoom meeting for bond rating on October 8.
6. Participated in insurance benefits webex by Human Resources on October 18.
7. Attended County Board meeting on October 19.
8. Attended fall Wisconsin County Treasurer Association Conference in Fond du Lac October 19-21.
9. Participated in a conference call with Finance and Baird to discuss the repayment of NAN for the Jail/CIP project on October 25.
10. Participated in phone calls/e-mails with PMA regarding placement of the jail funds for investing this month. I moved the funds on October 26 and I am waiting to hear back from the local banks on what they have for rates or if they want our funds.
11. Participated in a webex meeting with our tax system software company regarding the new program platform that we will have to switch to in 2023 on October 27.
12. Attended the Wisconsin Counties Association Personnel, Finance, and County Organization Steering Committee in Stevens Point on October 28.
13. The Treasurer Coordinator position is now vacant as the employee took another position within the County as of October 29. I posted the position and have selected some applicants to interview in November.
14. The City of Marshfield cannot get the tax bill forms that they used to do themselves for taxes from their printer and our tax program can't produce the newer style bill the printer gave them, so our office will now be printing and folding all the tax bills for the city starting this year and going forward.



Wood County

WISCONSIN

Employee Wellness

Adam Fandre

Letter of Comments – November 2021

- Feedback received from those who have attended the flu shot clinics has been very positive so far. Human Services nursing staff continue to do a wonderful job administering the vaccines and the Health Department has been equally as helpful preparing the vaccines before each clinic. Two additional clinics are scheduled for November 3 and November 10 at Steinle Plaza and River Block and were created due to half the order of influenza vaccines being delayed when shipping.
- The quarter 3 wellness challenge, *Nutritious and Delicious*, kicked off its sixth and final week on October 26. Additional feedback received has continued to be very positive. Successful completion numbers will be available Friday, November 5th.
- Follow-up health coaching appointments have begun and are going well. Participants continue to work hard and do well working towards their goals and navigating challenges as they arise. These appointments will continue to be held through the end of the year with most of them taking place telephonically.
- Preparation for quarter 4 activities continues with the primary focus on the quarter 4 wellness challenge. *Healthy Bingo* is an activity that has been offered in the past and is well received and easy to complete both working from home or in the office which makes it a viable option.
- Planning, programming, and implementation for 2022 has begun to pick up with a primary focus on getting dates/times reserved for biometric screenings set to take place between January and March. Additionally, an employee feedback survey is being created to get a better idea of what participants would like the Wellness Program to focus on and how it can be tailored to meet these interests. This will be a heavy focus of the next Wellness Committee meeting.
- The October Lunch & Learn quiz and recording were created and made available to employees with the help of Human Resources. This presentation focuses on 2022 open enrollment.

COUNTY BOARD CLAIMS

September-21

Sep-21

Paid October 2021

CLAIMANT	MONTH	PER DIEM	MILEAGE	MEALS/PKG HOTEL	TOTAL \$
Robert Ashbeck	September-21	300.00	69.44		\$369.44
Allen Breu	September-21	415.00	67.20		\$482.20
William Clendenning	September-21	665.00	344.40	18.00	\$1,027.40
Ken Curry	September-21	530.00	23.52		\$553.52
Michael Feirer	September-21	515.00	226.24		\$741.24
Adam Fischer	September-21	530.00	273.28		\$803.28
Jake Hahn	September-21	565.00	218.40		\$783.40
Brad Hamilton	September-21	250.00	15.68		\$265.68
John Hokamp	September-21	300.00	8.40		\$308.40
David La Fontaine	September-21	500.00	365.68		\$865.68
Bill Leichtnam	September-21	580.00	67.20		\$647.20
Lance Pliml	September-21	850.00	79.52		\$929.52
Dennis Polach	September-21	300.00			\$300.00
Donna Rozar	September-21	430.00	120.96		\$550.96
Lee Thao	September-21				\$0.00
Laura Valenstein	September-21	415.00			\$415.00
Ed Wagner	September-21	465.00	221.76		\$686.76
William Winch	September-21	300.00	36.96		\$336.96
Joe Zurfluh	September-21	300.00	18.48		\$318.48
Carmen Good	September-21	50.00	39.20		\$89.20
		\$8,260.00	\$2,196.32	\$18.00	\$10,474.32

Chairman

Operations Committee

Committee Report

County of Wood

Report of claims for: COUNTY CLERK

For the period of: OCTOBER 2021

For the range of vouchers: 06210127 - 06210135

Voucher	Vendor Name	Nature of Claim	Doc Date	Amount	Paid
06210127	OFFICE ENTERPRISES INC	Split Labels - Mail Machine	10/01/2021	\$19.95	P
06210128	OFFICE ENTERPRISES INC	Ink Tank - Mail Machine	10/04/2021	\$216.45	P
06210129	CASTLEROCK VETERINARY CLINIC	ANIMAL CLAIM 9/16 - 9/27/21	10/05/2021	\$96.00	P
06210130	QUADIENT LEASING USA INC	Lease Payment - Mail Machine	10/02/2021	\$1,552.86	P
06210131	REGISTRATION FEE TRUST	2015 CHEVY #4302 LIEN FEE CLK	10/12/2021	\$10.00	P
06210132	UNITED MAILING SERVICE	MAIL FEES SEPT 1 - 30, 2021	10/13/2021	\$1,140.47	P
06210133	AMAZON CAPITAL SERVICES	Office Supplies	10/13/2021	\$42.98	P
06210134	WISCONSIN MEDIA	VAR ADS 9/1 - 9/30/2021	10/19/2021	\$653.22	P
06210135	US BANK	VISA Charges - WCA Hotels	10/26/2021	\$1,489.00	
Grand Total:				\$5,220.93	

Signatures

Committee Chair:

Committee Member:

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Committee Report

County of Wood

Report of claims for: FINANCE

For the period of: OCTOBER 2021

For the range of vouchers: 14210189 - 14210208

Voucher	Vendor Name	Nature of Claim	Doc Date	Amount	Paid
14210189	AMT	GARNISHMENT PAYMENT	10/07/2021	\$276.00	P
14210190	DEPARTMENT OF CORRECTIONS	GARNISHMENT PAYMENT	10/07/2021	\$100.00	P
14210191	MESSERLI & KRAMER PA	GARNISHMENT PAYMENT	10/07/2021	\$339.31	P
14210192	MUTUAL OF OMAHA INSURANCE COMPANY	SHORT TERM DISABILITY INSUR	10/07/2021	\$4,250.50	P
14210193	MUTUAL OF OMAHA INSURANCE COMPANY	LONG TERM DISABILITY INSURANCE	10/07/2021	\$2,271.69	P
14210194	MUTUAL OF OMAHA INSURANCE COMPANY	BASIC LIFE/SUPP (VOL) LIFE INS	10/07/2021	\$3,931.15	P
14210195	SCHUELKE SUSAN A	VOLUNTEER DEBT AMORTIZATION	10/07/2021	\$73.64	P
14210196	SUPPORT PAYMENT CLEARINGHOUSE	AZ CHILD SUPPORT PAYMENT	10/07/2021	\$355.85	P
14210197	AGING RESOURCE CENTER OF CENTRAL WISCONSIN	4TH QTR 2021 TAX LEVY	10/04/2021	\$49,569.50	P
14210198	TRUNORTH DYNAMICS	SMARTLIST BUILDER ENHANCEMENT	10/13/2021	\$510.00	P
14210199	AMT	GARNISHMENT PAYMENT	10/21/2021	\$276.00	P
14210200	DEPARTMENT OF CORRECTIONS	GARNISHMENT PAYMENT	10/21/2021	\$100.00	P
14210201	DOBBERSTEIN LAW FIRM LLC	GARNISHMENT PAYMENT	10/21/2021	\$153.39	P
14210202	MESSERLI & KRAMER PA	GARNISHMENT PAYMENT	10/21/2021	\$336.39	P
14210203	MUTUAL OF OMAHA INSURANCE COMPANY	LONG TERM DISABILITY INSURANCE	10/21/2021	\$2,309.68	P
14210204	MUTUAL OF OMAHA INSURANCE COMPANY	SHORT TERM DISABILITY INS	10/21/2021	\$4,323.95	P
14210205	MUTUAL OF OMAHA INSURANCE COMPANY	BASIC LIFE/SUPP (VOL) LIFE INS	10/21/2021	\$4,038.54	P
14210206	SCHUELKE SUSAN A	VOLUNTEER DEBT AMORTIZATION	10/21/2021	\$73.64	P
14210207	SUPPORT PAYMENT CLEARINGHOUSE	AZ CHILD SUPPORT PAYMENT	10/21/2021	\$355.85	P
14210208	WI SCTF	CHILD SUPPORT R&D FEES OCT '21	10/21/2021	\$230.00	P
Grand Total:				\$73,875.08	

Signatures

Committee Chair: _____

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Committee Report

County of Wood

Report of claims for: HUMAN RESOURCES

For the period of: OCTOBER 2021

For the range of vouchers: 17210094 - 17210101

Voucher	Vendor Name	Nature of Claim	Doc Date	Amount	Paid
17210094	DIETRICH VANDERWAAL SC	Legal Fees	10/04/2021	\$2,755.00	P
17210095	AMAZON CAPITAL SERVICES	Office Supplies	09/30/2021	\$38.21	P
17210096	WI DEPT OF WORKFORCE DEVELOPMENT	Unemployment Charges Sept 2021	09/30/2021	\$1,401.88	P
17210097	CONCENTRA HEALTH SERVICES INC	Drug & Alcohol Testing	09/01/2021	\$1,200.00	P
17210098	HORTON GROUP INC THE	Consulting Fees - Oct 2021	10/06/2021	\$2,083.33	P
17210099	CARLSON DETTMAN CONSULTING	Annual Salary Grade Reviews	10/08/2021	\$650.00	P
17210100	TASC	Compliance Fee	08/20/2021	\$250.00	P
17210101	DIETRICH VANDERWAAL SC	Legal Fees	10/25/2021	\$700.00	
Grand Total:				\$9,078.42	

Signatures

Committee Chair:

Committee Member:

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Committee Report

County of Wood

Report of claims for: RISK MANAGEMENT

For the period of: OCTOBER 2021

For the range of vouchers: 23210048 - 23210050

Voucher	Vendor Name	Nature of Claim	Doc Date	Amount	Paid
23210048	AEGIS CORPORATION	Notary Bond - NW	09/30/2021	\$30.00	P
23210049	AEGIS CORPORATION	Notary Bond	10/12/2021	\$30.00	P
23210050	AEGIS CORPORATION	Notary Bonds	10/26/2021	\$60.00	
Grand Total:				\$120.00	

Signatures

Committee Chair: _____

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Committee Report

County of Wood

Report of claims for: TREASURER

For the period of: OCTOBER 2021

For the range of vouchers: 28210257 - 28210285

Voucher	Vendor Name	Nature of Claim	Doc Date	Amount	Paid
28210257	CITY OF MARSHFIELD	SEPTEMBER SPECIAL CHARGES	10/06/2021	\$806.25	P
28210258	CITY OF NEKOOSA TREASURER	SEPTEMBER SPECIAL CHARGES	10/06/2021	\$2,779.06	P
28210259	CITY OF WISCONSIN RAPIDS	SEPTEMBER SPECIAL CHARGES	10/06/2021	\$2,069.67	P
28210260	STATE OF WISCONSIN TREASURER	3RD QTR PROBATE & BIRTH FEES	10/06/2021	\$33,256.43	P
28210261	STAPLES ADVANTAGE	OFFICE SUPPLIES	10/06/2021	\$12.11	P
28210262	TOHM KRISTINE	TAX OVERPAYMENT REFUND	10/06/2021	\$112.71	P
28210263	TOWN OF PORT EDWARDS	SEPTEMBER SPECIAL CHARGES	10/06/2021	\$184.03	P
28210264	TOWN OF SARATOGA	SEPTEMBER SPECIAL CHARGES	10/06/2021	\$552.80	P
28210265	TOWN OF GRAND RAPIDS	SEPTEMBER SPECIAL CHARGES	10/06/2021	\$327.89	P
28210266	TOWN OF LINCOLN	SEPTEMBER SPECIAL CHARGES	10/06/2021	\$277.47	P
28210267	TOWN OF RICHFIELD	SEPTEMBER SPECIAL CHARGES	10/06/2021	\$1,024.65	P
28210268	TOWN OF ROCK TREAS LISA ANDERSON	SEPTEMBER SPECIAL CHARGES	10/06/2021	\$597.08	P
28210269	VILLAGE OF AUBURNDALE TR D MARTH	SEPTEMBER SPECIAL CHARGES	10/06/2021	\$0.15	P
28210270	VILLAGE OF VESPER	SEPTEMBER SPECIAL CHARGES	10/06/2021	\$415.61	P
28210271	VILLAGE OF PORT EDWARDS TREAS	SEPTEMBER SPECIAL CHARGES	10/06/2021	\$163.08	P
28210272	WI DEPT OF ADMINISTRATION	SEPTEMBER WI LAND INFO	10/06/2021	\$8,484.00	P
28210273	WOOD COUNTY REGISTER OF DEEDS	TAX DEED RECORDING FEES	10/06/2021	\$180.00	P
28210274	BEAR GRAPHICS INC	TAX ENVELOPES	10/13/2021	\$2,756.93	P
28210275	SHACKELFORD ALEXANDRA	TAX OVERPAYMENT REFUND	10/13/2021	\$8.33	P
28210276	STAPLES ADVANTAGE	OFFICE SUPPLIES	10/13/2021	\$39.13	P
28210277	WOODTRUST BANK	MONTHLY SERVICE FEES	10/13/2021	\$300.41	P
28210278	AMAZON CAPITAL SERVICES	OFFICE SUPPLIES	10/20/2021	\$30.55	P
28210279	STATE OF WISCONSIN TREASURER	SEPT CLERK OF COURT REVENUES	10/20/2021	\$127,388.73	P
28210280	STAPLES ADVANTAGE	OFFICE SUPPLIES	10/20/2021	\$62.41	P
28210281	STAPLES ADVANTAGE	OFFICE SUPPLIES	10/20/2021	\$104.99	P
28210282	US BANK	CHECK SCANNER	10/27/2021	\$891.62	P
28210283	ASR PROPERTIES LLC	TAX OVERPAYMENT REFUND	10/27/2021	\$336.62	P
28210284	CITY OF MARSHFIELD	TAX DEED SPECIALS	10/27/2021	\$6,582.06	P
28210285	STAPLES ADVANTAGE	OFFICE SUPPLIES	10/27/2021	\$347.46	P
Grand Total:				\$190,092.23	

Signatures

Committee Chair: _____

Committee Member: _____

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Committee Report

County of Wood

Report of claims for: WELLNESS

For the period of: OCTOBER 2021

For the range of vouchers: 34210009 - 34210009

Voucher	Vendor Name	Nature of Claim	Doc Date	Amount	Paid
34210009	ASPIRUS OCCUPATIONAL HEALTH	Advisor/Mileage/HRA/Bios/Labs	10/01/2021	\$5,985.00	P
Grand Total:				\$5,985.00	

Signatures

Committee Chair: _____

Committee Member: _____

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Wood County 2021 Health Assessment Results

Adam Fandre

Aspirus Business Health



Wood County Wellness Program

Health Risk Assessment & Biometric Screening Results

WINS!

Win	
Vast majority of self-reported health measures improved for 2019-2021 cohort	Alcohol, Nutrition, Exercise, Sleep and Tobacco Use Risks decreased.
Rising risk factors remaining relatively stable for 2019-2021 cohort	HDL Ratio and Triglycerides show improvement in low-risk, rising-risk, and high-risk categories
Heart disease risks decreased for 2009-2021 cohort	HDL Cholesterol and LDL Cholesterol improved/remained stable in both low-risk and high-risk areas. Blood Pressure improved in both low-risk and high-risk areas.
Health Coaching experience and effectiveness	Nearly 100% of participants who responded to the coaching satisfaction survey were very happy with their coaching experience and 83% met or made progress on the goals they set in 2020.



Wood County Wellness Program

Health Risk Assessment & Biometric Screening Results

OPPORTUNITIES!

