

	*Agenda* General Government Committee Thursday, September 4, 2025 – 5:00 pm Conference Call 1-312-626-6799 Zoom Meeting ID: 89996258699 Passcode: 163823 <u>https://us02web.zoom.us/j/89996258699</u> Community Room 303 W. Chapel St Dodgeville, Wisconsin 53533	Iowa County Wisconsin
For information regarding access for the disabled, please call 935-0399.		
<i>Any subject on this agenda may become an action item.</i>		
1	Call to order.	
2	Roll Call.	
3	Approve the agenda for this September 4, 2025 meeting.	
4	Approve the minutes of the August 7, 2025 meeting.	
5	Report from committee members and an opportunity for members of the audience to address the committee. No action will be taken.	
6	Discuss and consider revisions to Policy 401 Section 5.4 Performance Evaluations.	
7	Consider and Discuss 2026 Health Insurance.	
8	Consider and Discuss 2026 Wage Structure Adjustment.	
9	Employment Activity Report.	
10	Discuss and Consider Dispatch Seniority and Shift Bidding Policy.	
11	Discuss and Consider Therapy Comfort Canine Policy.	
12	Set date and time for next meeting, October 9, 2025 at 5:00 pm.	
13	Adjournment.	
	Posted by the County Clerks Office on 08-29-2025, Megan Currie – County Clerk	

	*DRAFT Minutes* General Government Committee Thursday, August 7, 2025 – 5:00 pm Community Room 303 W. Chapel St Dodgeville, Wisconsin 53533	Iowa County Wisconsin
1	Call to order by Curt Peterson at 5:00pm.	
2	Roll Call. <i>Members in Attendance:</i> Joan Davis, Don Gander, Tim Lease, Curt Peterson, Mike Peterson <i>Members on ZOOM:</i> None <i>Excused:</i> None <i>Others on ZOOM:</i> Allison Leitzinger, Bruce Paull <i>Others in Attendance:</i> Jamie Gould, Barb Weinbrenner, Katie Abbott, Craig Hardy	
3	Approve the agenda for this August 7, 2025 meeting. Sup. Tim Lease motioned to approve the agenda. Sup. Mike Peterson seconded the motion. No discussion. Motion carried unanimously.	
4	Approve the minutes of the July 3, 2025 meeting. Sup. Joan Davis motioned to approve the minutes. Sup. Don Gander seconded the motion. No discussion. Motion carried. M Peterson abstains.	
5	Report from committee members and an opportunity for members of the audience to address the committee. No action will be taken. No comments.	
6	2024 Q4 and 2025 Q1 financial report. Report given by Finance Director Jamie Gould. Discussion followed.	
7	Discuss and consider revisions to Policy 401 Section 5.4 Performance Evaluations and 5.4a Star Performer Program. Explanation given by Employee Relations Director Allison Leitzinger. Discussion followed. Sup. Mike Peterson motioned not to move the 5.4a Star Performer Program forward to the County Board. Sup. Tim Lease seconded the motion.	

	Motion carried unanimously. Sup. Mike Peterson motioned to table 5.4 Performance Evaluations until next month. Sup. Tim Lease seconded the motion. No Discussion. Motion carried unanimously.
8	Consider and Discuss 2026 Health Insurance. Explanation given by Leitzinger. Discussion followed. No action taken.
9	Consider and Discuss 2026 Wage Structure Adjustment. Explanation given by Leitzinger. Discussion followed. No action taken.
10	Employment Activity Report.
11	Next meeting, September 4, 2025, at 5:00 pm.
12	Adjourn. 6:43 PM Sup. Tim Lease motioned to adjourn to next month. Sup. Mike Peterson seconded the motion. No discussion. Motion carried unanimously.
	Minutes by Barb Weinbrenner, Deputy County Clerk

AGENDA ITEM COVER SHEET

Title: Consider Revisions to Policy 401 Section 5.4 Performance Evaluations

☐ Original

☒ Update

TO BE COMPLETED BY COUNTY DEPARTMENT HEAD

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

A group of Department Heads worked together to revamp the Performance Evaluation form and updated Policy 401 Section 5.4 .

A couple of things to note: we changed the wording of the ratings - Does Not Meets is being recommended to "Performance Gaps Identified", Meets Expectations is being recommended to "Strong Performer" and Exceeds Expectations is being recommend to "Distinguished Honors".

The evaluation form was also revised to recommend removing core competency "Goals" as a rating factor and focusing the evaluation form on more communication of what worked well and what are the areas for growth including overall sections of Year in Review and Year Ahead sections. In the Year Ahead section, we do ask for goals, but not to be incorporated into the rating.

Another thing changed in the policy is the rating factors. Currently, employees who receive a 82-84% are classified as Distinguished Honors. Recommend Policy has Distinguished Honors as a rating of a 90-91%.

In July and August; Strong Performer merit pay was discussed for employees beyond Step 6. We did add some Strong Performer Merit pay into the pay structure and policy by adding Steps 7 and 8 - and employees moving to the respective steps once they have had three years of consecutive "Strong Performer" reviews.

RECOMMENDATIONS (IF ANY):

Move forward Policy 401 Section 5.4

ANY ATTACHMENTS? (Only 1 copy is needed)

☒ Yes

☐ No

If yes, please list below:

401 Policy Section 5.4 Performance Evaluations and Pay for Performance Evaluation Form

Draft section of pay structure to show the Strong Performer Merit Pay

Graph of Distinguished Honors

FISCAL IMPACT:

LEGAL REVIEW PERFORMED:

☐ Yes

☒ No

PUBLICATION REQUIRED:

☐ Yes

☒ No

STAFF PRESENTATION?:

☒ Yes

☐ No

How much time is needed?

10 mins

COMPLETED BY: Allison Leitzinger _____

DEPT: Employee Relations Director _____

2/3 VOTE REQUIRED: ☐ Yes ☐ No

TO BE COMPLETED BY COMMITTEE CHAIR

MEETING DATE:

AGENDA ITEM #

COMMITTEE ACTION:

5.4 Performance Evaluation Reviews and Pay for Performance

Iowa County provides annual performance evaluations with all employees. Performance evaluations are designed to acknowledge employees' achievements and assist employees in improving their job performance.

Managers and Department Heads are responsible for conducting annual performance evaluations with employees whom they supervise.

Employee performance is evaluated annually on employee's date of hire. Management employees who were promoted into a management position prior to October 5, 2014 will use their status date instead of hire date. All employees are evaluated on the following core competencies:

- Attendance
- Job Knowledge
- Job Performance
- Communication and Customer Service
- Attitude, Professionalism, and Teamwork
- Safety and Following Policies and Procedures
- Goal Setting

In addition to the above core competencies, management employees are evaluated on the following leadership core competencies:

- Coaching and Delegation
- Team Leadership and Facilitating Change
- Budget Management

Employees shall complete a self-evaluation and submit to their manager no more than a month prior, but at least two weeks before evaluation date. Failure to complete self-evaluation is reflected in performance review. Managers complete and review a separate performance evaluation with the employee. The manager submits the completed evaluation and status change form to Employee Relations before the end of the payroll week in which the evaluation date occurred. Employee Relations provides the status change form to Finance/Payroll.

Status change forms are not processed until Employee Relations receives the completed performance evaluation review.

Performance Factor Rating

Step Process (Minimum- Step 1 up to Control Point-Step 6):

Non-Management Employees:

~~Employees within the step portion of the Iowa County Wage Structure receiving a rating of 20 points to 28 points get a "Meets Expectations" rating, which includes a pay increase to the next step. Employees receiving a rating of 19 points or below get a "Does not Meet Expectation" rating, which provides no step increase. Employees receiving a rating of 29 points or more get an "Exceeds Expectation" rating, which results in a pay increase of two steps.~~

Employees within the step portion of the Iowa County Wage Structure receiving a rating of **19 points to 26.5 points** receive an **"Strong Performer"** rating, which includes a pay increase to the next step. Employees receiving

a rating of 18.5 points or below receive a "Performance Gaps Identified" rating, which provides no step increase. Employees receiving a rating of 27 point or more receive a "Distinguished Honor" rating, which results in a pay increase of two steps.

Managers that do not have Budget responsibilities:

Employees within the step portion of the Iowa County Wage Structure receiving a rating of 26 points to 37 points get a "Meets Expectations" rating, which includes a pay increase to the next step. Employees receiving a rating of 25 points or below get a "Does not Meet Expectation" rating, which provides no step increase. Employees receiving a rating of 38 points or more get an "Exceeds Expectation" rating, which result in a pay increase of two steps.

Employees within the step portion of the Iowa County Wage Structure receiving a rating of 26 points to 36 points receive an "Strong Performer" rating, which includes a pay increase to the next step. Employees receiving a rating of 25.5 points or below receive a "Performance Gaps Identified" rating, which provides no step increase. Employees receiving a rating of 36.5 point or more receive a "Distinguished Honor" rating, which results in a pay increase of two steps.

Management Employees:

Employees within the step portion of the Iowa County Wage Structure receiving a rating of 28 points to 41 points get a "Meets Expectations" rating, which includes a pay increase to the next step. Employees receiving a rating of 27 points or below get a "Does not Meet Expectation" rating, which provides no step increase. Employees receiving a rating of 42 points or more get an "Exceeds Expectation" rating, which result in a pay increase of two steps.

Employees within the step portion of the Iowa County Wage Structure receiving a rating of 28 points to 39.5 points receive an "Strong Performer" rating, which includes a pay increase to the next step. Employees receiving a rating of 29 points or below receive a "Performance Gaps Identified" rating, which provides no step increase. Employees receiving a rating of 41 point or more receive a "Distinguished Honor" rating, which results in a pay increase of two steps.

All performance evaluations including management and non-management reviews that get an "Distinguished Honor" rating must be discussed and approved by the County Administrator before Manager goes over the review with the employee.

Pay for Performance (Control Point – Step 6 to Maximum):

Employees who receive a rating of "Distinguished Honor" are eligible for Pay for Performance. An "Distinguished Honor" rating is 27 points or more for non-management employees, 36.5 points for management employees with no budget responsibilities and 41 points or more for management employees.

Employees will receive a two (2%) performance bonus of the current base rate in a lump sum payment plus a two (2%) base wage increase. *

When an employee is on Step 5 and receives an "Exceeds Expectations", employee will receive a one and a half (1.5%) performance bonus of current base rate in a lump sum payment plus a one (1%) base wage increase of Step 6. *

All pay including base wage and bonus payment cannot exceed the maximum step, unless approved by County Board. If an employee is near maximum, they will earn the base wage increase before the performance bonus pay.

All performance evaluations including management and non-management reviews that receive a “Distinguished Honor” rating must be discussed and approved by the County Administrator before Manager goes over the review with the employee.

*Lump Sum payment is not added to the base wage and is a one time payment

Strong Performer Merit Pay (Step 7 and Step 8):

Consecutive Strong Performer Merit Pay has been incorporated into the Iowa County pay structure. Once an employee is at Step 6 (Control Point) and receives three consecutive “Strong Performer” evaluation ratings, employee will move to Step 7 on the third consecutive “Strong Performer” evaluation rating.

An employee will move to Step 8 once he/she receives three consecutive “Strong Performer” evaluation ratings while at Step 7, employee will then move to Step on the third consecutive “Strong Performer” evaluation rating.

Market Adjustments:

Every year, the County Board will review recommendations from the Employee Relations Director on shifts in the market. County Board will decide if the Iowa County Pay Structure needs to be adjusted based on the market.

If County Board adopts a market adjustment:

Employees within Step 1 – Step 6 will receive the new market adjustment to the Step they are currently being paid at.

Employees in the Pay for Performance section of the Pay Structure will remain at the current rate of pay. Instances where an employees received a Distinguished Honor review within the last fiscal year January – December and the market adjusts, exceeds expectations review employees will receive half of the market adjustment rate added to employee’s base rate of pay.

Competency Ratings

After completing and going over the evaluation with employee; Managers will provide a rating to each of the Core Competencies on a scale of 1-5 (half increments can be used). This form will be submitted to the Employee Relations Office.

Rating Factor Scale Definitions:

- 1: Needs Improvement – Performance does not yet meet expectations and requires significant development. Additional effort, guidance, and support are necessary to improve skills and effectiveness.
- 2: Progressing – Demonstrates growth and effort but has not yet fully met expectations. Shows improvement and developing capabilities, but further refinement is needed to reach higher levels of competence.
- 3: Satisfactory – Meets basic expectations and performs at an acceptable level. Completes tasks adequately with some room for improvement, but overall performance is reliable and consistent.
- 4: Proficient – Exceeds basic expectations with a strong grasp of required skills and responsibilities. Demonstrates confidence, efficiency, and a high level of competence in performance.
- 5: Exceptional – Consistently exceeds expectations with outstanding performance. Demonstrates mastery, leadership, and innovation in tasks, serving as a model of excellence in their role.

Overall Core Competency Ratings:

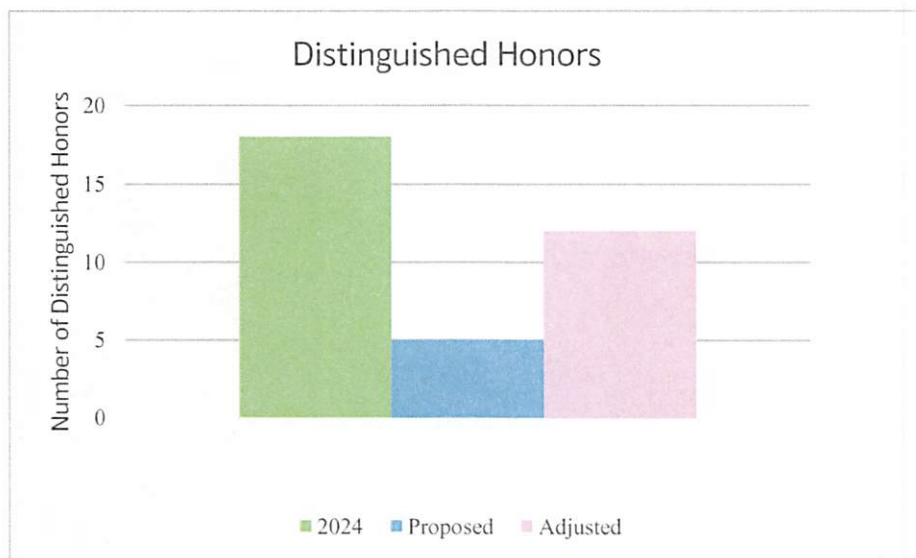
Attendance _____/5
Safety and Following Policies and Procedures _____/5
Job Knowledge: _____/5
Job Performance _____/5
Communication and Customer Service: _____/5
Attitude, Professionalism, Teamwork _____/5