Opportunity	
Low-risk and high-risk biometric measures decreased in 2019-2021 cohort	LDL, Total Cholesterol, Blood Sugar and BMI all showed a significant decline in both low-risk and/or high-risk areas.
Low-risk and high-risk biometric measures decreased for 2009-2021 cohort	BMI decreased in both low-risk and high-risk areas as did Total Cholesterol and Triglycerides
4 of the top 5 risk factors have increased between 2020 and 2021	Weight, Blood Pressure, Stress, and Nutrition all increased between 3-4%



Overall Participation Summary

Participation refers to those who completed all three qualifying activities

Total Percent Participation in Biometrics & HRA (566 total eligible in 2021)

	2019 Number	2019 Percentage	2020 Number	2020 Percentage	2021 Number	2021 Percentage
Employees	560	84%	504	84%	495	82%
Spouses	82	25%	9	2.7%	7	5%

Participation Rate by Age & Gender

	<30	30-39	40-49	50-59	60+	Male	Female
2019	13%	29%	28%	24%	8%	31%	69%
2020	11%	28%	27%	26%	6%	30%	70%
2021	13%	29%	28%	25%	6%	31%	69%

Participation in three core activities remains stable despite a continued year of dealing with COVID-19.



Cohort Data Results

Cohort Participants 2019 – 2021



2019-2021 Cohort Biometric Results

346 cohort participants completed biometrics both years

Biometric Measures	Low Risk		Low Risk Change	Rising Risk		High Risk		High Risk Change
	2019	2021		2019	2021	2019	2021	
Blood Pressure	Less than 120/80 40%	38%	Declined 2%	120/80-139/89 58%	59%	139/89 or Greater 2%	3%	Declined 1%
Blood Sugar	Less than 100 67%	64%	Declined 3%	100-124 28%	28%	124 or Greater 5%	8%	Declined 3%
Total Cholesterol	Less than 200 68%	62%	Declined 6%	200-240 27%	29%	240 or Greater 5%	9%	Declined 4%
HDL-Cholesterol	Greater than 59 34%	37%	Improved 3%	59-40 51%	51%	Less than 40 15%	12%	Improved 3%
LDL-Cholesterol	Less than 130 80%	76%	Declined 4%	130-159 16%	19%	159 or Greater 4%	5%	Declined 1%
HDL Ratio	Less than 4 68%	70%	Improved 2%	4-5 19%	18%	Greater than 5 13%	12%	Improved 1%
Triglycerides	Less than 150 73%	75%	Improved 2%	150-199 15%	14%	Greater than 199 12%	11%	Improved 1%
BMI	18.5 - 25 19%	17%	Declined 2%	25-29.99 31%	30%	Less than 18.5 or Greater than 29.99 50%	53%	Declined 3%

Rising risks are remaining relatively stable.
HDL Ratio and Triglycerides show improvement in low-risk, rising-risk, and high-risk categories.



2019 – 2021 Cohort

Health Risk Factors from Health Assessment

372 Cohort Participants

At Risk Factor	2019	2021	Percent Change
	% At Risk		
Alcohol	30%	28%	-2%
Exercise	67%	64%	-3%
Nutrition	57%	53%	-4%
Sleep	37%	35%	-2%
Stress	50%	53%	3%
Tobacco & Nicotine	14%	12%	-2%

This cohort population self-reported improved healthy behaviors that lowered their risk by participating in wellness program for 3+ years



Cohort Data Results

Cohort Participants 2009 – 2020



2009-2021 Cohort Biometric Results

63 cohort participants completed biometrics all years

Biometric Measures	Low Risk		Low Risk Change	Rising Risk		High Risk		High Risk Change
	2009	2021		2009	2021	2009	2021	
Blood Pressure	Less than 120/80 24%	32%	Improved 8%	120/80-139/89 53%	62%	139/89 or Greater 23%	6%	Improved 17%
Blood Sugar	Less than 100 90%	63%	Declined 27%	100-124 7%	34%	124 or Greater 3%	3%	No Change
Total Cholesterol	Less than 200 71%	67%	Declined 4%	200-240 24%	20%	240 or Greater 5%	13%	Declined 8%
HDL-Cholesterol	Greater than 59 29%	37%	Improved 8%	59-40 56%	55%	Less than 40 15%	8%	Improved 7%
LDL-Cholesterol	Less than 130 77%	80%	Improved 3%	130-159 20%	17%	159 or Greater 3%	3%	No Change
HDL Ratio	Less than 4 61%	65%	Improved 4%	4-5 23%	24%	Greater than 5 16%	11%	Improved 5%
Triglycerides	Less than 150 79%	78%	Declined 1%	150-199 10%	8%	Greater than 199 11%	14%	Declined 3%
BMI	18.5 - 25 33%	17%	Declined 16%	25-29.99 37%	39%	Less than 18.5 or Greater than 29.99 30%	44%	Declined 14%

HDL Cholesterol improved in both low-risk and high-risk areas. LDL Cholesterol showed improvement in low-risk and stayed the same in high-risk. Blood Pressure improved in both low-risk and high-risk areas.



Overall Population Aggregate Results*

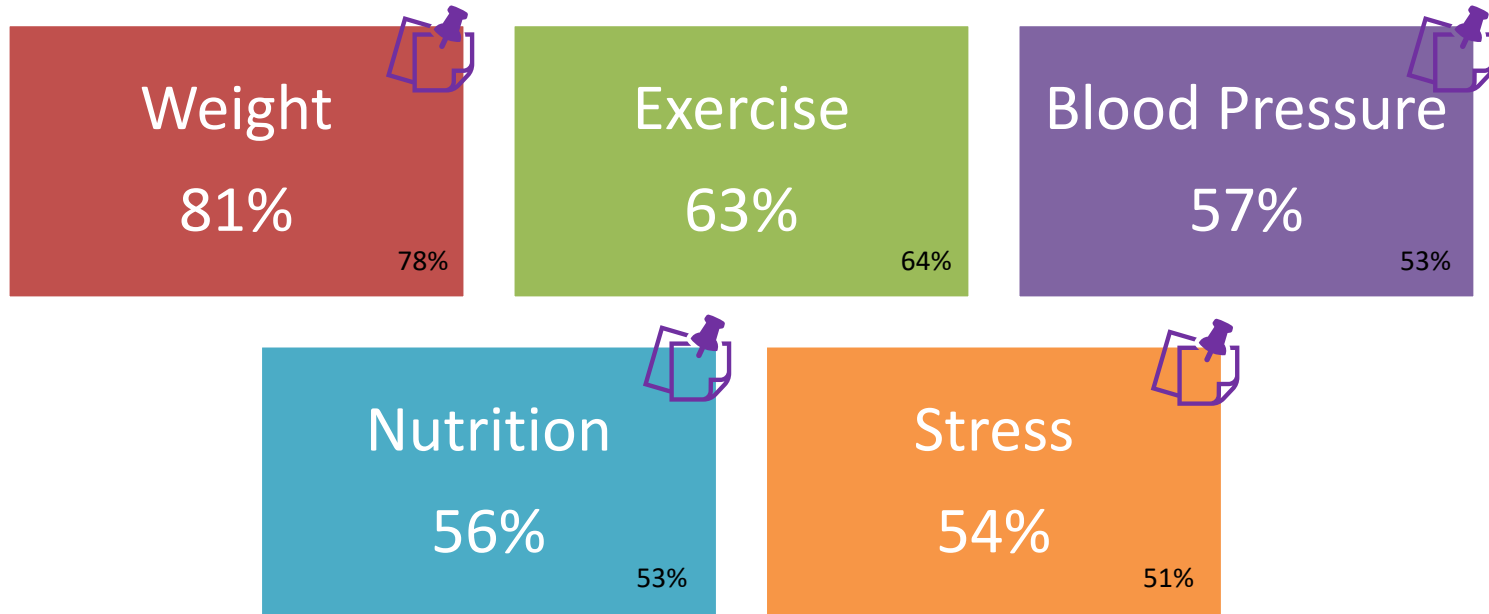
2021

*Population varies from year to year due to New Hires, Newly Eligible, Terms, and Change in Eligibility Status



Top Overall Risk Factors

*Data from Health Assessment answers combined with Biometric Screening Results



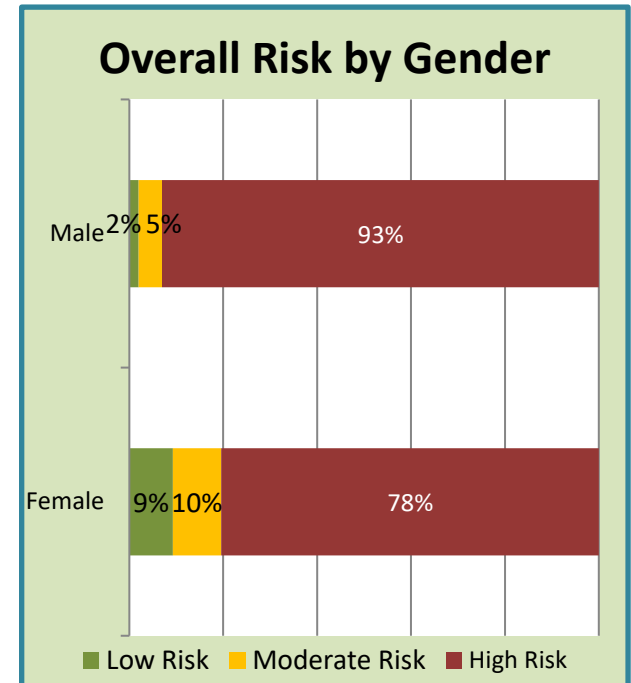
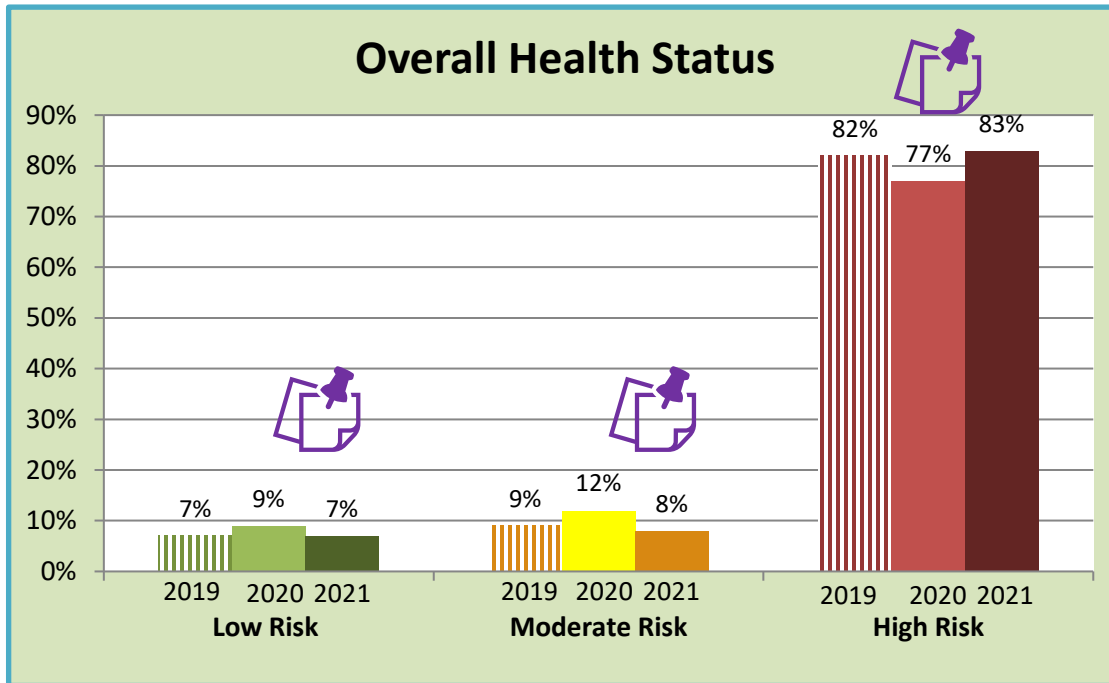
**Numbers in bottom right corner are values from 2020.*

4 of the top 5 risk factors have increased between 2020 and 2021 which, under the circumstances of continuing to deal with COVID, makes sense.



Overall Health Status 2019-2021

*Data from Health Assessment answers combined with Biometric Screening Results



Moderate-risk health status decreased by 4% and is lower than 2019. Both *low-risk* and *high-risk* health status returned to 2019 levels.

2019 – 2021 Biometric Screening Data

Changes in Biometric Moderate & High Risk Categories

Data from Biometric Screening Results

Moderate & High Risk Factors	Total Participants		Percent Change
	560	497	
	2019	2021	
Blood Pressure	61%	58%	Improved 3%
Blood Sugar	35%	34%	Improved 1%
Total Cholesterol	32%	38%	Declined 6%
LDL Cholesterol	22%	25%	Declined 3%
HDL Cholesterol	67%	66%	Improved 1%
HDL Ratio	34%	33%	Improved 1%
Triglycerides	26%	26%	No Change
BMI	82%	83%	Declined 1%

Moderate and high-risk areas for total and LDL Cholesterol showed the greatest decline followed by BMI. Blood pressure, Blood sugar, HDL Cholesterol and HDL Ratio improved with Triglycerides remaining unchanged.



2019 – 2021 Health Assessment Data

Changes in Biometric Moderate & High Risk Categories

Data from Self-Report Health Assessment Survey

Moderate & High Risk Factor	Total Participants		Percent Change
	560	497	
	2019	2021	
Alcohol	31%	30%	Improved 1%
Exercise	65%	63%	Improved 2%
Nutrition	57%	56%	Improved 1%
Sleep	35%	38%	Declined 3%
Stress	49%	54%	Declined 6%
Tobacco & Nicotine	13%	15%	Declined 2%

Stress increased the most followed by Sleep and Tobacco Use. These three metrics are heavily correlated and make sense they would move in tandem with one another amidst the pandemic. Exercise improved the most followed by Nutrition and Alcohol Consumption.



Readiness To Change for At Risk Population

Data from Self-Report Health Assessment Survey

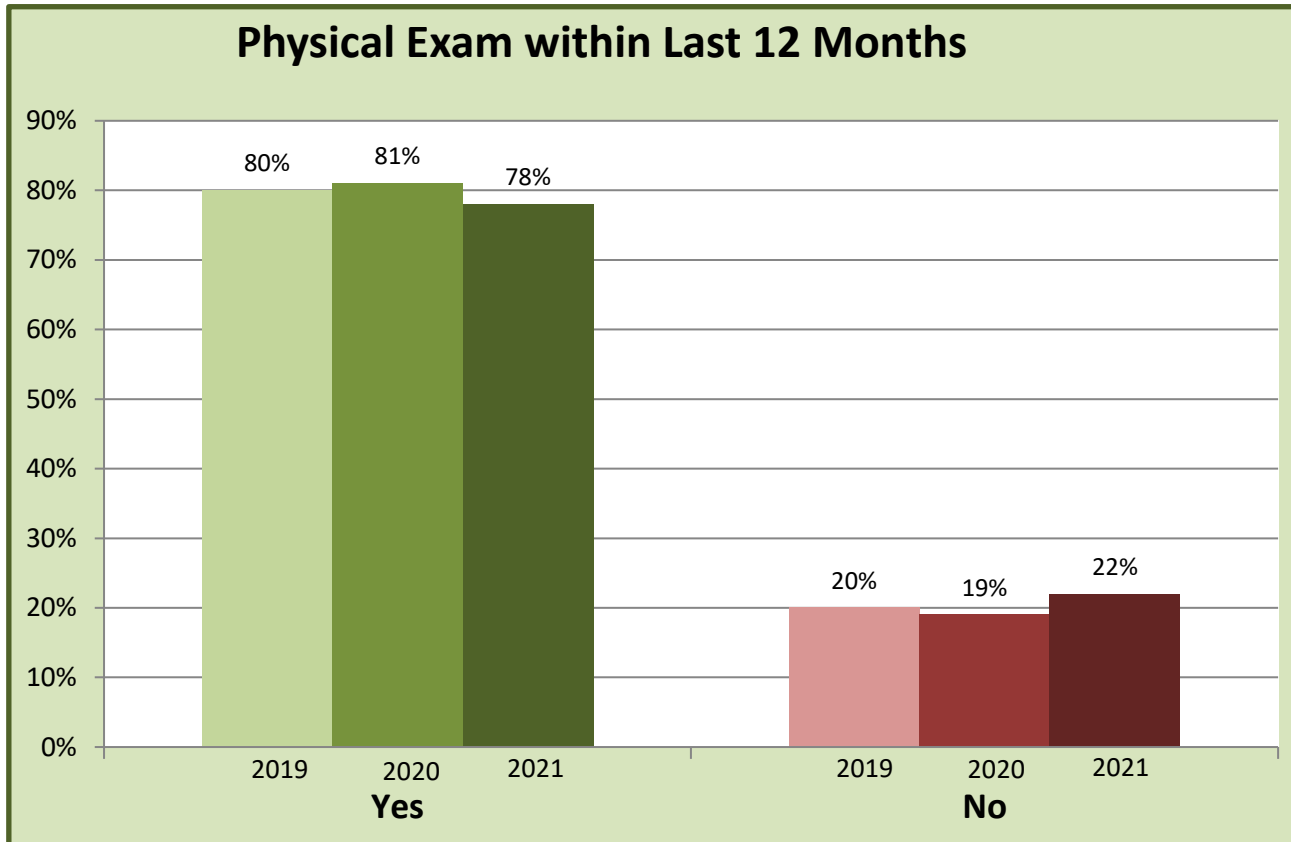
Behavior Risk	Percent Planning to Change 2021	Percent Think it's Important to Change 2021	Percent Confident in Ability to Change 2021
Exercise	63%	79%	65%
Nutrition	60%	73%	62%
Sleep	57%	76%	44%
Stress	42%	68%	64%
Weight	43%	75%	63%
Tobacco	40%	45%	48%
Alcohol	21%	Not evaluated	Not evaluated

Readiness to change for both Exercise and Nutrition aligns with the greatest improvements in health assessment data. Similarly, the lower percentage of readiness to change for Sleep and Stress aligns with greatest declines in health assessment data.