Management Competency Ratings:

Coaching and Delegation _____/5
Team Leadership and Facilitating Change _____/5
Budget _____/5

Total Core Competency Rating: _____

Distinguished Honors Ratings



Current policy states ratings of 29 out of 35 points for non-exempt employees, 38 out of 45 for managers that do not have any budget responsibilities, and 42 out of 50 for management employees receive “exceeds expectations” ratings.

Proposed policy states ratings of 27 out of 30 points for non-exempt employees, 36.5 out of 40 for managers that do not have any budget responsibilities, and 41 out of 45 for management employees receive “distinguished honors” ratings.

Adjustment: Could consider deducting one point to each of the proposed “distinguished honors” rating policy. Example: 26 out of 30 points for non-exempt employees, 35.5 out of 40 for managers that do not have any budget responsibilities, and 40 out of 45 for management employees receive “distinguished honors” ratings.

DRAFT

Iowa County Pay Plan Structure

Pay Plan was Adopted by County Board on April 18, 2023 with an implementation date of February 25, 2023
 3.5% Market Adjustment adopted by County Board on October 17, 2023 with an implementation date of January 1, 2024
 3.0% Market Adjustment adopted by County Board on September 17, 2024 with an implementation date of January 1, 2025

GRADE	JOB TITLE	DEPARTMENT	FLSA	Step 1	Step 2	Step 3	Step 4	Step 5	Control Point	Pay for Performance			Max.
				87.5%	90%	92.5%	95%	97.5%	Step 6 100%	Step 7 103%	Step 8 106%		120%
K	PUBLIC HEALTH NURSE	PUBLIC HEALTH	EXEMPT	\$33.00	\$33.95	\$34.89	\$35.83	\$36.78	\$37.72		\$38.85	\$39.98	\$45.26
	SOCIAL WORKER LEAD	SOCIAL SERVICES	NON-EXEMPT										
	SHOP OPERATIONS LEAD	HIGHWAY	NON-EXEMPT										
	EMERGENCY MANAGEMENT SPECIALIST	SHERIFF'S OFFICE	NON-EXEMPT										
J	REGISTER IN PROBATE/JUDICIAL ASSISTANT	CIRCUIT COURT	EXEMPT	\$30.46	\$31.33	\$32.20	\$33.07	\$33.94	\$34.81		\$35.86	\$36.90	\$41.78
	VETERAN SERVICE OFFICER	VETERANS SERVICES	NON-EXEMPT										
	SOCIAL WORKER	SOCIAL SERVICES	NON-EXEMPT										
	MECHANIC	HIGHWAY DEPT.	NON-EXEMPT										
	GIS COORDINATOR	PLANNING AND DEVELOPMENT	NON-EXEMPT										
	CREW LEAD	HIGHWAY DEPT.	NON-EXEMPT										
	COMMUNITY COORDINATOR/EDUCATOR	PUBLIC HEALTH	NON-EXEMPT										
	ADRC SPECIALIST LEAD	SOCIAL SERVICES	NON-EXEMPT										
I	SANITARIAN/ASSISTANT ZONING ADMINISTRATOR	PLANNING AND DEVELOPMENT	NON-EXEMPT	\$27.94	\$28.74	\$29.54	\$30.33	\$31.13	\$31.93		\$32.89	\$33.85	\$38.32
	IT TECHNICAL SUPPORT SPECIALIST	INFORMATION TECHNOLOGY	NON-EXEMPT										
	GIS ENGINEERING TECHNICIAN	HIGHWAY	NON-EXEMPT										
	EQUIPMENT OPERATOR	HIGHWAY	NON-EXEMPT										
	DRUG TREATMENT COORDINATOR	DISTRICT ATTORNEY	NON-EXEMPT										
	CONSERVATION TECHNICIAN	LAND CONSERVATION	NON-EXEMPT										
	CONSERVATION SPECIALIST	LAND CONSERVATION	NON-EXEMPT										
	BENEFIT SPECIALIST	SOCIAL SERVICES	NON-EXEMPT										
H	ADRC SPECIALIST	SOCIAL SERVICES	NON-EXEMPT										
	VICTIM WITNESS COORDINATOR	DISTRICT ATTORNEY	NON-EXEMPT	\$25.40	\$26.12	\$26.85	\$27.57	\$28.30	\$29.03		\$29.90	\$30.77	\$34.83
	SECTION MAINTENANCE PATROL	HIGHWAY	NON-EXEMPT										
	LEGAL SECRETARY	DISTRICT ATTORNEY	NON-EXEMPT										
	FINANCE AND PAYROLL SPECIALIST	FINANCE	NON-EXEMPT										
	FACILITIES MAINTENANCE COORDINATOR	FACILITIES AND GROUNDS	NON-EXEMPT										
	ECONOMIC SUPPORT SPECIALIST LEAD	SOCIAL SERVICES	NON-EXEMPT										
	DISPATCHER	SHERIFF'S OFFICE	NON-EXEMPT										
	DEPUTY TREASURER/TAX DESCRIPTION SPECIALIST	COUNTY TREASURER	NON-EXEMPT										
	DEPUTY REGISTER OF DEED	REGISTER OF DEEDS	NON-EXEMPT										
	DEPUTY COUNTY CLERK	COUNTY CLERK	NON-EXEMPT										
	DEPUTY CLERK OF COURT	CLERK OF CIRCUIT COURT	NON-EXEMPT										
	CHILD SUPPORT SPECIALIST	CHILD SUPPORT	NON-EXEMPT										
	AUXILIARY MAINTENANCE PATROL	HIGHWAY	NON-EXEMPT										

Iowa County

Employee Performance Evaluation

Employee Name:

Position:

MISSION SECTION: "This mission of Iowa County is to protect and promote the health, safety, and economic well-being of it's residents and the environment in a fiscally responsible manner."

Does the employee know and understand the important role they have in the County's Mission? Yes _____ No _____

INSTRUCTIONS

Managers: Complete each competency with comments and examples on performance throughout the employee's evaluation year. The General Employee Competencies are areas where you and the employee shall have conversation regarding employee's performance.

TOPIC TO DISCUSS TOGETHER with Employee

What are your expectations of work?
What materials and equipment do you need to do your job?
How do you like to be recognized?
What are opportunities you would like to learn and grow in?
How do you feel your progress of work has been in the last year?
What motivates you to do your best at work every day?
How can you incorporate creativity/innovation into your job?

General Employee Competencies

Competency	Comments/Examples
Attendance: The ability to consistently report to work on time and be present for scheduled shifts or tasks. This reflects an employee's reliability and commitment to their job responsibilities. ➤ <i>Punctuality, consistency, reliability, adherence to work schedules, timely notifications to work schedules, preparation for scheduled absences, adherence to leave policies, attendance records, impact on team and workflow, unscheduled absences, flexibility adjustments and compliance.</i>	What is working well: Areas for growth:
Safety & Following Policies and Procedures: The ability to adhere to workplace safety protocols, regulations and County policies and procedures. ➤ <i>Following safety protocols, compliance with policies and procedures, hazard and risk identification, emergency preparedness, accident reporting, equipment safety and workplace cleanliness.</i>	What is working well: Areas for growth:

Job Knowledge: The expertise and understanding an employee possess regarding the tasks, duties, tools and processes needed to perform their role effectively. This includes familiarity with job specific technical knowledge and the ability to apply it in practical situations. ➤ <i>Understanding of job functions, technical expertise, knowledge of industry standards, problem solving and critical thinking, product and service knowledge, training and development awareness, training and mentor others, regulatory and compliance knowledge, operational knowledge and strategic knowledge.</i>	What is working well: Areas for growth:
Job Performance: The quality and efficiency which an employee completes assigned tasks and duties. It includes the quality of productivity, accuracy and overall contribution to the organization's objective and position responsibilities and functions. ➤ Quality of work, productivity, efficiency, consistency, meeting deadlines, adaptability, initiative, creativity, problem solving and critical thinking, collaboration, technical proficiency, time management and integrity.	What is working well: Areas for growth:
Communication & Customer Service: The ability to effectively convey information, ideas and instructions to others in writing and verbally along with listening to customers, understanding their needs and providing effective solutions. ➤ <i>Active listening, clear and concise communication, empathy and emotional intelligence, patience, professional tone etiquette, adaptability in communication, responsiveness, knowledgeable customer service, customer interaction, problem solving and de-escalation and relationship building.</i>	What is working well: Areas for growth:
Attitude, Professionalism & Teamwork: An employee's approach to work and demeanor includes enthusiasm, positivity and willingness to engage. The way an employee conducts themselves in the workplace demonstrates respect, integrity and ethical behavior. ➤ Positive attitude, work ethics, adaptability, accountability, integrity, professional appearance and demeanor, respect for diversity, conflict resolution, collaboration and cooperation, workplace disposition, and respect.	What is working well: Areas for growth:

Coaching & Delegation <i>(Management Employees)</i> The ability to guide and support individuals in developing their skills and achieving their potential while effectively assigning tasks and responsibilities. ➤ <i>Active listening, providing constructive feedback, guidance and support, building confidence, development planning, empowering team members, monitoring and accountability, encouraging independence and task assignment.</i>	What is working well: Areas for growth:
Team Leadership & Facilitating Change: <i>(Management Employees)</i> The ability to guide and inspire a group toward achieving goals and performance. ➤ <i>Vision and goal setting, motivation and inspiration, decision-making and problem solving, building trust and relationships, conflict resolution, adaptability and flexibility, engaging stakeholders, strategic planning and execution, monitoring and feedback, advocacy and fostering collaboration and change.</i>	What is working well: Areas for growth:
Budget: <i>(Management Employees)</i> The ability to effectively plan, manage and monitor financial resources to achieve County objectives. ➤ <i>Creating accurate and realistic budgets, allocating resources efficiently, ensuring compliance, monitoring and maintaining accountability.</i>	What is working well: Areas for growth:
YEAR IN REVIEW Describe what employee's level of engagement is with Iowa County? How do you feel about the working relationship between us (employee and manager)? Comments on the year in review:	
YEAR AHEAD Comments on the year ahead: List as least <u>one</u> S.M.A.R.T goals for accomplishment/improvement/development. (S – Specific, M – Measurable, A – Assignable, R – Realistic, T – Time based)	

Performance Factor Rating Definitions

☐ **Performance Gaps Identified:** The recognition of opportunities to enhance performance by comparing current results with desired goals or standards. These gaps highlight areas for growth, improvement, or optimization, serving as a roadmap to achieve greater success. By identifying performance gaps, it will help refine where action is needed to enhance quality and efficiency and build on strengths to reach higher levels of excellence.

☐ **Strong Performer:** The recognition of high standards and culture of excellence within a team, organization or environment. Produces high levels of achievement, skill, dedication and reflects a positive environment where strong results are the norm, fostering a culture of growth, shared success and continuous improvement.

☐ **Distinguished Honor:** The recognition of performance that is consistently exceptional and far exceeds all expectations. Contributions set a standard for excellence, significantly advance team, organizational goals and inspire or guide others. Consistently delivers high-quality results, takes initiative beyond their responsibilities and are recognized as a key contributor to success.

REQUIRED SIGNATURES:

Employee: _____

Date: _____

Direct Manager: _____

Date: _____

Department Head: _____

Date: _____

AGENDA ITEM COVER SHEET

Title:2026 Health Insurance Discussion

☐ Original

☒ Update

TO BE COMPLETED BY COUNTY DEPARTMENT HEAD

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

2026 Health Insurance Discussions and Presentation:

Iowa County currently is on the State Plan: Local Deductible Plan (\$500 single/\$1000 family) without Dental. ETF offers four program options:

-Traditional Plan

-Local Deductible (\$500 single/\$1000 family) ****CURRENT PROGRAM**

-Local Health Plan (\$250 single/\$500 family Deductible, Co-pay and Co-insurance)

-Local High Deductible Plan (\$1,650 single/\$3,300 family Deductible, Co-pays and Co-insurance)

All four plans have the option to include dental insurance or without dental.

Iowa does need to report any changes to ETF by October 1.

It's Your Choice Open Enrollment period is from October 6 - October 31. It is crucial to have rates set before Open Enrollment so employees are aware and can make an informed decisions during IYC Open Enrollment.

RECOMMENDATIONS (IF ANY):

77% of Low Deductible or 82% of High Deductible for discussion

ANY ATTACHMENTS? (Only 1 copy is needed)

☒ Yes

☐ No

If yes, please list below:

Page H1: ETF Program Options of Local (Low) Deductible and Local High Deductible

Page H2: Current Health Insurance Rates

Page H3: Data Graphs comparing 2025 with the 2026 Plan Options of Low and High Deductible

Page H4: Data Graphs comparing annual employee increase or decrease of premiums over 2025 with 2026 Low and High plans.

Page H5: Data Graphs comparing increase or decrease in County's cost over 2025 (in addition or decrease from 2025).

Page H6: Represented (Sheriff's Office) 2026 85% Low Deductible costing and premiums.

Page H7: 75% Low Deductible costing and premiums

Page H8: 76% Low Deductible costing and premiums

Page H9: 77% Low Deductible costing and premiums

Page H10: 78% Low Deductible costing and premiums

Page H11: 79% Low Deductible costing and premiums

Page H12: Represented (Sheriff's Office) 2026 85% High Deductible costing and premiums.