Continuum of Care

*Data from Health Assessment self-reported answers



- 8% reported not having a primary care provider
- 2% asked to be contacted for help finding a primary care provider

Continuum of Care

*Data from Health Assessment self-reported answers

- 56 high risk wellness participants received phone messages to review results and were strongly recommended to follow-up with primary care provider.
 - 31 participants were contacted via phone; lab results reviewed and recommended follow up with primary care provider.
 - 4 referrals were given to establish care with a primary care provider
 - 5 already had followed up with their provider prior to the call
 - 5 had already initiated healthy lifestyle changes and scheduled a follow up with their provider prior to the call
 - 25 participants unable to reach by phone, high risk results were then mailed with written directions, strongly recommending follow up with health care provider.

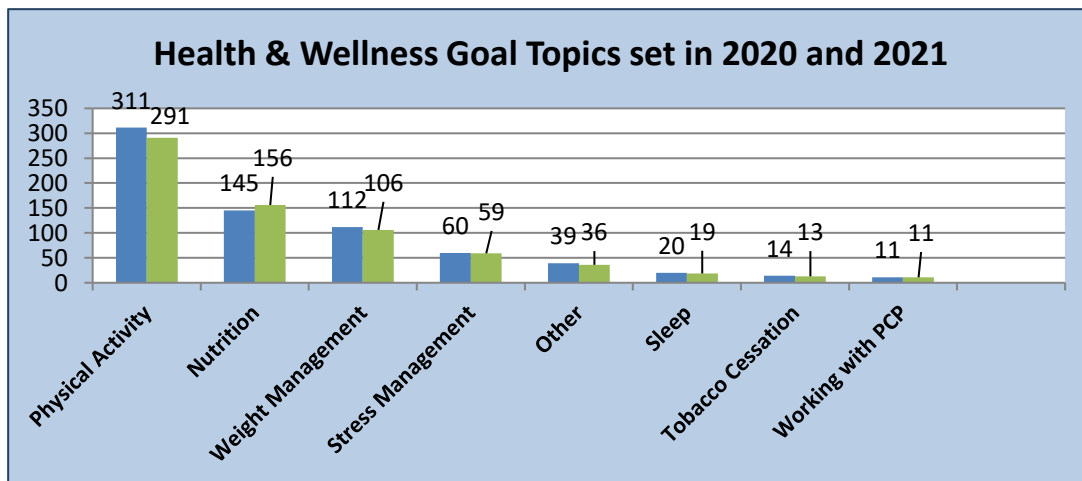


Health Coaching Data

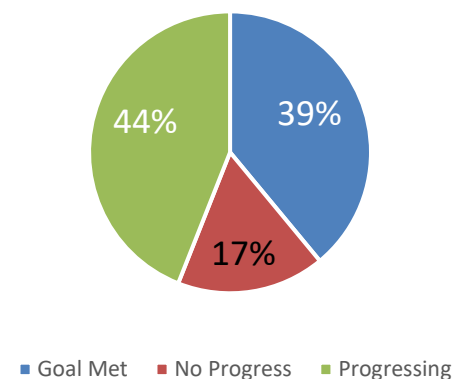
Health Coaching Summary

2019 – 2021 Data

	January- July 2019	January- July 2020	January-August 2021
Total Coached	552	467	457
Total Sessions	608	471	462
Number Goals Set	695	712	692



Goal Status from 2020 Goals Set
(Evaluated during 2021 Session)



Despite challenging year, 83% of participants either made progress towards, or met the goals they set in 2020.



Health Coaching Satisfaction Survey Data

2021 Data

Satisfaction Survey Results (70 respondents)

Statement	Agree	Disagree
Schedule Appointment Timely	100%	0%
Coach was Empathetic & Respectful	100%	0%
Coach Assisted with Useful Advice & Resources	100%	0%
Coach was Engaged & Motivational	100%	0%
Coach Helped Develop Personal Goals & Next Steps	100%	0%
Coach Listened	100%	0%
Coach Explained Things Clearly	100%	0%
Confident Health Coaching Help Me Achieve Goals	99%	1%
Know What to Do if have More Questions	100%	0%
Satisfied with Aspirus Business Health Staff	100%	0%

Nearly 100% of participants who responded to the coaching satisfaction survey were very happy with their coaching experience.



Health Coaching Highlights

- A participant who wanted to quit smoking setup regularly scheduled meetings with health coach and managed to quit 6 months before their deadline.
- A participant said, “The Wellness Program does a great job of reminding me to take care of myself. It has been challenging these past two years to remember that.”
- Answers to open-ended questions reveal many participants are pleased with the Wellness Program, the activities offered, and how information is communicated.



Year-long Wellness Program Participation



Annual Participation in Optional Activities

2017 - 2020

Snapshot of Completed Activities from 2018 to 2021

Wellness Activity	2018 (490 Participants)	2019 (478 Participants)	2020 (504 Participants)	2021 (495 Participants)
Quarter 1 Wellness Challenge	Not offered	Not offered	90	117
Quarter 2 Wellness Challenge	187	214	105	114
Quarter 3 Wellness Challenge	210	228	78	113
Quarter 4 Wellness Challenge	114	145	63	Not started yet
Dental Exam	223	258	182	194*
Annual Eye Exam	137	171	115	129*
Medical Self-care	182	226	157	144*
6-months Nicotine Free	228	278	194	175*

*Numbers are not final

Year-long activities have seen a slight increase in completion numbers between 2020-2021 but are still quite low compared to the number of total participants.



Recommendations



Recommendations

- Continue to stress the importance of year-long participation in the Wellness Program to all employees and spouses and why Wood County feels it is important to invest in their health.
- Adjust communication plan in various modes at all organizational levels to keep in-touch with participants, understand their needs, remind them of options available and support them throughout the year – especially with option to work from home.
- Continue to focus programming in the areas that are moderate or high risk such as weight, exercise, nutrition, blood pressure, and stress to help reduce these risks in the future.
- Adjust wellness programming to fit employee interests based on feedback surveys and/or focus groups to create buy-in.



Next Steps

- ✓ Develop formal strategic operating plan for 2022 with a focus on increasing year-long engagement
- ✓ Hold focus groups and use survey to gather participant feedback for 2022 Wellness Programming



Health Assessment Results

WOOD COUNTY 2021

Wellness Report
November 2, 2021



Aspirus Business Health

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Health Assessment Overview

About the Health Assessment Report

Annual administration of the health assessment and biometric screening are important tools for awareness building as well as an important tool for program planning, delivery, and evaluation.

They can act as awareness raising tools. Motivating and sustaining health behavior change is the key to improving employee health. Health behavior research has shown that helping people identify threats to their health facilitates the process of healthy change. The health assessment with biometric screening is the first step in helping individuals identify health risks to start making changes in their behaviors and begin the process of risk reduction.

Beyond raising awareness, the results from an annual administration of the health assessment and biometric screening can be important for program planning, delivery, and evaluation. As a needs assessment, the health assessment can help with programmatic decisions based on health risk status and readiness to change of the participants. It makes sense to invest in the right programmatic strategies for your population. Be sure to look at the five most prevalent health risks in your group as well the readiness to change of the individuals in each of the lifestyle risks.

Once you have reviewed the top five risks and the readiness to change - think about choosing three risks for targeted program intervention. Be sure to take a close look at the underlying risk factors for each of your targeted risk areas as this may help with program planning. You should choose several interventions such as educational materials, company-wide campaigns, online tools and resources as well as community-based programs.

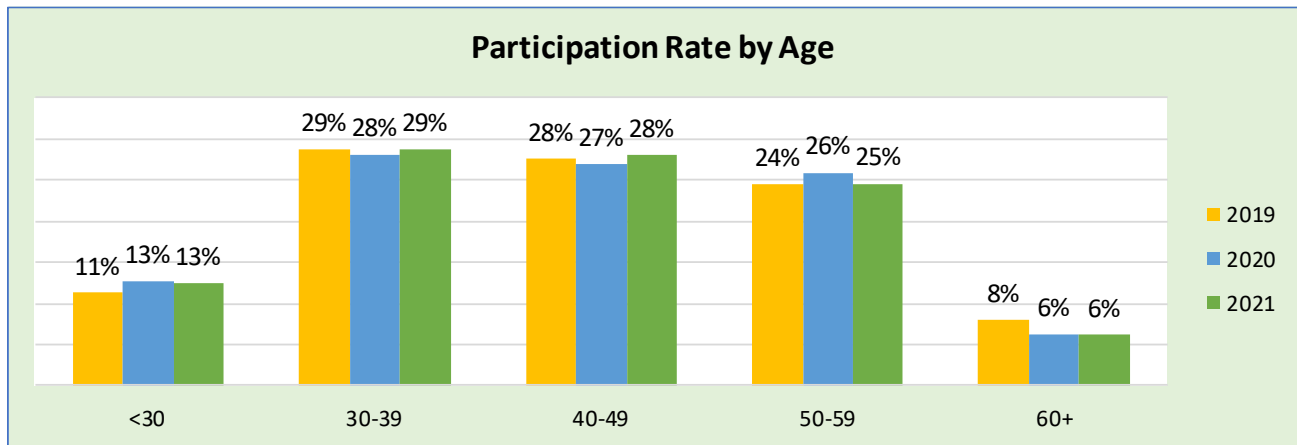
The annual health assessment and biometric screening are also great tools for documenting the impact of the program and evaluating your interventions. One of the first measures to look at is participation. If you're not getting good participation, you are not going to see the impact on the population you would hope for. Year over year evaluation provides evidence that the program interventions are working. High repeat participation year over year is important in evaluating the health status of the population and the impact of your interventions and communication.

Special Observations to Note for this Year

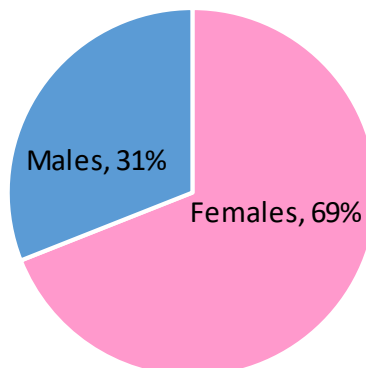
- The challenges of COVID-19 from 2020 have continued through 2021 which has affected participation rates and overall engagement in the Wellness Program.
- Many employees have been working at home and now have the option to do so indefinitely which does create challenges with year-round engagement.

Participation Summary

Participation	<u>2009</u>	<u>2010</u>	<u>2011</u>	<u>2012</u>	<u>2013</u>	<u>2014</u>	<u>2015</u>	<u>2016-2017</u>	<u>2018</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>
Number of Participants	188	150	236	262	230	350	380	498	572	560	504	497
Number of Employee Participants	188	150	236	262	230	280	304	451	490	478	495	490
Number of Spouse Participants	NA	NA	NA	NA	NA	70	76	47	82	82	9	7
Employee Participation Rate	22%	23%	38%	43%	39%	47%	51%	76%	86%	84%	89%	82%
Spouse Participation Rate	NA	NA	NA	NA	NA	22%	24%	17%	25%	25%	3%	5%
Employees on Health Insurance	NA	NA	NA	NA	NA	87%	83%	83%	90%	71%	86%	88%
New Employee Participants	188	45	94	61	39	56	71	249	33	60	57	42
New Spouse Participants	NA	NA	NA	NA	NA	70	23	23	36	11	1	1



Gender



Health Status

*Data from Health Assessment answers combined with Biometric Screening Results

Health Status

Health Status is based on risk factor severity and the type and presence of select diagnosed chronic conditions.

Emphasis is placed on significant, or “major” risk factors contributing, or “minor” risk factors according to their increased impact on morbidity, mortality, and health care costs.

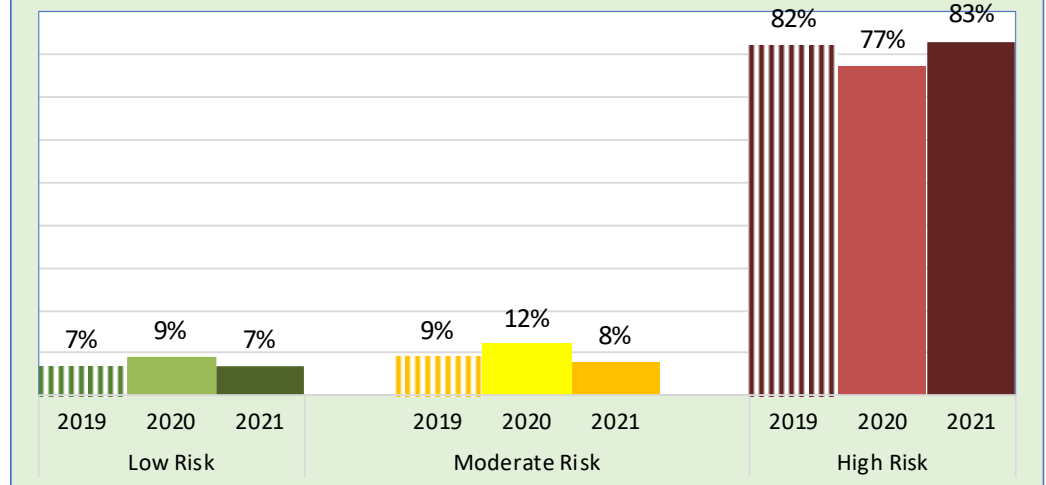
Book of Business Statistics:

Low Risk = 15%

Moderate Risk = 13%

High Risk = 71%

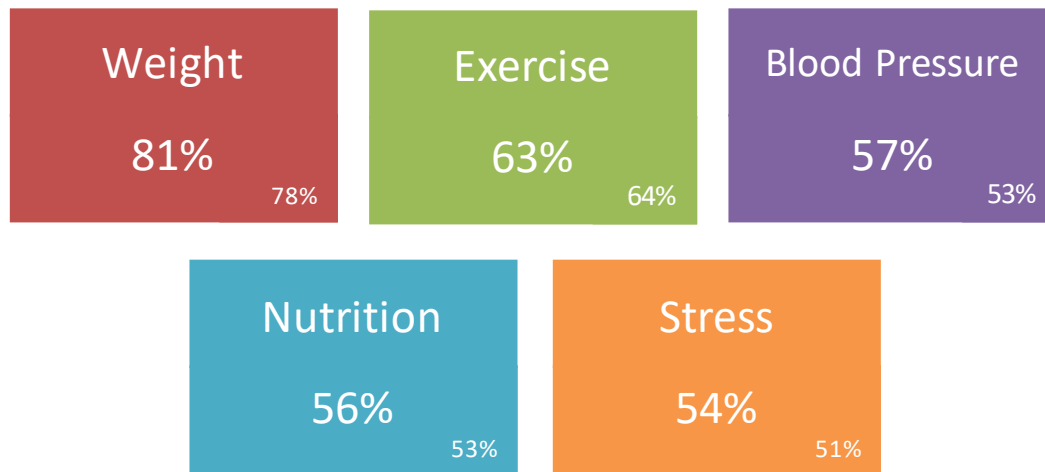
Overall Health Status



*Pregnant participants do not have their overall health status evaluated.

Top 5 Risk Factors

*Data from Health Assessment answers combined with Biometric Screening Results



*Numbers in bottom right corner are values from previous year.

Underlying & Contributing Risks (chart below shows areas of likely comorbidity)



Health Risk Factors Summary

*Data from Health Assessment answers and Biometric Screening Results

The chart below is a quick summary showing common health risk factors for your total population and the percentage of those with Moderate and At Risk between last year and this year. Each health risk factor is in greater detail in this report which can help with program planning and evaluation over time.