Page H13: 75% High Deductible costing and premiums

Page H14: 76% High Deductible costing and premiums

Page H15: 78% High Deductible costing and premiums

Page H16: 79% High Deductible costing and premiums

Page H17: 82% High Deductible costing and premiums

Page H18: 85% High Deductible costing and premiums

Page H19: Resolution

FISCAL IMPACT:

77% - Low Deductible: \$270,919.20 plus \$68,219.88 Sheriff's Office; grand total of \$339,139.08

82% - High Deductible: \$113,271.60 plus (16944.65) Sheriff's Office plus HSA contributions of \$250,700; grand total of \$347,026.95

LEGAL REVIEW PERFORMED:

☐ Yes

☒ No

PUBLICATION REQUIRED:

☐ Yes

☒ No

STAFF PRESENTATION?:

☐ Yes

☒ No

How much time is needed?

COMPLETED BY: Allison Leitzinger

DEPT: Employee Relations

2/3 VOTE REQUIRED:

☐ Yes

☒ No

TO BE COMPLETED BY COMMITTEE CHAIR

MEETING DATE:

AGENDA ITEM #

COMMITTEE ACTION:

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

Program Option #4/#14 –Local Deductible (CURRENT PLAN OPTION)

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

\$60 Emergency Room Copay

No Co-Insurance except on the following adult services:

*Durable Medical Equipment – 20% up to \$500 per person

*Hearing Aid – 20% until plan pays \$1000, then EE 100%

Medical Out-of-Pocket limit (OOPL): \$9,100 Single/\$18,200 Family - Only applied to Durable Medical Equipment and Emergency room copays

Program Option #7/#17 –Local High Deductible Health Plan

\$1,650 Individual/\$3,300 Family deductible

Once deductible is met: \$15 copay for primary care office visits; \$25 copay for specialty care office visits and urgent care

Once deductible is met: 10% coinsurance after copay

\$75 Emergency Room Copay, plus 10% coinsurance

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

Example of Plans:

Comparison of costs that employee would pay

Service Example:	Local Deductible	High Deductible
\$12, 00 (Pregnancy)	\$500.00	\$2,680.00
\$5,600 (DME))	\$900.00	\$2,650.00
\$2, 800 (ER and DME)	\$600.00	\$1,720.00
\$300 - Deductible Met	\$0.00	\$45.00

*DME - Durable Medical Equipment

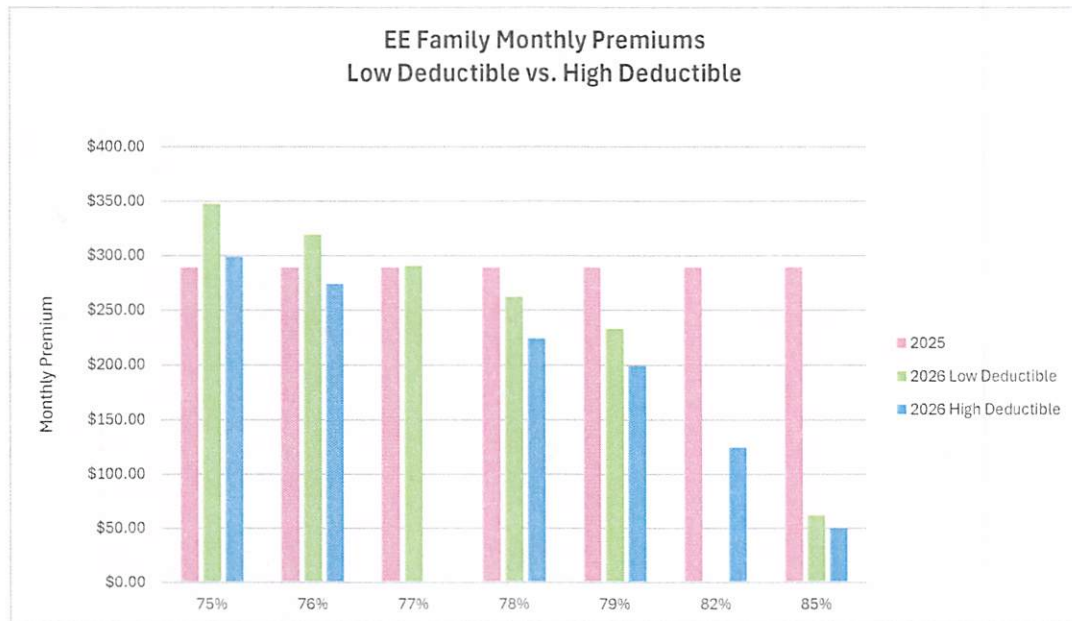
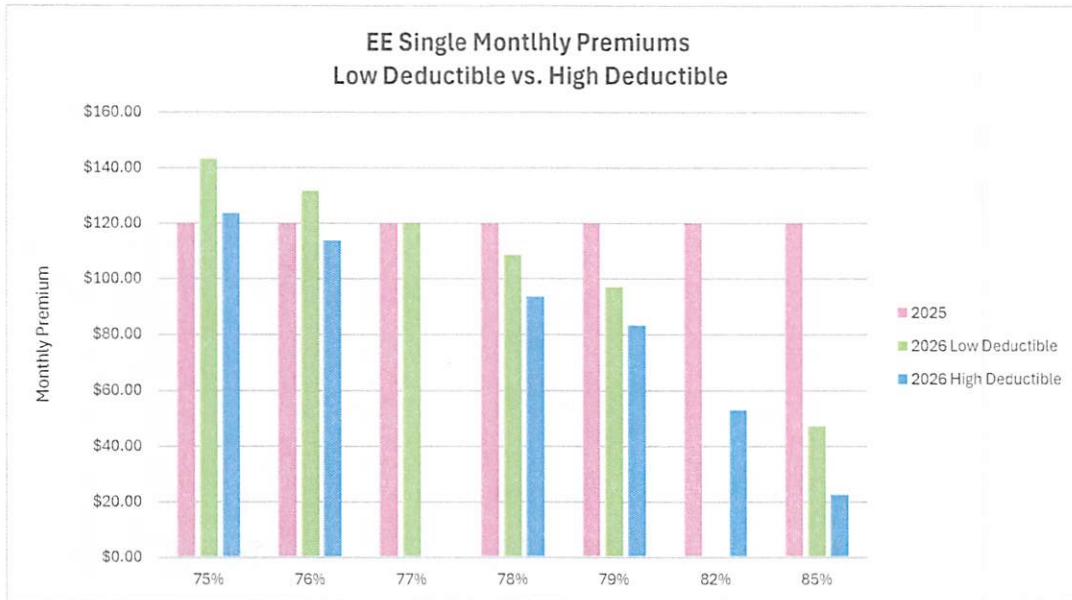
*ER - Emergency Room

HI

	A	B	C	D	E	F	G	H	I	J	K	L
1		CURRENT HEALTH INSURANCE RATES										
2												
3		ADOPTED - Iowa County - 2025 Health Insurance Rates										
4		For the September 17, 2024 County Board Meeting										
5		All Rates are Monthly Rates										
6												
7		Covers all eligible Iowa County Employees except Sheriff's Department Represented Employees & Sheriff Management										
8												
9		Iowa County contributes 75% of the average premium cost of qualified plans										
10		These rates apply to all Full-Time Employees. Rates for Part-Time Employees are pro-rated.										
11												
12		LOW DEDUCTIBLE PLAN - \$500 Single Plan and \$1,000 Family Plan										
13												
14		Plan	Single Monthly Premium	Family Monthly Premium	Employee Share Single Plan Monthly Premium (Deduction)	Employer Share Single Monthly Premium (Benefit)	Employee Share Family Plan Monthly Premium (Deduction)	Employer Share Family Monthly Premium (Benefit)	Employee % of Single Monthly Premium Rate	Employee % of Family Monthly Premium Rate	1/2 of single ded.	1/2 of family ded.
15		Dean Health	1,062.90	2,614.98	280.50	782.40	690.68	1,924.30	26.39%	26.41%	140.25	345.34
16		GHC - Neighbors	986.04	2,422.84	203.64	782.40	498.54	1,924.30	20.65%	20.58%	101.82	249.27
17		Medical Associates	902.02	2,212.78	119.62	782.40	288.48	1,924.30	13.26%	13.04%	59.81	144.24
18		Quartz Central	1,323.98	3,267.68	541.58	782.40	1,343.38	1,924.30	40.91%	41.11%	270.79	671.69
19		State Maintenance Plan	1,043.18	2,565.72	260.78	782.40	641.42	1,924.30	25.00%	25.00%	130.39	320.71
20		GHC - Dane Choice	849.18	2,080.68	66.78	782.40	156.38	1,924.30	7.86%	7.52%	33.39	78.19
21		Quartz UW	909.98	2,232.68	127.58	782.40	308.38	1,924.30	14.02%	13.81%	63.79	154.19
22												
23		Total Annual EE Premium:							\$1,435.44	\$3,461.76		
24												
25												
26												
27		Iowa County - 2025 Health Insurance Rates										
28		For the September 17, 2024 County Board Meeting										
29		All Rates are Monthly Rates										
30												
31		Covers Sheriff's Office Represented Employees & Sheriff Management (Sheriff, Chief Deputy and Lieutenant)										
32												
33		Iowa County contributes 85% of the average premium cost of qualified plans										
34		These rates apply to all Full-Time Employees. Rates for Part-Time Employees are pro-rated.										
35												
36		LOW DEDUCTIBLE PLAN - \$500 Single Plan and \$1,000 Family Plan										
37												
38		Plan	Single Monthly Premium	Family Monthly Premium	Employee Share Single Plan Monthly Premium (Deduction)	Employer Share Single Monthly Premium (Benefit)	Employee Share Family Plan Monthly Premium (Deduction)	Employer Share Family Monthly Premium (Benefit)	Employee % of Single Monthly Premium Rate	Employee % of Family Monthly Premium Rate	1/2 of single ded.	1/2 of family ded.
39		Dean Health	1,062.90	2,614.98	176.20	886.70	434.12	2,180.86	16.58%	16.60%	88.10	217.06
40		GHC - Neighbors	986.04	2,422.84	99.34	886.70	241.98	2,180.86	10.07%	9.99%	49.67	120.99
41		Medical Associates	902.02	2,212.78	15.32	886.70	31.92	2,180.86	1.70%	1.44%	7.66	15.96
42		Quartz Central	1,323.98	3,267.68	437.28	886.70	1,086.82	2,180.86	33.03%	33.26%	218.64	543.41
43		State Maintenance Plan	1,043.18	2,565.72	156.48	886.70	384.86	2,180.86	15.00%	15.00%	78.24	192.43
44		GHC - Dane Choice	849.18	2,080.68	-	886.70	-	2,180.86	0.00%	0.00%	-	-
45		Quartz UW	909.98	2,232.68	23.28	886.70	51.82	2,180.86	2.56%	2.32%	11.64	25.91
46												
47		Total Annual EE Premium							\$183.84	\$383.04		
48												
49												
50												
51												
52												
53		2025 EE Monthly Premium Comparison										
54		Non Represented vs. Represented										
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72		*Medical Associates Comparison										
73												
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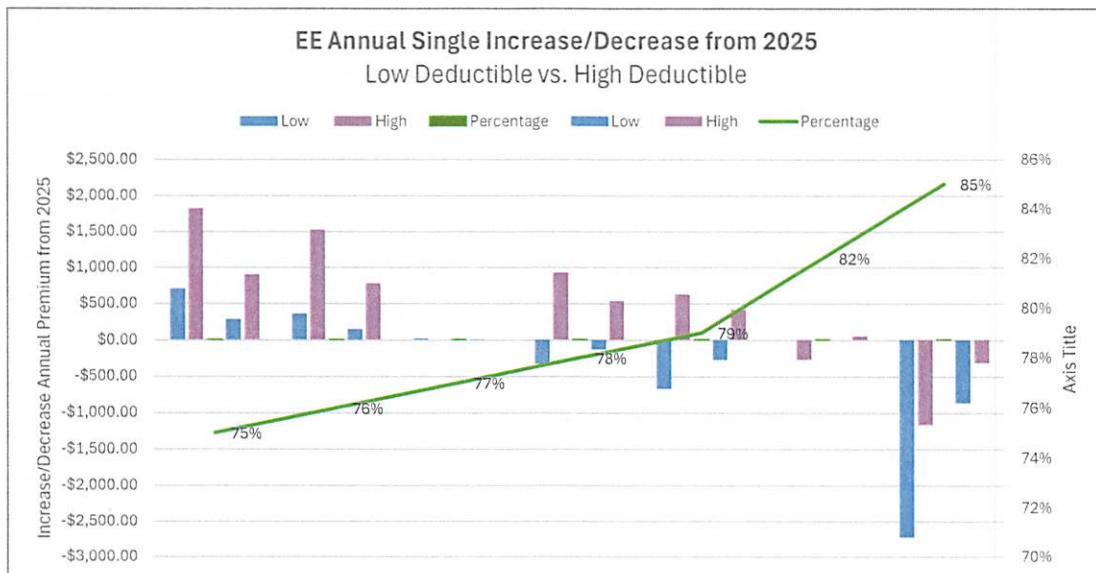
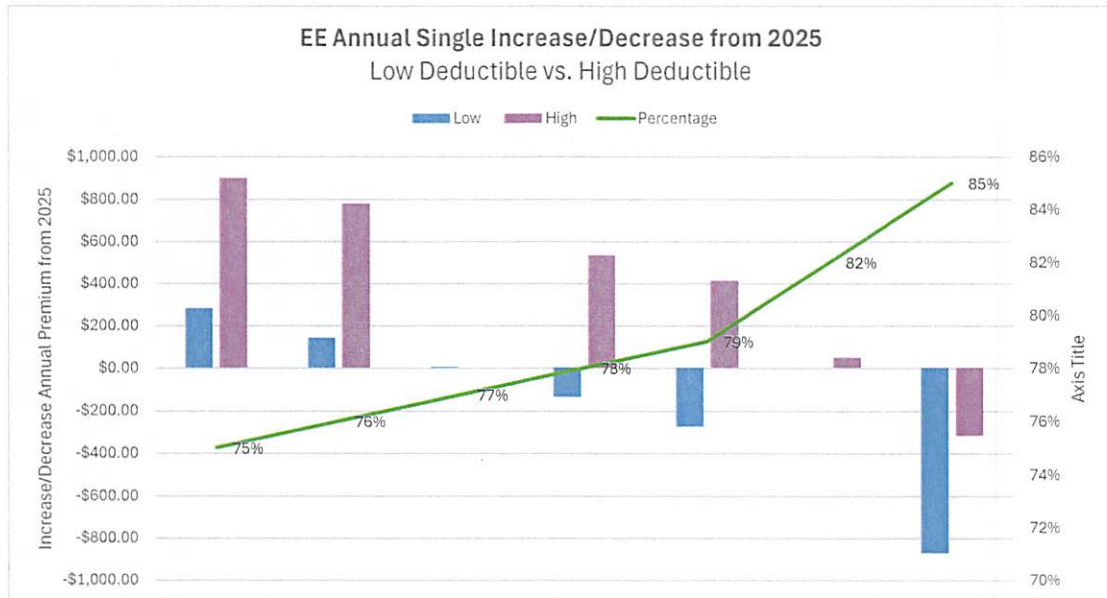
H2