Moderate & High Risk Factors	Total Population		Risk Change
	560 2019	497 2021	
Blood Pressure*	61%	58%	Improved 3%
Blood Sugar*	35%	34%	Improved 1%
Total Cholesterol*	32%	38%	Declined 6%
LDL Cholesterol*	22%	25%	Declined 3%
HDL Cholesterol*	67%	66%	Improved 1%
Cholesterol Ratio*	34%	33%	Improved 1%
Triglycerides*	26%	26%	No Change
BMI*	82%	83%	Declined 1%
Alcohol	31%	30%	Improved 1%
Exercise	65%	63%	Improved 2%
Nutrition	57%	56%	Improved 1%
Sleep	35%	38%	Declined 3%
Stress	49%	54%	Declined 6%
Tobacco & Nicotine	13%	15%	Declined 2%

*Data comes from the Biometric Screening Results

BMI & Weight

*Data from Biometric Screening Results

BMI & Weight Risk

Body Mass Index, BMI, is a number calculated from a person's height and weight. It is an indicator of body fat for most people. It is used to screen for weight categories that may lead to health problems.

Low Risk = Normal
(BMI 18.5-24.99)

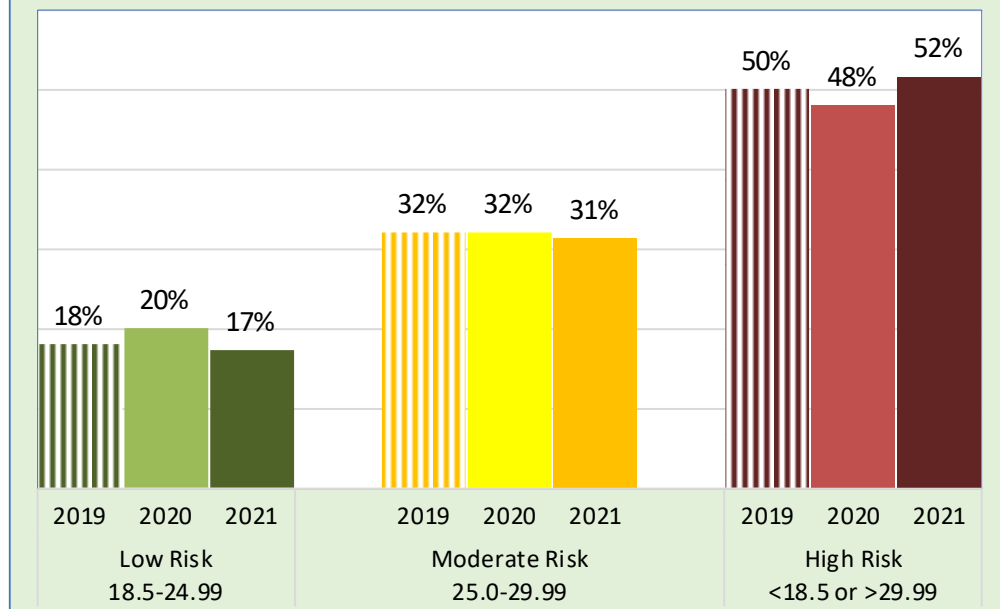
Moderate Risk = Overweight
(BMI 25.0-29.99)

High Risk = Obese
(BMI <18.5 or >29.99)

U.S. Data: 33.9% of adults are obese.

www.nhlbi.nih.gov

Overall Weight Risk



Weight Risk by Gender

Female = 77% (73%)
Male = 87% (90%)

Weight Risk by Age Group

<30 = 69% (51%)
30's = 69% (73%)
40's = 90% (88%)
50's = 86% (85%)
60+ = 89% (90%)

43% At Risk are Planning to Change

75% At Risk Think it's Important to Change

63% At Risk are Confident in Ability to Change

Blood Pressure

*Data from Biometric Screening Results

Blood Pressure Risk

Blood pressure is measured by how much pressure is exerted against the artery walls. Systolic is the first number which measures the pressure when the heart beats. Diastolic is the second number that measures the pressure when the heart is resting between beats. High blood pressure can be a major risk factor for heart disease and stroke.

Low Risk = Normal
< 120/80

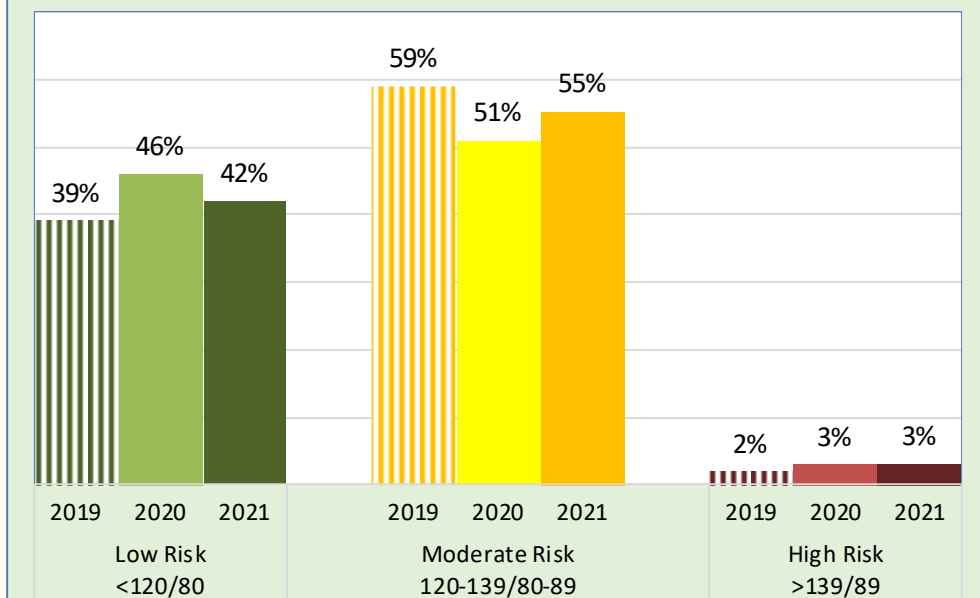
Moderate Risk = Prehypertension
120-139/80-89

High Risk = Hypertension
>139/89

U.S. Data: 29.9% of adults have hypertension.

www.heart.org

Overall Blood Pressure Risk



Blood Pressure Risk by Gender

Female = 52% (47%)
Male = 69% (66%)

Blood Pressure Risk by Age Group

<30 = 41% (30%)
30's = 50% (37%)
40's = 57% (59%)
50's = 69% (69%)
60+ = 74% (77%)

Lipid Panel – Total Cholesterol & Triglycerides

*Data from Biometric Screening Results

Lipid Panel Risk

A lipid panel blood test measures fats and fatty materials in your blood. Typical lipid panel measurements are total cholesterol, triglycerides, HDL, LDL and ratio of cholesterol to HDL. The panel should be evaluated as a whole to achieve accurate assessment of cardiovascular risk.

Total Cholesterol is the sum of the cholesterol in your blood. Typically, the higher the number, the greater the risk for heart disease. **U.S. Data:** 15% of adults have total cholesterol >240.

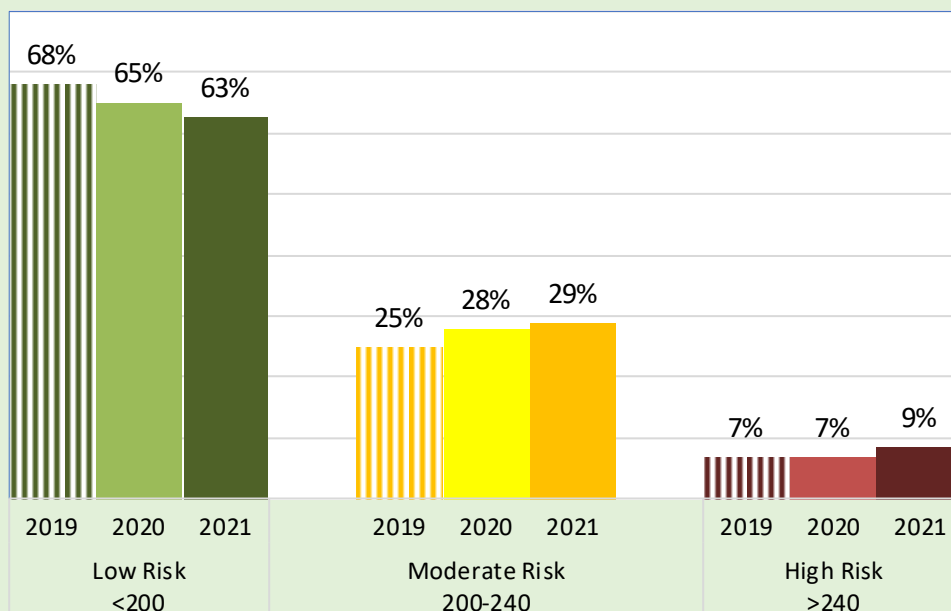
Triglycerides are fat, which are transported through the bloodstream as a source of energy for the body. Having elevated levels can be associated with health problems.

HDL is the good cholesterol. It helps keep bad cholesterol from building up in the walls by carrying it to the liver for removal from the body. Having higher levels of this will help protect the body.

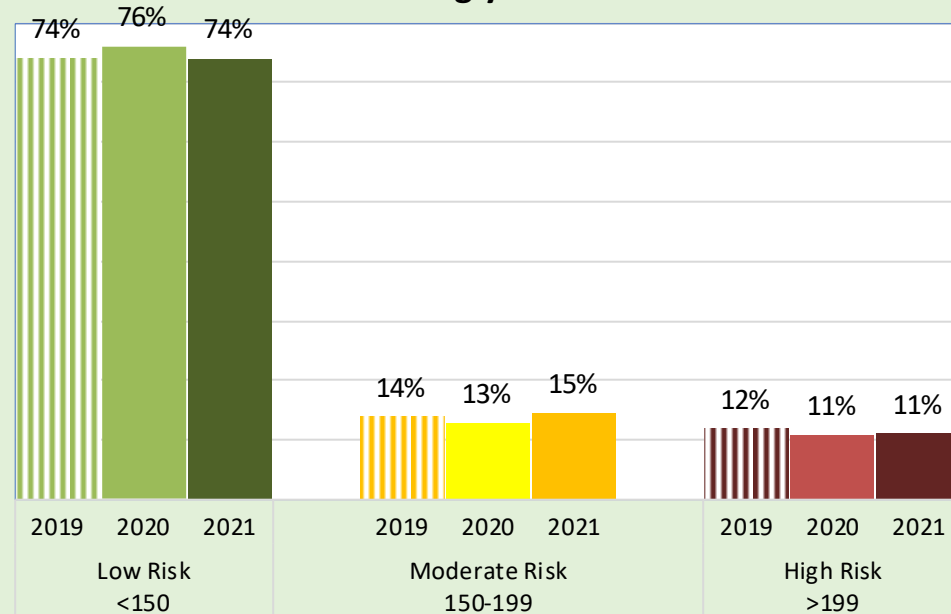
LDL is the bad cholesterol. It is the source of damaging buildup and blockage in arteries. The higher the number, then the greater risk for cardiovascular disease. **U.S. Data:** 34% of adults have high LDL.

www.heart.org

Overall Total Cholesterol Risk

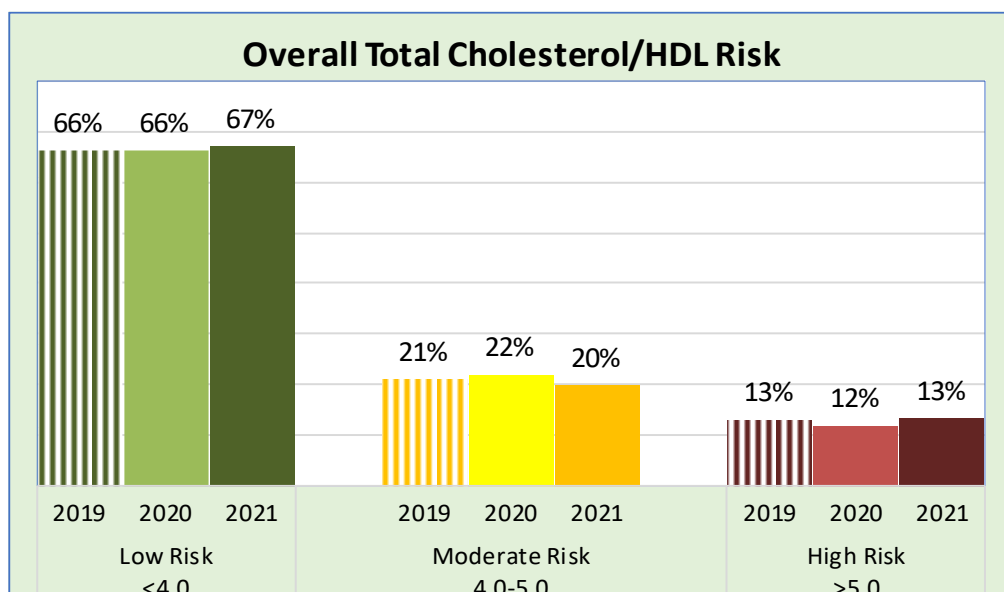
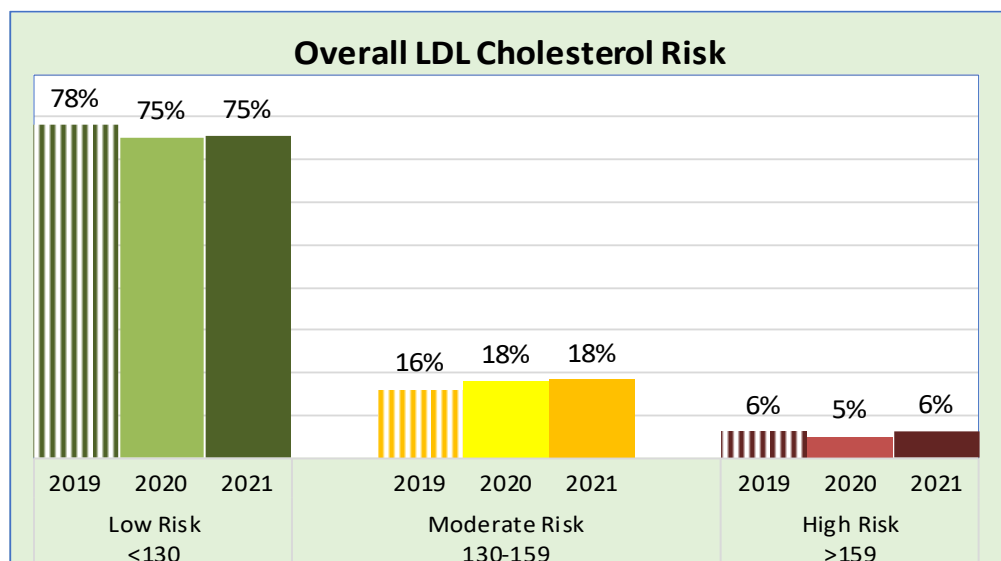
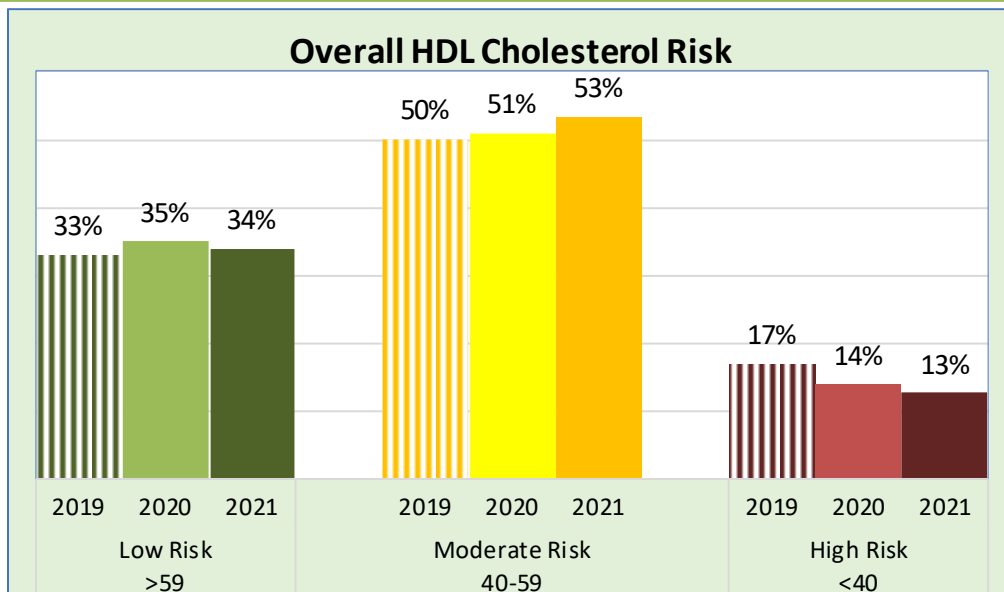


Overall Triglycerides Risk



Lipid Panel- HDL, LDL, & Ratio

*Data from Biometric Screening Results



Glucose

*Data from Biometric Screening Results

Glucose Risk

Glucose is the amount of sugar in the blood. This test helps to determine if a person is at risk for diabetes. A1C is a person's average level of blood sugar over the last two to three months and a better indicator for risk. Diabetes is associated with an increased risk for a number of serious problems. Having good diabetes control can help reduce risks.

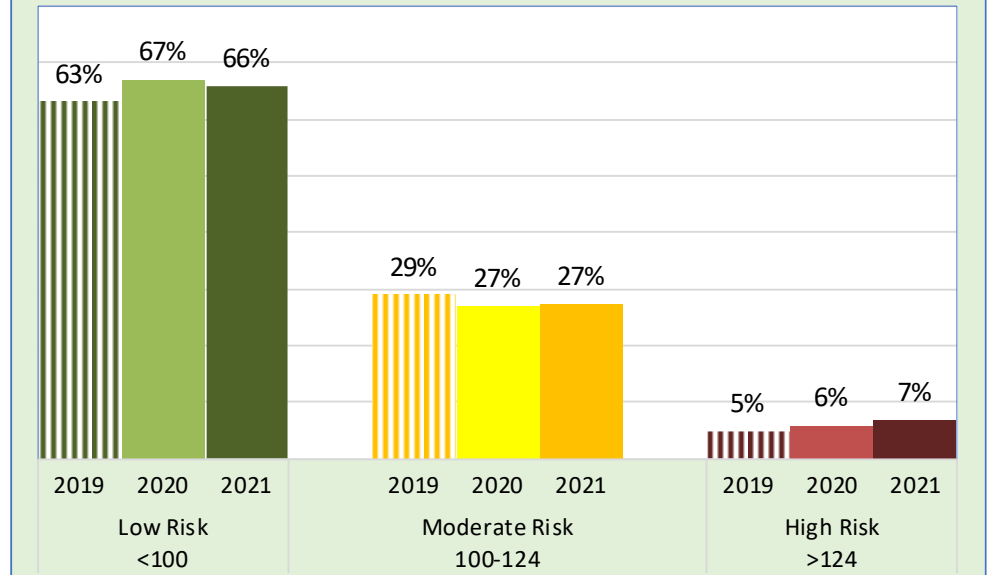
Glucose: Normal < 100
Prediabetes 100-125
Diabetes > 125

A1C: Normal < 5.7%
Prediabetes 5.7-6.4%
Diabetes > 6.5%

U.S. Data: 9.3% have diabetes
37% have prediabetes.

www.diabetes.org

Overall Glucose Risk



Glucose Risk by Gender

Female = 27% (25%)

Male = 35% (40%)

Glucose Risk by Age Group

<30 = 14% (8%)

30's = 19% (18%)

40's = 35% (38%)

50's = 39% (44%)

60+ = 48% (32%)

- 16% had A1C tested
- 21% of these tested had high values

Biometric Cohort Analysis: 2009 - 2021

*Data from Biometric Screening Results

Biometric Measures	Low Risk		Low Risk Change	Rising Risk		High Risk		High Risk Change
	2009	2021		2009	2021	2009	2021	
Blood Pressure	Less than 120/80 24%	32%	Improved 8%	120/80 - 139/89 53%	62%	140/90 or Greater 23%	6%	Improved 17%
Blood Sugar	Less than 100 90%	63%	Declined 27%	100 - 124 7%	34%	125 or Greater 3%	3%	No Change 0%
Total Cholesterol	Less than 200 71%	67%	Declined 4%	200 - 239 24%	20%	240 or Greater 5%	13%	Declined 8%
HDL Cholesterol	Greater than 59 29%	37%	Improved 8%	59 - 40 56%	55%	Less than 40 15%	8%	Improved 7%
LDL Cholesterol	Less than 130 77%	80%	Improved 3%	130 - 159 20%	17%	160 or Greater 3%	3%	No Change 0%
HDL Ratio	Less than 4.0 61%	65%	Improved 4%	4.0 - 5.0 23%	24%	Greater than 5.0 16%	11%	Improved 5%
Triglycerides	Less than 150 79%	78%	Declined 1%	150 - 199 10%	8%	200 or Greater 11%	14%	Declined 3%
BMI	18.5 - 24.99 33%	17%	Declined 16%	25.0 - 29.99 37%	39%	Less than 18.5 or Greater than 29.99 30%	44%	Declined 14%

63 - Number of cohort participants that completed biometrics both years

Cohort Analysis-Health Risk Factors Summary: 2019-2021

*Data from Health Assessment Results

The chart below shows common health risk factors for your total cohort population based on their answers to questions from the Health Assessment. Being At Risk for these behaviors can be an early identifier to potentially develop chronic conditions later on.

At Risk Factor	2019	2021	Percent Change
	Percent At Risk		
Alcohol	30%	28%	-2%
Exercise	67%	64%	-3%
Nutrition	57%	53%	-4%
Sleep	37%	35%	-2%
Stress	50%	53%	3%
Tobacco	14%	12%	-2%

372 -Number of cohort participants that completed the Health Assessment both years

Biometric Cohort Analysis: 2019 - 2021

*Data from Biometric Screening Results

Biometric Measures	Low Risk		Low Risk Change	Rising Risk		High Risk		High Risk Change
	2019	2021		2019	2021	2019	2021	
Blood Pressure	Less than 120/80 40%	38%	Declined 2%	120/80 - 139/89 58%	59%	140/90 or Greater 2%	3%	Declined 1%
Blood Sugar	Less than 100 67%	64%	Declined 3%	100 - 124 28%	28%	125 or Greater 5%	8%	Declined 3%
Total Cholesterol	Less than 200 68%	62%	Declined 6%	200 - 239 27%	29%	240 or Greater 5%	9%	Declined 4%
HDL Cholesterol	Greater than 59 34%	37%	Improved 3%	59 - 40 51%	51%	Less than 40 15%	12%	Improved 3%
LDL Cholesterol	Less than 130 80%	76%	Declined 4%	130 - 159 16%	19%	160 or Greater 4%	5%	Declined 1%
HDL Ratio	Less than 4.0 68%	70%	Improved 2%	4.0 - 5.0 19%	18%	Greater than 5.0 13%	12%	Improved 1%
Triglycerides	Less than 150 73%	75%	Improved 2%	150 - 199 15%	14%	200 or Greater 12%	11%	Improved 1%
BMI	18.5 - 24.99 19%	17%	Declined 2%	25.0 - 29.99 31%	30%	Less than 18.5 or Greater than 29.99 50%	53%	Declined 3%

346 -Number of cohort participants that completed biometrics both years

Nutrition

*Data from Health Assessment self-reported answers

Nutrition Risk

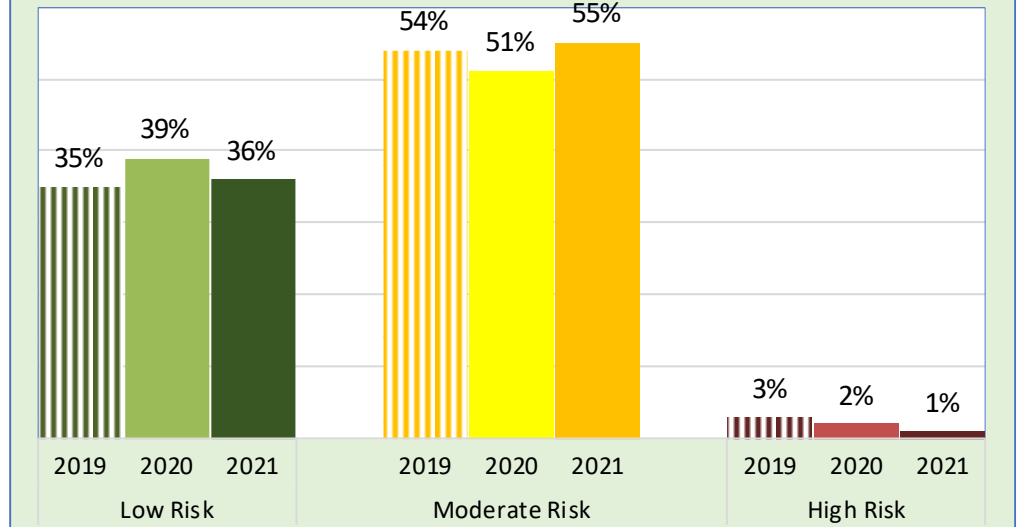
Nutrition risk is determined based on how participants answer questions relating to the types and quantities of foods they consume daily and weekly.

Having a healthy diet can mean choosing a variety of foods and beverages that supply the right amount of healthful nutrients. It also includes eating the right amount and type of calories for adequate energy. Individuals should also limit saturated and trans fats, added sugars, and sodium intake.

Proper food consumption can help an individual lose weight, prevent chronic diseases, and overall feel better.

www.choosemyplate.gov

Overall Nutrition Risk



*Pregnant participants and those on special diets do not have this risk evaluated.

Nutrition Risk by Gender

Female = 48% (49%)

Male = 65% (70%)

Nutrition Risk by Age Group

<30 = 46% (63%)

30's = 57% (58%)

40's = 56% (56%)

50's = 55% (55%)

60+ = 26% (51%)

60% At Risk are Planning to Change

73% At Risk Think it's Important to Change

62% At Risk are Confident in Ability to Change

Exercise

*Data from Health Assessment self-reported answers

Exercise Risk

Exercise risk is determined by how participants answer questions on the health assessment related to the frequency and amount of time each week spent on moderate and vigorous intensity physical activities, strength training, and sitting.

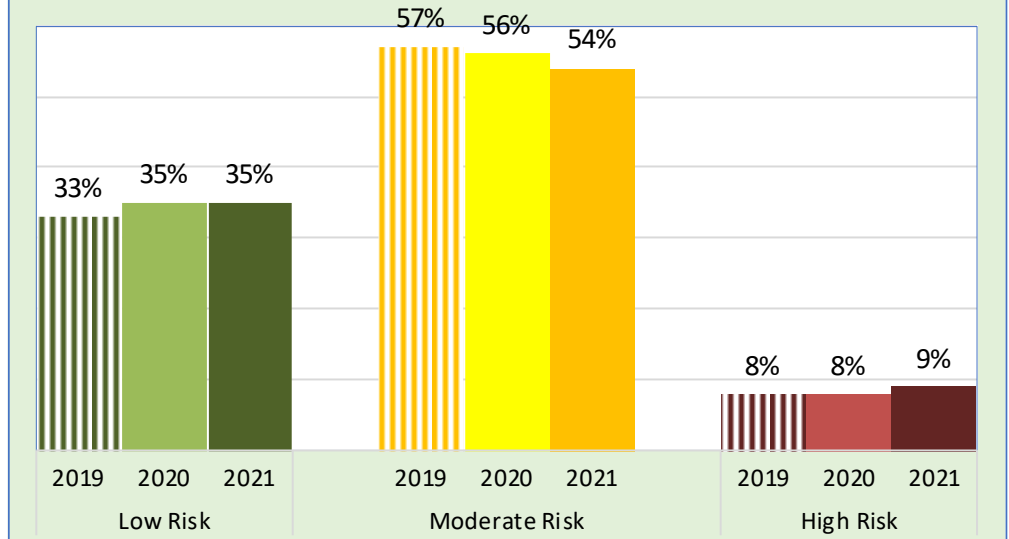
Physical activity is anything that gets the body moving and heart rate up. Individuals who engage in more physical activity have lower rates of high blood pressure, type 2 diabetes, depression, heart disease and other chronic conditions.

Recommendations for adults are 150 minutes a week of moderate aerobic activity such as a brisk walk and 2 or more days of muscle strengthening activities.

U.S. Data: 43.5% of adults engage in physical activity of at least moderate intensity for at least 150 minutes/week, or 75 minutes/week of vigorous intensity, or an equivalent combination.

www.cdc.gov

Overall Exercise Risk



*Pregnant participants do not have this risk evaluated.

Exercise Risk by Gender

Female = 64% (65%)

Male = 61% (60%)

Exercise Risk by Age Group

<30 = 57% (48%)

30's = 61% (63%)

40's = 67% (68%)

50's = 64% (63%)

60+ = 63% (81%)

63% At Risk are Planning to Change

79% At Risk Think it's Important to Change

65% At Risk are Confident in Ability to Change

Stress

*Data from Health Assessment self-reported answers

Stress Risk

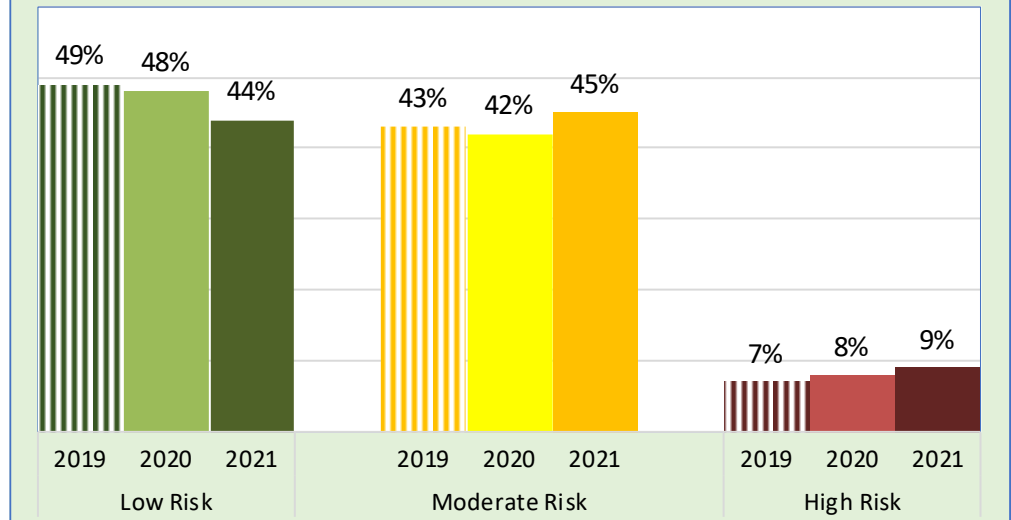
Stress risk is determined by how participants answer questions relating to how frequently they feel stressed and what they would rate their current stress level.

Stress is the body's reaction to a perceived situation whether it is real or not. Stress can have many adverse effects on a person's emotional, behavioral, physical, and mental health if a person does not learn to manage their stress.

Stressed employees can cost an organization in health care costs, absenteeism, presenteeism, workman's comp, and short-term disability.

www.nimh.nih.gov

Overall Stress Risk



*Pregnant participants do not have this risk evaluated.

Stress Risk by Gender

Female = 62% (55%)
Male = 37% (40%)

Stress Risk by Age Group

<30 = 60% (52%)
30's = 50% (55%)
40's = 55% (50%)
50's = 53% (45%)
60+ = 59% (55%)

42% At Risk are Planning to Change

68% At Risk Think it's Important to Change

64% At Risk are Confident in Ability to Change

Sleep

*Data from Health Assessment self-reported answers

Sleep Risk

Sleep risk is determined by how the participants answer questions relating to amount of sleep, rating their overall sleep quality, if they have trouble falling or staying asleep, and if they felt their sleep quality impacted their ability to perform daily activities.

For most adults, it's recommended to have 7-8 hours of sleep a night.

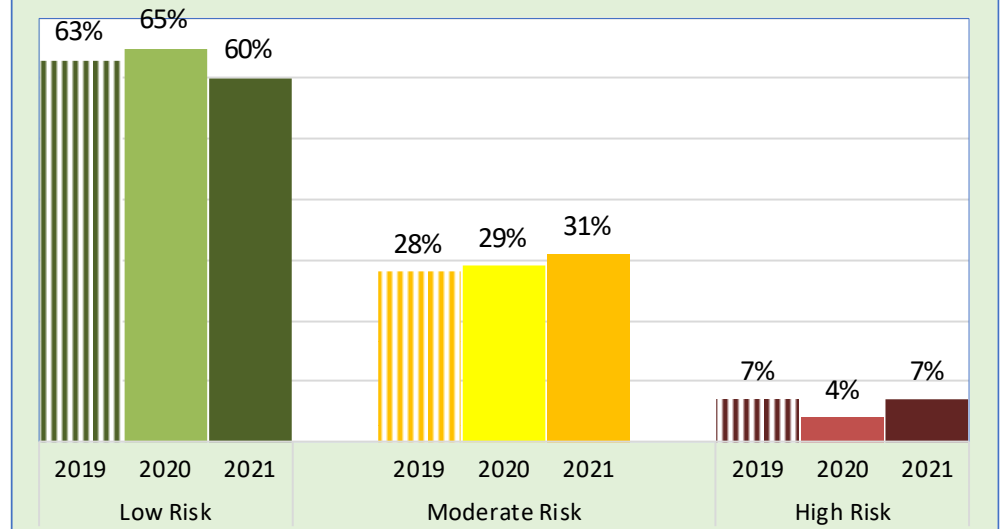
There can be many hazards when it comes to not getting adequate sleep:

- Reduced memory
- Impaired physical performance
- If sleep deprivation continues, hallucinations and mood swings may develop.