Employee Monthly Premium Comparison Between 2025 and 2026 Plan Options



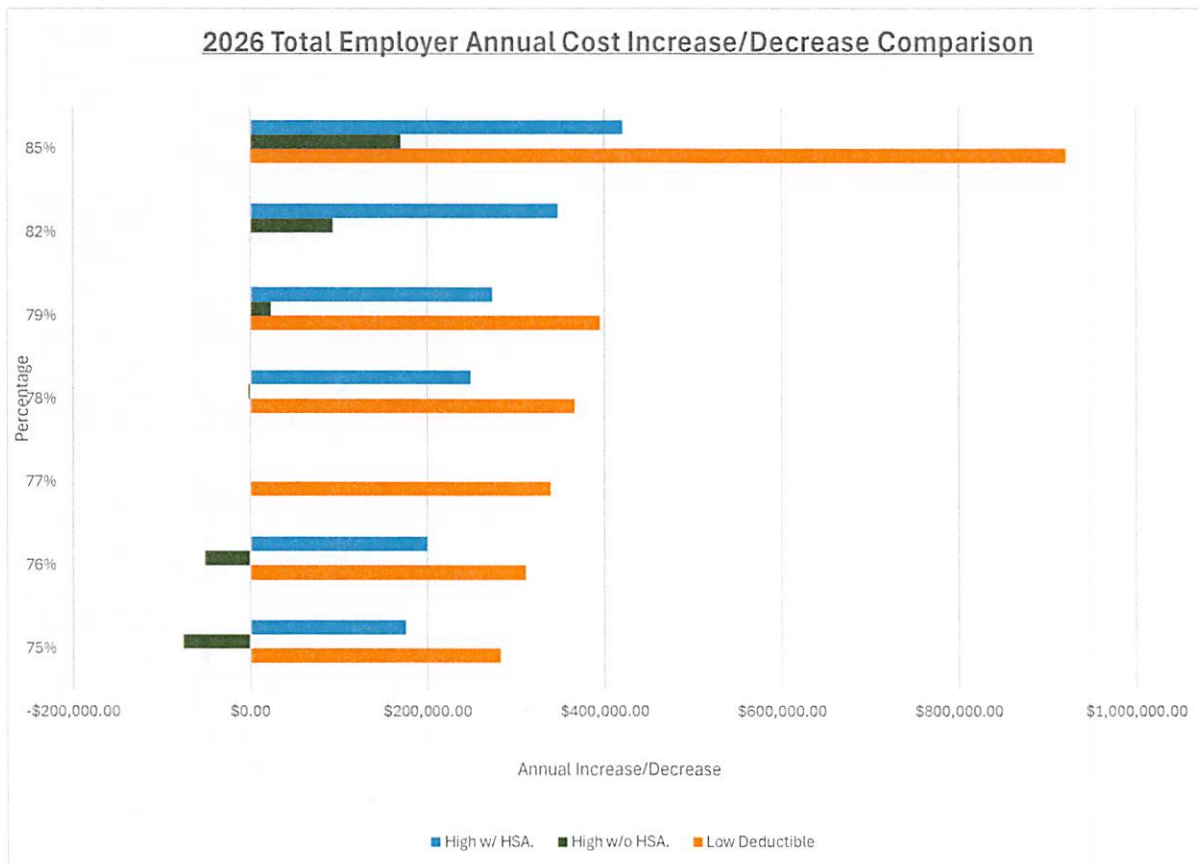
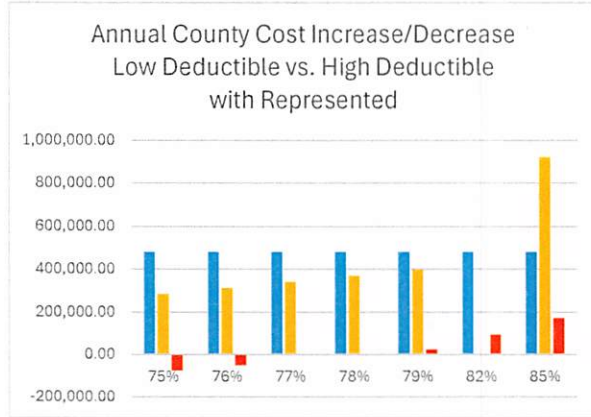
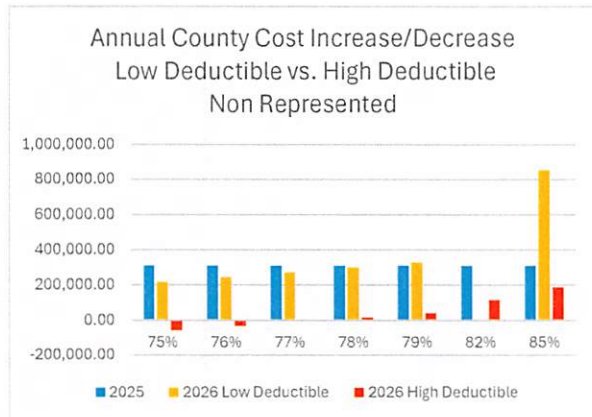
H3

Employee Annual Premium Increase/Decrease Comparison Between 2025 and 2026 Plan Options