U.S. Data: 35% of adults do not meet recommended 7 hours of sleep.

www.nimh.nih.gov

Overall Sleep Risk



*Pregnant participants do not have this risk evaluated.

Sleep Risk by Gender

Female = 40% (34%)

Male = 33% (31%)

Sleep Risk by Age Group

<30 = 43% (29%)

30's = 32% (32%)

40's = 43% (40%)

50's = 36% (32%)

60+ = 37% (29%)

57% At Risk are Planning to Change

76% At Risk Think it's Important to Change

44% At Risk are Confident in Ability to Change

Alcohol

*Data from Health Assessment self-reported answers

Alcohol Risk

Alcohol risk is determined by how participants answer questions relating to how often and the quantity of alcohol they drink when drinking based on World Health Organization's Alcohol User Disorders Identification Test.

People drink to socialize, celebrate, and relax. Alcohol's effect varies from person to person and can create many health problems if not done in moderation. Drinking too much alcohol can result in high blood pressure, stroke, development of cancer, fatty liver and more. Alcohol in moderation can have positive health effects.

One standard drink is defined as:

- 12 fl oz of beer (about 5% alcohol)
- 5 fl oz of table wine (about 12% alcohol)
- 1.5 fl oz shot of 80-proof spirit (40% alcohol)

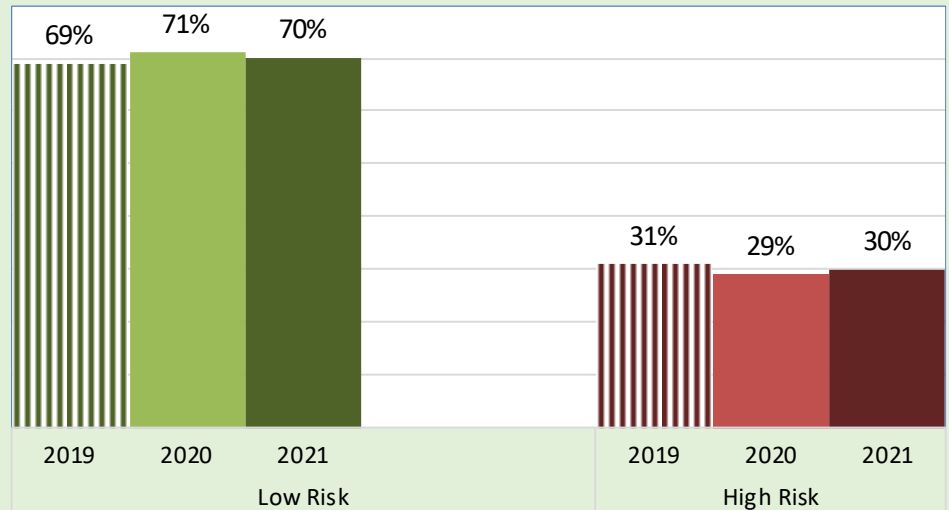
It is recommended that men have no more than 4 drinks per day AND no more than 14 drinks per week.

It is recommended that women have no more than 3 drinks per day AND no more than 7 drinks per week.

U.S. Data: 27% of adults report binge drinking in past month.

www.niaa.nih.gov

Overall Alcohol Risk



Alcohol Risk by Gender

Female = 29% (28%)

Male = 34% (31%)

Alcohol Risk by Age Group

<30 = 43% (40%)

30's = 35% (35%)

40's = 35% (27%)

50's = 18% (24%)

60+ = 19% (6%)

21% At Risk are Planning to Change

*Importance & Confidence in Ability to Change are not evaluated for those At Risk for Alcohol.

Tobacco & Nicotine

*Data from Health Assessment self-reported answers

Tobacco & Nicotine Risk

Tobacco risk is determined by participants' answers to questions related to how often and the quantity of use of tobacco products.

Tobacco use increases the likelihood of developing chronic disease like cancer, heart disease and COPD. It also affects the autoimmune system, vision, bones, and reproductive system. 20% of all deaths in the United States are linked to tobacco use. Direct medical costs related to smoking total more than \$96 billion per year. In addition, smoking costs an estimated \$97 billion in lost productivity.

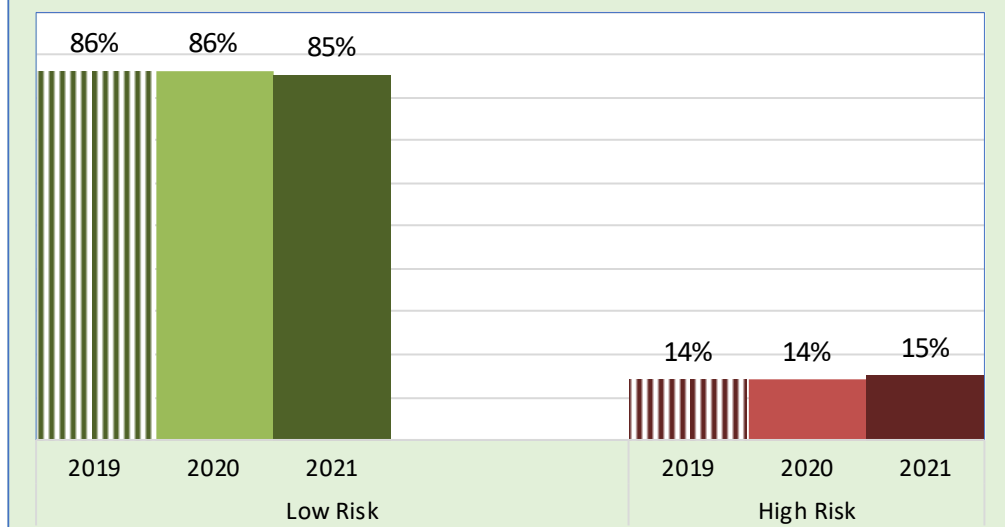
Additional tobacco use facts:

- Someone living with a smoker has a 20 to 30 percent increased chance of developing lung cancer
- Secondhand smoke causes more than 40,000 deaths per year.

U.S. Average: 19% of adults are smokers.

<https://betobaccofree.hhs.gov>

Overall Tobacco & Nicotine Risk



Tobacco & Nicotine Risk by Gender

Female = 13% (14%)

Male = 13% (10%)

Tobacco & Nicotine Risk by Age Group

<30 = 7% (13%)

30's = 13% (16%)

40's = 17% (12%)

50's = 12% (12%)

60+ = 11% (3%)

40% At Risk are Planning to Change

45% At Risk Think it's Important to Change

48% At Risk are Confident in Ability to Change

Preventative Care

*Data from Health Assessment self-reported answers

Preventive Care

Preventive care includes health services like **screenings**, check-ups, and patient counseling that are used to prevent illnesses, disease, and other health problems, or to detect illness at an early stage when treatment is likely to work best. If everyone in the US received preventive care, over 100,000 lives could be saved each year. The following preventive items were evaluated on the health assessment.

A colonoscopy can help detect irritated and swollen tissue, ulcers, polyps, and cancer. It is recommended for individuals starting at age 50.

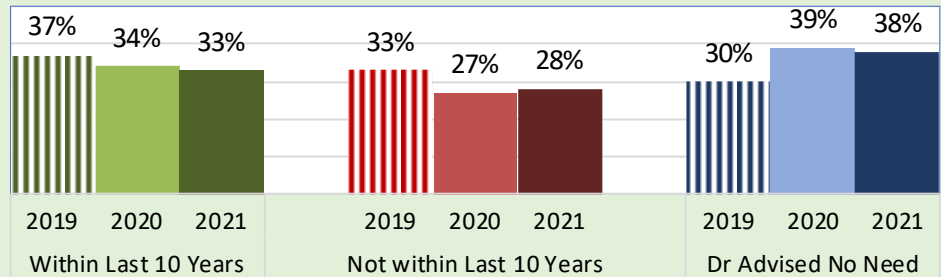
Pap tests screen for cervical cancer and sexually transmitted diseases in women.

Mammograms are the best way to detect breast cancer early. They are recommended for women starting between ages 40-50.

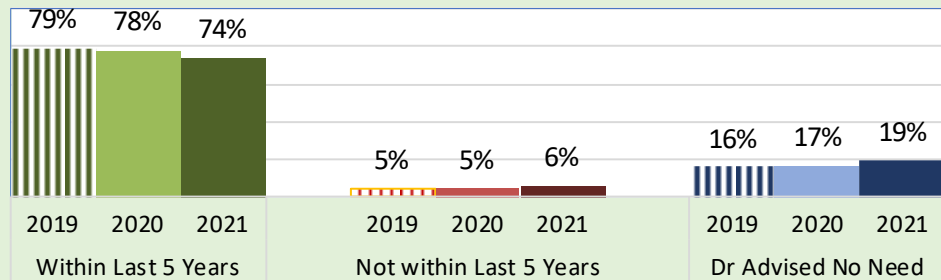
Flu vaccines are important to help keep individuals from getting sick and also to help prevent the spread of the flu virus to vulnerable populations.

www.cdc.gov

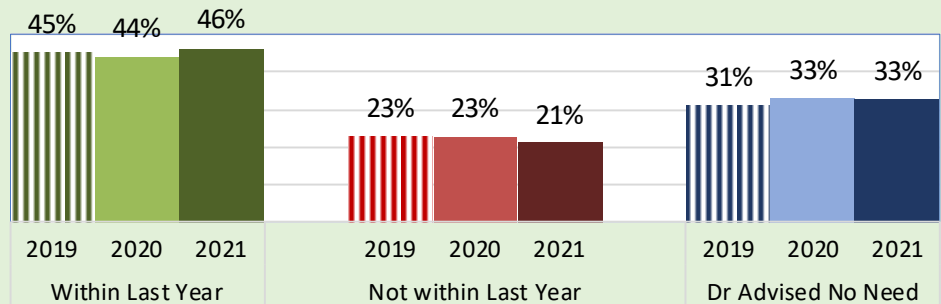
Colonoscopy



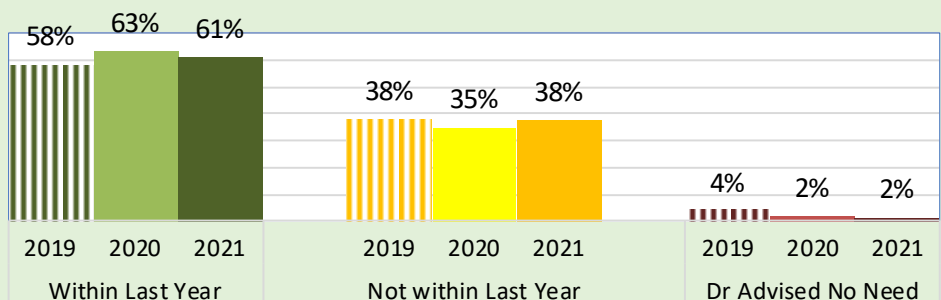
Pap Test



Mammogram

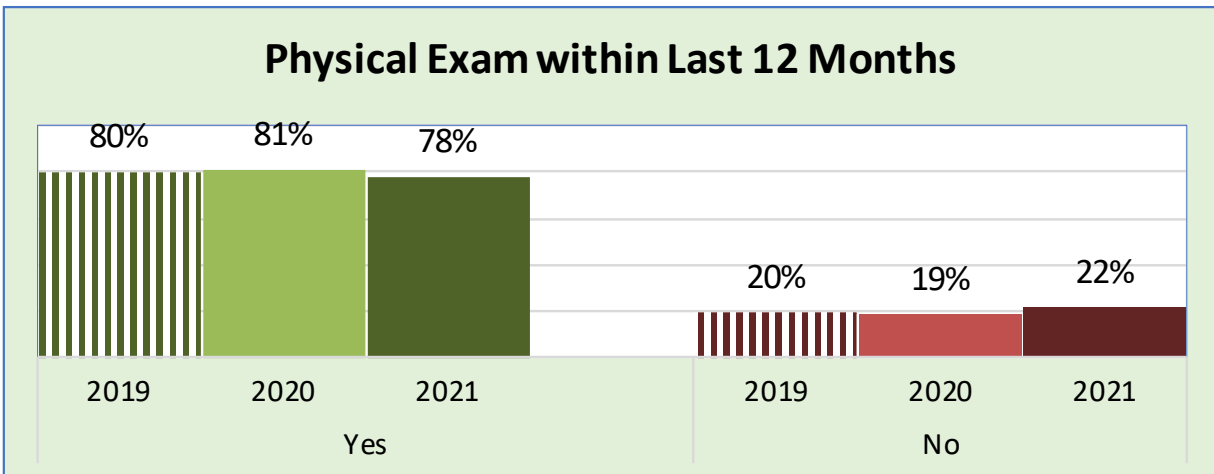


Flu Vaccine



Preventative Care

*Data from Health Assessment self-reported answers



8% Reported not having a primary care provider.

2% Asked to be contacted for help finding a primary care provider.

2021 ABNORMAL RESULTS FOLLOW-UP

*Per Medical Director's Guidelines

- 56 high risk wellness participants received phone messages to review results and were strongly recommended to follow-up with primary care provider.
- 31 participants were contacted via phone; lab results reviewed and recommended follow up with primary care provider.
 - 4 referrals were given to establish care with a primary care provider
 - 5 already had followed up with their provider prior to the call
 - 5 had already initiated healthy lifestyle changes and scheduled an follow up with their provider prior to the call
- 25 participants unable to reach by phone, high risk results were then mailed with written directions, strongly recommending follow up with health care provider.

Top 5 Self-Reported Medical Conditions

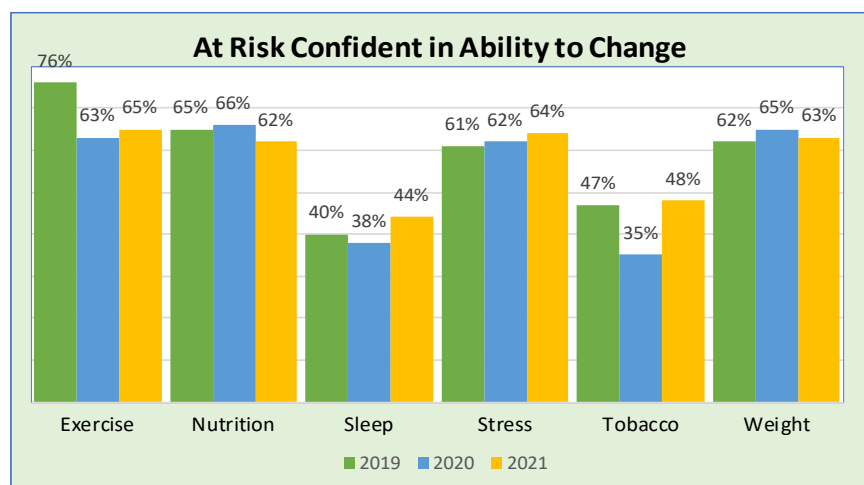
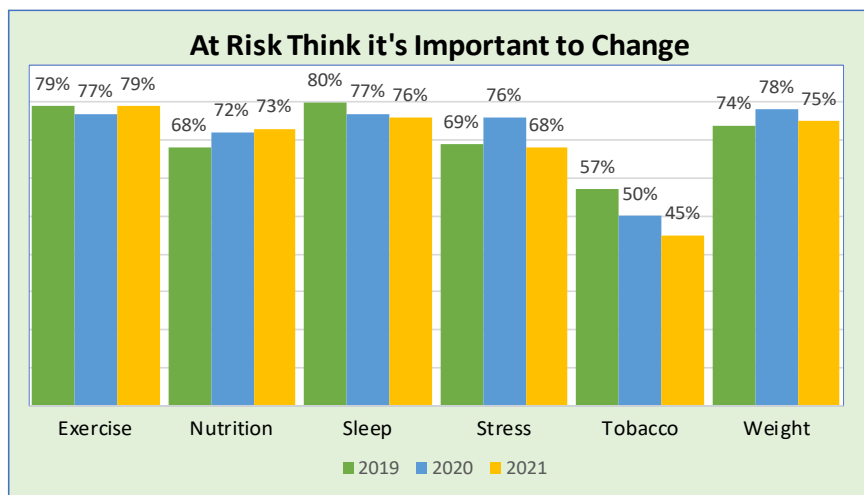
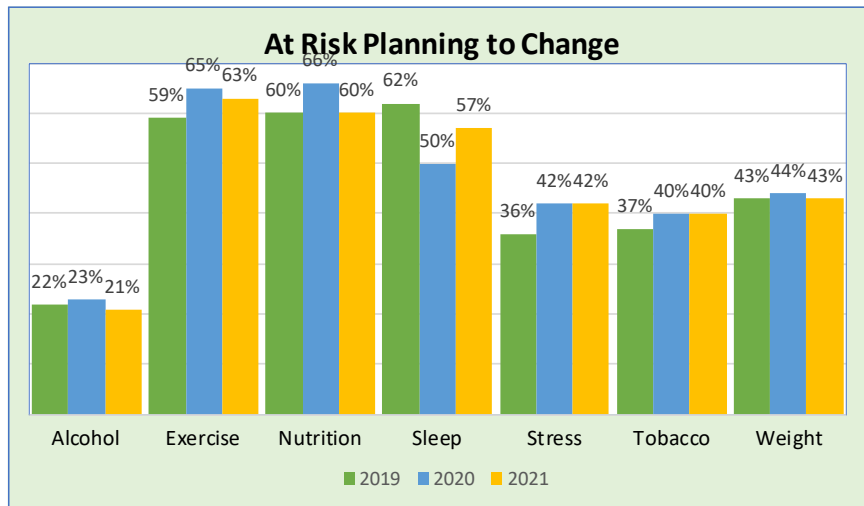
*Data from Health Assessment self-reported answers

Allergies	Anxiety	Hypertension	Depression	Migraine
Percent Answered Having Condition				
22%	22%	16%	15%	13%
Percent Answered Condition Being Managed by a Health Care Professional				
43%	43%	57%	61%	72%
Percent Answered Currently Taking Medication for Condition				
36%	36%	48%	51%	60%

Readiness to Change

*Data from Health Assessment self-reported answers

Readiness to change is based on assessing in which of the five phases of change an individual with a certain risk factor resides. The five phases are: Pre-Contemplation, Contemplation, Preparation, Action & Maintenance. Percentages *Planning to Change* are participants that are in either the preparation or action phases. It is also important to look at those that *Think it's Important to Change* and their *Confidence in Ability to Change* as this helps determine what areas to focus on and another way to gauge if your program is making a difference.

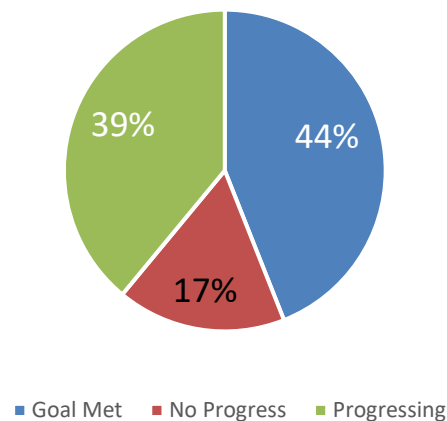


Health Coaching Summary

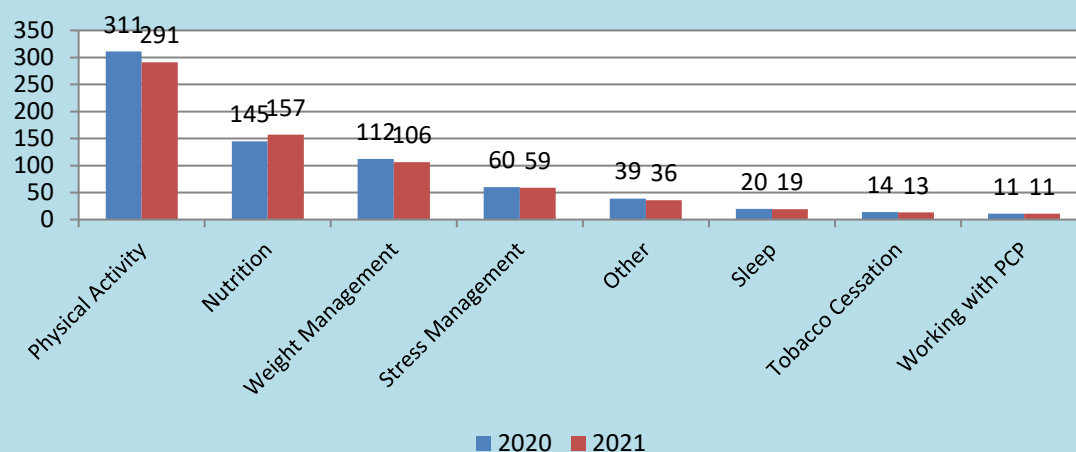
Health coaching is a key component of your company's comprehensive wellness program. Data is included in this section regarding participation, goals being set and met, personal success stories, and participant satisfaction results.

	January- July 2019	January- July 2020	January – August 2021
Total Coached	552	467	457
Total Sessions	608	471	462
Number Goals Set	695	712	692

**Goal Status from 2020 Goals Set
(Evaluated during 2021 Session)**



Health & Wellness Goal Action Plan Topics



Personal Success Stories & Feedback

Personal health stories and general program feedback are shared during the one-on-one health coaching sessions. Here are some of the good things taking place with Wood County employees participating in the Wellness Program:

A participant has been dealing with some thyroid problems and prompted by the Wellness Program, scheduled an appointment with their doctor to learn more about this. Supported through continued health coaching appointments she has lost 16 pounds by cutting out sweets, increasing vegetables, and improving water intake. Many positive results experienced beyond weight loss including improved sleep and mental health.
Through working from home, a participant's commute has significantly decreased and as a result, so has her smoking since she normally did this in the car. Likewise, she has also done amazing things with her nutrition choices which has helped her blood work, weight, and mental health. In fact, she is building an at-home gym and plans to use this to navigate around the challenges of her work schedule and the Wisconsin winter. Her primary care provider's focus has shifted from weight loss to maintaining her health which has never been the case before. She is down 30 pounds and blood work across the board has improved.
Using her tax return, an employee bought a home gym and got her whole family involved in working out. They all bought new shoes to only use on their new equipment and are all keeping each other accountable and acting as a support system. The plan for this participant is to workout 30-40 minutes 4 days per week and is in a good place both mentally and physically to see this through and make it happen.
A participant and spouse started a salad challenge with each other where they can only have a salad for lunch every day to lose weight. COVID-19 and a newborn has been hard on them in terms of weight gain, and this is a fun way to tackle this. Both are doing great and work to support one another through daily check-ins.
A participant quit smoking during COVID and is feeling more energetic, proud, and better than ever. She did this with the help of PCP per recommendation of the Wellness Program and even has plans in place for when stressful situations arrive in the future so as not to relapse. Her lipid panel also improved which was more motivation for her to never go back.
A participant was diagnosed with latent onset diabetes resulting in abnormally high glucose levels. However, after learning of this she made drastic changes and had new blood work done and all of her numbers improved - in particular her A1C went from a 10.1 to 5 and her primary care provider was very happy to see this. She continues making a large amount of lifestyle changes such as watching her carbs, calories, going for walks, all while remaining smoke free. She really feels in control of her health and does not foresee anything that can stop her.
A new hire at Wood County was very impressed with the Wellness Program. She finds the app very helpful and really enjoys all the content communicated regularly. In fact, this has really opened her eyes to focusing more on wellness in general and her family has even gotten on board as well. Very appreciative of having this as a benefit.
Participant stated how each health coaching sessions makes her feel more confident in understanding her 'why' to reduce alcohol intake. These conversations are impactful, and she is very happy to have someone to talk to about these sorts of things and they make a big difference. She is more mindful of alcohol intake and is reducing it consistently week-by-week.
Prompted by health coaching appointments, a participant has begun taking his medication consistently and eating better and as a result, his blood work is really improving - glucose has dropped by about 200 points and he is once again working with his doctor closely to continue managing diabetes. Very proud of making this happen even with all of the stress due to COVID and life in general.

Health Coaching Satisfaction Survey Data

Comment	Yes Definitely	Yes Mostly	Yes Somewhat	No	
Able to Schedule Health Coaching Appointment Timely	90%	8%	2%		
Health Coach Listened Carefully	95%	5%			
Health Coach Explained Things Clearly	95%	5%			
Know What to Do if had More Questions	91%	8%	1%		
Recommend Health Coaching to Others	71%	17%	9%	2%	
Comment	Agree	Disagree			
Health Coach was Empathetic & Respectful	100%				
Health Coach Assisted with Useful Advice & Resources	100%				
Health Coach was Engaged & Motivational	100%				
Health Coach Helped Develop Personal Goals & Next Steps	100%				
Comment	Extremely Confident	Very Confident	Somewhat Confident	Not so Confident	Not at all Confident
Confidence Level of Health Coaching Will Help You Achieve Goals	27%	48%	24%		1%
Comment	Satisfied	Somewhat Satisfied	Neither Satisfied or Dissatisfied	Somwhat Dissatisfied	Dissatisfied
Overall Satisfaction with Aspirus Business Health Wellness Staff	90%	5%	6%		

Participant Individual Comments Regarding health coaching (Summarized/Condensed):

What employees liked most about coaching:

It was brief, to-the-point and very prepared. Collaboration is very helpful, and I love how no question is ever “dumb”.
He understands the struggles that the past year have presented and looks for ways to help us maintain a healthy lifestyle.
He listened to my problems and encouraged me to achieve goals that are attainable and realistic. I can't ask for more!
Adam is very kind and caring. He takes the time to talk to you about any concerns and provide input on how to correct and improve moving forward.
How Adam understands that unique circumstances make our goals challenging and is never judgmental – only supportive. He provides many suggestions on what to continue or try.
Very easy to talk to and extremely helpful with suggestions and advice.
It's helpful to be able to get feedback on my biometric screening and in my plans to improve. This motivates me to strive to do better and stay on track.
Personal one-on-one time with Adam is always looked forward to. He is always friendly and willing to come up with a plan that works for me.
That Adam listened and offered his thoughts in a non-judgmental way. Very empathetic and understanding.

Adam was very good at giving me ideas on how to navigate issues and is very in-tune to real life situations! He even provided me with follow-up handouts. Overall, was a good experience.
I like how we go over the results of the biometric screening and Adam helps come up with goals that are achievable and personal to me. He is always friendly and non-judgmental.
Adam makes challenging concepts easy to understand and could answer questions I had. He is very much an expert in his field.
Our Wellness Coordinator is always very prepared to meet with me as an individual and tries to understand what I would like my wellness goals to be. He offers great support and input if he doesn't feel I'm challenging myself enough or should possibly focus on other aspects of my overall wellness. I like that he gave me different ideas of how I can increase my steps each day- I appreciate learning about different tips/strategies for improving my wellness.
Adam listened to me and my health journey and was supportive the whole time.
Being able to have the health coaching over the phone makes things a lot easier. Adam also is good at explaining complex things in easy-to-understand ways (example blood work).
He assisted me in clarifying my goals in a manner that was measurable.
I like that he respected my opinion and choices by validating the significance while also helping me develop a course of action.
Adam is always very encouraging, a good listener, and non-judgmental. He makes me feel comfortable to discuss my personal health and struggles.
Adam takes the time to listen to me and helps me achieve my goals by giving advice and suggestions which are realistic and personalized.
Adam is intentional in his approach to share screening results, connecting to previous goals, and very helpful in creating a specific goal for this year that works for me.
Very easy to talk to is real - he doesn't try to sugarcoat anything :) Gets excited for us when we start new goals.
Adam knows my health and conditions well. He knows what to say to me to motivate me in the right direction. It was friendly, timely, and to the point.
Listened to my concerns and desires and helped me devise a plan that is workable for me yet pushes me to achieve my goals.
Adam is super respectful of our time and keeps the coaching sessions short, but he is also super personable and will ask how I'm doing. This personal touch goes a long way.
Talking out the goals I need to have to maintain my health with a knowledgeable person who is non-judgmental is a fantastic experience.
When I asked for advice on gaining weight and food, Adam went into detail on metabolism, carb intake, and more. Highly recommended and very knowledgeable.

How coaching could be improved:

I think it is great the way it is – this has always been a very enjoyable experience and I look forward to these meetings.
Provide more insight about what is and is not working or some visual aids.
I can't think of anything. Adam has and continues to do a good job now. Unless they can think of ideas to keep sweets away from my reach in the dispatch center.
Nothing - even with Covid-19 this past year everything went smoothly and was as helpful as ever.
I have never had complaints about our health coaching sessions- Adam does a wonderful job and has always been available to me.
I do not think health coaching needs any real improvements as of now. It's working well.
Monthly check-ins on my specific goal?
Going back to face-to-face would be helpful.
The bigger rewards of a couple years ago were nice. Good motivation that kept more people taking part.

Comments on the experience/health coach:

Just that Adam is doing a fabulous job!
It is great to see my results and talk about them. Plenty of time for going over any questions I have.
Adam is great!! Love working with him! :) He always listens before talking.
Adam is a great motivator and is always very pleasant. Wood County is lucky to have Adam as their Wellness Coordinator!
Adam is very good at his job. He is not judgmental and has ideas that are useful and applicable.
I think it would be cool to have a way to have a mass text/email motivation from the health coach to encourage us to keep heading towards our goal(s).
It was very helpful, and Adam is always very friendly and creates a positive experience.
Best experience I have had with health coaching to date.
Holds me accountable! I like the challenges and the Wellness Program overall.
I appreciate the professional support to review screening results and navigate other options, especially suggested connections to county resources and little changes to incorporate in my workday.
If it wasn't for health coaching and the wellness program, I wouldn't do many things that I do now such as doctor appointments walking, being aware of my health. etc.

Recommendations

Increase Year-long Participation & Engagement

- With the ability to work from home most of the time, encouraging employees to participate in the wellness program is more important than ever to keep engagement levels high and demonstrate why Wood County feels it is important to invest in their health. This message should come from all levels of leadership including County Board Supervisors, department heads, managers, and supervisors.

General Wellness Programming to Support Top Risk Factors

- Continue to focus programming in the areas that are high risk such as weight, exercise, nutrition, blood pressure, and stress to help reduce these risks in the future. Challenges, educational information, and other activities should continue to focus on these areas to have the greatest impact on health outcomes.

Adjust Wellness Programming to Fit Employee Interests

- Year-long participation continues to be lower than previous years because of the pandemic and as a result, the full impact of the Wellness Program is lessened. As such, it is more important than ever wellness program activities are tailored to what employees would like to focus on and utilize while still aligning with top risk factors. Feedback should be collected through focus groups and/or employee feedback surveys.





Wood County

WISCONSIN

Office of
Finance Director

Edward Newton
Finance Director

Date: November 2, 2021
To: Operations Committee

Subject: Finance Department Update
From: Ed Newton

Departmental Activities

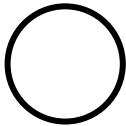
- Preparation and assisting departments with various questions.
- Ongoing audit/single audit discussions with WIPFLI.
- Ongoing consulting with CLA.
- Ongoing discussions with Baird on jail and CIP financing and bonding issues.
- ARPA reporting.
- Annual SAM renewal.
- Moody rating call.
- EMMA reporting regarding new debt.
- Debt Refunding bond.

Ongoing/Upcoming Projects

- 2021 Annual Audit planning and preparation.
- 2021 Annual Report planning and preparation.
- 2021 Cost Plan planning and preparation.
- 2021 Form A planning and preparation before preliminary filing.
- 2021 Fixed Asset planning and preparation.
- Continue to refine Questica – improve current reports, create new reports, and training.
- Capital Improvement Plan - determine borrowing needs.
- Staff development - succession planning.
- American Rescue Plan Act discussion.
- Prepare/Review Preliminary Official Statement – Baird – Debt financing.
- Budget and tax levy resolutions.

Meetings, Webinars and Conferences

- Meeting budget discussions - operations committee supervisor.
- Weekly WCA County Leadership meetings.
- Various discussions with CLA and other counties/municipalities regarding ARPA.
- Attend various webinars regarding ARPA and ARPA reporting.
- Attend County Board meeting.
- Attend various committee meetings.
- Meeting various topics - HR.
- Discuss (Debt, ARPA, Jail/CIP funds and Investing) – Treasurer.
- Various discussion with WIPFLI – single audit and annual report.
- Various discussions/meetings with Baird, and Quarles & Brady regarding debt and filings.



RESOLUTION#

Introduced by Operations Committee
Page 1 of 1

ITEM#
DATE November 9, 2021
Effective Date Upon passage and publication

Motion:

Adopted:

1st

Lost:

2nd

Tabled:

No:

Yes:

Absent:

Number of votes required:

X

 Majority

Two-thirds

Reviewed by:

PAK

, Corp Counsel

Reviewed by:

EN

, Finance Dir.

INTENT & SYNOPSIS: To establish Wood County’s Tax Levy for 2021 collectable in 2022. EN

FISCAL NOTE: This resolution establishes the tax levy for the 2022 Wood County Budget. The total levy is \$30,721,658, the components of which are the following:

Operating	\$22,849,174
Debt service	6,761,400
Aid to libraries*	1,111,085
Total Levy	<u>\$30,721,658</u>

**not apportioned to municipalities operating a public library: Township of Arpin, Village of Vesper, and the Cities of Marshfield, Nekoosa, Pittsville and Wisconsin Rapids.*

WHEREAS, the Wisconsin Department of Revenue has established the Equalized value of Wood County properties for the 2021 apportionment at \$5,769,025,700 (TID values removed); and

WHEREAS, the Operations Committee has formulated a budget proposal and presented it to the County Board; and

WHEREAS, to operate the County a levy of \$30,721,658 is needed with associated levy rates per \$1,000 of: general operating: \$3.9607, debt service: \$1.1720, library aid: \$0.3990; and

WHEREAS, the levy is in compliance with the levy limit imposed by 2019 Wisconsin Act 9 (2019-2021 State Biennial Budget) which limits the property tax levy increase to the greater percent change of net new

construction for Wood County at the level of 2.029% or the statutory rate of 0%, plus an adjustment for the change in the debt service cost. Library aid levies are exempt from the levy limit under Wisconsin Statutes § 66.0602(3)(e)(4); and

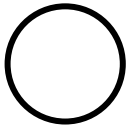
WHEREAS, pursuant to Wisconsin Statutes § 65.90, a formal publication of a summary of the proposed budget and announcement of the public hearing were published as a class 1 notice on Saturday, October 23, 2021 in the Wisconsin Rapids Daily Tribune and Marshfield News Herald; and

NOW THEREFORE, BE IT RESOLVED BY THE WOOD COUNTY BOARD OF SUPERVISORS that a property tax levy of \$30,721,658 is hereby authorized in support of the 2022 budget.

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ED WAGNER (CHAIR)
ADAM FISCHER
DONNA ROZAR
MIKE FERIER
LANCE PLIML

Adopted by the County Board of Wood County, this day of 20 .



RESOLUTION#

Introduced by Operations Committee
Page 1 of 1

ITEM#
DATE November 9, 2021
Effective Date Upon passage and publication

Motion:	Adopted:	
1 st	Lost:	
2 nd	Tabled:	
No: _____	Yes: _____	Absent: _____
Number of votes required:		
<input checked="" type="checkbox"/> Majority	<input type="checkbox"/> Two-thirds	
Reviewed by: PAK, Corp Counsel		
Reviewed by: EN, Finance Dir.		

INTENT & SYNOPSIS: ADOPTION OF THE 2022 WOOD COUNTY BUDGET. EN

FISCAL NOTE: This resolution adopts the 2022 Wood County Budget of \$180,488,671 including the appropriations, revenues and use of fund balances proposed by the Operations Committee as outlined in the 2022 Wood County Proposed Budget document.

WHEREAS, the Operations Committee has conducted various budget meetings in formulating the 2022 County budget; and

WHEREAS, the Chair of the Operations Committee has presented a detailed budget to the County Board of Supervisor this day, and

WHEREAS, pursuant to Wisconsin Statutes § 65.90, a formal publication of a summary of the proposed budget and announcement of the public hearing were published as a class 1 notice on Saturday, October 23, 2021 in the Wisconsin Rapids Daily Tribune and Marshfield News Herald; and

WHEREAS, a public hearing on the proposed 2022 Wood County Budget was held, as required by law; and

NOW, THEREFORE, IT IS HEREBY RESOLVED BY THE WOOD COUNTY BOARD OF SUPERVISORS that the year 2022 budget of \$180,488,671 is adopted for the fiscal period beginning January 1, 2022.

		NO	YES	A
1	LaFontaine, D			
2	Rozar, D			
3	Feirer, M			
4	Wagner, E			
5	Fischer, A			
6	Breu, A			
7	Ashbeck, R			
8	Hahn, J			
9	Winch, W			
10	Thao, L			
11	Curry, K			
12	Valenstein, L			
13	Hokamp, J			
14	Polach, D			
15	Clendenning, B			
16	Pliml, L			
17	Zurfluh, J			
18	Hamilton, B			
19	Leichtnam, B			

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ED WAGNER(CHAIR)
ADAM FISCHER
DONNA ROZAR
MIKE FEIRER
LANCE PLIML

Adopted by the County Board of Wood County, this _____ day of _____ 20 _____ .

Wood County, WI
Capital Plan
2022

PROJECTS BY FUNDING SOURCE
Presented as of 11/02/2021 to Operations Committee

Debt

Source	Department	Project #	Priority	Proposed	Oversight Approve	APRA Funds	Loss Revenue	OC Approve CIP Debt	Notes
				2022	2022	2022	2022	2022	
Sidewalk and Parking Lot Repairs	UWSP-Marshfield	UW-22-001	Necessary	12,000	12,000			12,000	Health and Safety issue UW Committee moved to 2022 (ARPA????)
200 Ton Chiller	UWSP-Marshfield	UW-22-002	Urgent	90,000	90,000			90,000	
				102,000	102,000	-	-	102,000	
Road/Parking Lot Resurfacing	Parks	21-22-002	Necessary	80,000	80,000			80,000	
Trail Improvements and Development	Parks	21-22-003	Necessary	80,000	80,000	80,000		-	ARPA?
Tractor Replacement	Parks	21-22-005	Necessary	40,000	40,000			40,000	
Playground Equipment Replacement	Parks	21-22-006	Necessary	50,000	50,000	50,000		-	ARPA?
Dexter Firewood Shed	Parks	21-22-007	Urgent	20,000	-	-		-	Moved to 2021
Dexter Swimming Pond Construction	Parks	21-22-010	Urgent	100,000	100,000	100,000		-	ARPA?
				370,000	350,000	230,000	-	120,000	
Gym Doors	Norwood	20-22-001	Necessary	14,500	14,500			14,500	Priority-Life and Safety Issue - Fire issue
Kitchen Camshelving	Norwood	20-22-002	Urgent	16,000	16,000			16,000	Priority-Safety Issue - May be cited (chips)
Pathways Renovation Phase 4	Norwood	20-22-003	Necessary	145,000	40,000			145,000	All 17 Rooms
HVAC Renovations Phase 5	Norwood	20-22-004	Necessary	105,000	25,000	105,000		-	Upgrade fewer zones (ARPA)-Full amount if (ARPA) funds
Power Transfer Switches	Norwood	20-22-005	Necessary	50,000	50,000			50,000	Life and Safety issue (Switch issues)
Kitchen Compressor #2 Replacement	Norwood	20-22-006	Necessary	8,000	8,000			8,000	Security issue-Compressor too much heat(open Doors)
Building Security	Norwood	20-22-007	Necessary	45,000	20,000			45,000	Adjust scope back to original proposed.
Pass-Thru Food Warmer	Norwood	20-22-008	Necessary	5,300	5,300			5,300	Very old-need to replace
Lawn Mower	Norwood	20-22-009	Necessary	22,500	-			-	Postpone
				411,300	178,800	105,000	-	283,800	
Core Switch Upgrade	IT	27-22-001	Urgent	147,000	147,000			147,000	No Change
Courtroom Audio (1, 2, 3 & 4)	IT	27-22-002	Urgent	105,900	105,900	105,900		-	ARPA?
4th Courtroom Video Conferencing	IT	27-22-003	Urgent	157,500	157,500	157,500		-	ARPA?
				410,400	410,400	263,400		147,000	
Bituminous Overlays/Construction	Highway	16-22-001	Necessary	2,516,756	2,500,000			2,500,000	Per HIRC meeting
300 Wings Boilers	Edgewater	12-22-001	Urgent	200,000	200,000	200,000		-	Urgent-life and safety-carbon monoxide-(ARPA)
400 Wing Boiler Pump/Stack	Edgewater	12-22-002	Necessary	39,000	39,000			39,000	Heating-health and safety
EZ Stand with Scale	Edgewater	12-22-003	Necessary	11,000	11,000			11,000	Gradually replace - safety issues
Dining Room Tables	Edgewater	12-22-004	Necessary	12,000	12,000	12,000		-	Infection Control issue-cleaning agent damage top of table (ARPA)
400 Wing Shower	Edgewater	12-22-005	Necessary	36,000	36,000			36,000	Asbestos abatement-from the 70's
Parking Lot Lights	Edgewater	12-22-006	Desirable	13,000	-		13,000	-	Can be moved to later-current light not functioning (Loss Revenue)
400 Wing Room Updates	Edgewater	12-22-007	Desirable	78,000	-		78,000	-	Can be delayed (Loss Revenue)
500 Wing Patio	Edgewater	12-22-008	Desirable	35,000	-		35,000	-	Can be delayed (Loss Revenue)
				424,000	298,000	212,000	126,000	86,000	
Communications Vehicle	Communications	10-22-001	Necessary	36,500	-	-	-	-	Postpone
HVAC Equipment	Communications	10-22-002	Necessary	40,000	40,000			40,000	Per Committee meeting
				76,500	40,000	-	-	40,000	
River Block Windows	Maintenance	19-22-005	Necessary	75,000	-			-	Moved to 2021
CH Remodel-4th Court, Jury Room, C.O.C.	Maintenance	19-22-006	Necessary	750,000	750,000		73,800	676,200	CIP and Loss Revenue
				825,000	750,000	-	73,800	676,200	
CIP Carryover from 2020				(455,000)	(455,000)	-	-	(455,000)	CIP Carryover from 2020
Debt Total				4,680,956	4,174,200	810,400	199,800	3,500,000	

Tax Levy

				Proposed	Oversite Approve	APRA Funds	Loss Revenue	OC Approve CIP Debt	
Source	Department	Project #	Priority	2022	2022	2022	2022	2022	Notes
Vehicles	Sheriff	25-22-001	Urgent	260,190	-			-	Move to Other Funding-Public Safety meeting
Snowmobiles	Sheriff	25-22-002	Urgent	39,000	-			-	Move to Other Funding-Public Safety meeting
				299,190	-	-		-	
Nextgen 911	Dispatch	08-22-001	Urgent	31,000	31,000				
Fleet Vehicle Replacement	Parks	21-22-001	Necessary	40,000	40,000				Per Committee meeting
Dump Truck Replacement	Parks	21-22-004	Necessary	40,000	40,000				Per Committee meeting
				80,000	80,000	-		-	
Radios	Emergency Mgmt.	12-22-001	Necessary	12,000	12,000				
Tax Levy Total				422,190	123,000	-		-	

Departmental Rent

				Proposed	Oversite Approve	APRA Funds?	Loss Revenue	OC Approve	
Source	Department	Project #	Priority	2022	2022	2022	2022	2022	Notes
Courthouse/Jail M.E.P. Updates	Maintenance	19-22-001	Urgent	75,000	75,000				
Courthouse Update and Repairs	Maintenance	19-22-002	Necessary	50,000	50,000				
River Block Update and Repairs	Maintenance	19-22-003	Necessary	75,000	75,000			-	
Security Updates	Maintenance	19-22-004	Necessary	25,000	25,000				
12 Street Updates	Maintenance	19-22-007	Necessary	50,000	50,000				
Departmental Rent Total				275,000	275,000	-		-	

User Fees

				Proposed	Oversite Approve	APRA Funds?	Loss Revenue	OC Approve	
Source	Department	Project #	Priority	2022	2022	2022	2022	2022	Notes
Drum for Asphalt Plant	Highway	16-22-002	Necessary	500,000	500,000				
Two (2) Patrol Trucks	Highway	16-22-003	Necessary	500,000	500,000				
Chipper	Highway	16-22-004	Necessary	70,000	70,000				
Quad Axle Truck	Highway	16-22-005	Necessary	150,000	150,000				
Fork-Lift	Highway	16-22-006	Necessary	15,000	15,000				
Ground Mount Solar Panels	Highway	16-22-007	Desirable	28,000	28,000				Grant \$257,400 User \$28,000 Other \$14,600
User Fee Totals				1,263,000	1,263,000	-		-	

State/Federal Grant

				Proposed	Oversite Approve	APRA Funds?	Loss Revenue	OC Approve	
Source	Department	Project #	Priority	2022	2022	2022	2022	2022	Notes
South Park Storm Shelter	Parks	21-22-008	Urgent	560,000	-			-	Grant \$560,000 Other \$80,000 (Not Selected)
Dexter Beach House Shelter Construction	Parks	21-22-009	Urgent	250,000	250,000				Grant \$250,000 Other \$250,000
Bituminous Overlays/Construction	Highway	16-22-001	Necessary	470,744	470,744				Debt \$2,516,756 Grant \$470,744
Ground Mount Solar Panels	Highway	16-22-007	Desirable	257,400	257,400				Grant \$257,400 User \$28,000 Other \$14,600
Grant Total				1,538,144	978,144	-		-	

Other

				Proposed	Oversite Approve	APRA Funds?	Loss Revenue	OC Approve	
Source	Department	Project #	Priority	2022	2022	2022	2022	2022	Notes
Bus Purchase	Human Services	40-22-001	Desirable	59,200	59,200				Donations \$59,200 Other \$14,800
Bus Purchase	Human Services	40-22-001	Desirable	14,800	14,800				Donations \$59,200 Other \$14,800
Vehicles	Sheriff	25-22-001	Urgent	-	260,190				Move From Levy by Public Safety meeting
Snowmobiles	Sheriff	25-22-002	Urgent	-	39,000				Move From Levy by Public Safety meeting
South Park Storm Shelter	Parks	21-22-008	Urgent	80,000	-			-	Grant \$560,000 Other \$80,000 (Not Selected)
Dexter Beach House Shelter Construction	Parks	21-22-009	Urgent	250,000	250,000				Grant \$250,000 Other \$250,000
Ground Mount Solar Panels	Highway	16-22-007	Desirable	14,600	14,600				Grant \$257,400 User \$28,000 Other \$14,600
Other Total				418,600	637,790	-		-	
GRAND TOTAL				8,597,890	7,451,134	810,400	199,800	3,500,000	

2021 Write off Requests- EDGEWATER HAVEN/HUMAN SERVICES DEPT

MR #	Pay Source	Amount	Explanations	Dates of Service	Date last payment Received
5174	Private Pay	\$ 17,756.00	Did not get approved for MA, was making payments until he passed away in Feb 2021-no estate	5/1/2018	Jan-21
5237	Pt Liab	\$ 1,970.29	Resident was an Emergency Protective Placement, guardian was appointed applied	Aug-Nov 2018	N/A
5237	Private Pay	\$ 16,896.81	for MA, resident discharged to Texas. Said they were going to pay, never did/unable to contact.	Aug-Nov 2018	
4320	Pt Liability	\$ 2,613.47	This is a balance from when resident went on MA, was not able to get it paid off prior to his death. No where to collect it from.	8/1/2018	Aug-18
5317	Private Pay	\$ 195.00	Medicare cut off letter had Skilled rate, she was behavior. Family will not pay difference	7/1/2019	N/A
5374	Private Pay	\$ 1,910.00	Resident passed while in the process of applying for Medicaid, estate paid what they had	3/1/2020	Nov-20
5140	Private Pay	\$ 892.25	Bed hold charges, resident passed away in hospital. No estate to collect from	1/1/2020	May-19
5293	Pt Liab	\$ 245.98	Resident passed away, no estate to collect from	2/1/2020	Feb-20
5209	Private Pay	\$ 3,850.00	Resident discharged, does not respond to any mailing or phone calls	7/1/2018	N/A
5371	Private Pay	\$ 528.00	Resident discharged, this is a co-pay due. Phone disconnected, ignores mailings	2/1/2020	N/A
5048	Pt Liab	\$ 2,316.54	Resident passed away, no remaing estate to collect from	Feb 2017- Nov 2020	Dec-20
5416	Pt Liab	\$ 528.21	Resident discharged, has no phone, does not respond to any mailings. Has no money	June- August 2020	N/A
5478	Private Pay	\$ 1,003.00	This was for 4 bedhold days, the resident passed away, no remaining estate to collect from	2/1/2021	N/A
5292	Private Pay	\$ 17,609.00	Discharged May 2019, never completed MA application, has ignored all letters, has paid nothing	March - May 2019	N/A
5486	Pt Liab	\$ 742.37	Resident passed away, no remaining estate to collect from	April-May 2021	N/A
<u>\$ 69,056.92 TOTAL Write off to Bad Debt</u>					
		\$ 173,062.00	<u>Amount in allowance for bad debts 8/31/2021</u> 601-1200-13980-000-000		
		\$ 104,005.08	Balance left after Write off of this Amount		
		\$ 48,733.56	Estimated amount of uncollectable for A/R private Pay Balance as of 10/1/2021		
		\$ 55,271.52	Allowance Account Balance after Collectability Determination based on 10/1/2021 Aging Report		