H4

2026 Annual County Cost (Increase/Decrease over 2025)



H5

	A	B	C	D	E	F	G	H	I	J	K
1									Prepared July 2025 AL		
2											
3											
4											
5											
6											
7											
8											
9											
10											
11											
12											
13	Plan	2025 Single Plan Monthly Premium	2026 Projected Single Plan Monthly Premium	Amount of Increase	% of Increase		2025 Family Plan Monthly Premium	2026 Projected Family Plan Monthly Premium	Amount of Increase	% of Increase	
14	SMP	1,043.18	1,159.86				2,565.72	2,856.32			
15											
16	Average Cost of the Qualified Plans for Iowa County	1,043.18	1,159.86	116.68	11.2%		2,565.72	2,856.32	290.60	11.3%	
17											
18	Monthly County Contribution 85% based on average premiums of the qualified plans for 2025 & 85% on Average of plans for 2026 (Sheriff's Office)	886.70	985.88	99.18	11.2%		2,180.86	2,427.87	247.01	11.3%	
19											
20	Current # of Plans for the August 2025 Health Insurance Invoice:			10					19		
21											
22	Projected Increase County Cost per Month for Employees			991.80					4,693.19		
23											
24	Total Projected Increase in Sheriff's Contract Annual 2026 County Cost:			11,901.60					56,318.28	68,219.88	
25											
26				All	Sheriff		Difference				
27			Single	29	10		19				
28			Family	96	17		79				
29				125	27		98				
30											
31											
32											
33											
34											
35											
36	Plan	Single Monthly Premium	Family Monthly Premium	Employee Share Single Plan Monthly Premium (Deduction)	Employer Share Single Monthly Premium (Benefit)	Employee Share Family Plan Monthly Premium (Deduction)	Employer Share Family Monthly Premium (Benefit)	Employee % of Single Monthly Premium Rate	Employee % of Family Monthly Premium Rate	1/2 of single ded.	1/2 of family ded.
37	Dean Health	1,269.20	3,129.62	283.32	985.88	701.75	2,427.87	22.32%	22.42%	141.66	350.88
38	GHC - Neighbors	1,211.20	2,984.62	225.32	985.88	556.75	2,427.87	18.60%	18.65%	112.66	278.38
39	Medical Associates	1,012.98	2,489.08	27.10	985.88	61.21	2,427.87	2.68%	2.46%	13.55	30.61
40	Quartz Central	1,435.46	3,545.28	449.58	985.88	1,117.41	2,427.87	31.32%	31.52%	224.79	558.71
41	GHC - Dane Choice	943.02	2,314.18		985.88		2,427.87	0.00%	0.00%	-	-
42	Quartz UW	978.10	2,401.88		985.88		2,427.87	0.00%	0.00%	-	-
43	SMP	1,159.86	2,856.32	173.98	985.88	428.45	2,427.87	15.00%	15.00%	86.99	214.23
44	**Total EE Annual Increase/Decrease over 2025							\$141.36	\$351.48		
45	**Includes annual premium increase/decrease										
46											
47											

H6

	A	B	C	D	E	F	G	H	I	J	K	L
1									Prepared July/Aug 2025 AL			
2												
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48												

47

	A	B	C	D	E	F	G	H	I	J	K	L
1									Prepared July/Aug 2025 AL			
2	2026 Health Insurance Rates - Low Deductible Plan											
3												
4	2026 - 76% of the SMP											
5												
6	LOW DEDUCTIBLE PLAN - \$500 single plan & \$1,000 family plan											
7												
8	Iowa County											
9	Compare 2026 (76% of Average) and 2025 Adopted Monthly Health Insurance Rates											
10												
11	Please Note: SMP for 2026											
12		2025 Single Plan Monthly Premium	2026 Projected Single Plan Monthly Premium	Amount of Increase	% of Increase		2025 Family Plan Monthly Premium	2026 Projected Family Plan Monthly Premium	Amount of Increase	% of Increase		
13	Plan											
14	SMP	1,043.18	1,159.86				2,565.72	2,856.32				
15												
16	Average Cost of the Qualified Plans for Iowa County	1,043.18	1,159.86	116.68	11.2%		2,565.72	2,856.32	290.60	11.3%		
17	Monthly County Contribution 75% based on average premiums of the qualified plans for 2025 & 76% on Average of plans for 2026											
18		782.39	881.49	99.10	12.7%		1,924.29	2,170.80	246.51	12.8%		
19												
20	Current # of Plans for the August 2025 Health Insurance Invoice:			30					70			
21												
22	Projected Increase County Cost per Month for Employees			2,973.00					17,255.70			
23												
24	Total Projected Increase in Annual 2026 County Cost - EE's other than Sheriff			35,676.00					207,068.40	\$	242,744.40	
25	Total Projected Increase in Annual 2026 County Cost - Sheriff Department			11,901.60					56,318.28	\$	68,219.88	
26												
27	Total Projected Increase in Annual 2026 County Cost									\$	310,964.28	
28												
29				All	Sheriff		Difference					
30				40	10		30					
31		Single		89	19		70					
32		Family		129	29		100					
33												
34												
35	Iowa County contributes 76% of the average premium cost of qualified plans											
36	These rates apply to all Full-Time Employees. Rates for Part-Time Employees are pro-rated.											
37	LOW DEDUCTIBLE PLAN - \$500 Single Plan and \$1,000 Family Plan											
38												
39	Plan	Single Monthly Premium	Family Monthly Premium	Employee Share Single Plan Monthly Premium (Deduction)	Employer Share Single Monthly Premium (Benefit)	Employee Share Family Plan Monthly Premium (Deduction)	Employer Share Family Monthly Premium (Benefit)	Employee % of Single Monthly Premium Rate	Employee % of Family Monthly Premium Rate	1/2 of single ded.	1/2 of family ded.	
40	Dean Health	1,269.20	3,129.62	387.70	881.50	958.82	2,170.80	30.55%	30.64%	193.85	479.41	
41	GHC - Neighbors	1,211.20	2,984.62	329.70	881.50	813.82	2,170.80	27.22%	27.27%	164.85	406.91	
42	Medical Associates	1,012.98	2,489.08	131.48	881.50	318.28	2,170.80	12.98%	12.79%	65.74	159.14	
43	Quartz Central	1,435.46	3,545.28	553.96	881.50	1,374.48	2,170.80	38.59%	38.77%	276.98	687.24	
44	GHC - Dane Choice	943.02	2,314.18	61.52	881.50	143.38	2,170.80	6.52%	6.20%	30.76	71.69	
45	Quartz UW	978.10	2,401.88	96.60	881.50	231.08	2,170.80	9.88%	9.62%	48.30	115.54	
46	SMP	1,159.86	2,856.32	278.36	881.50	685.52	2,170.80	24.00%	24.00%	139.18	342.76	
47	**Total EE Annual Increase/Decrease over 2025							\$142.32	\$357.60			
48	**Includes annual premium increase/decrease											
49												

H8

	A	B	C	D	E	F	G	H	I	J	K	L
1										Prepared July/Aug 2025 AL		
2	2026 Health Insurance Rates - Low Deductible Plan											
3												
4	2026 - 77% of the SMP											
5												
6	LOW DEDUCTIBLE PLAN - \$500 single plan & \$1,000 family plan											
7												
8	Iowa County											
9	Compare 2026 (77% of Average) and 2025 Adopted Monthly Health Insurance Rates											
10												
11	Please Note: SMP for 2025											
12		2025 Single Plan Monthly Premium	2026 Projected Single Plan Monthly Premium	Amount of Increase	% of Increase		2025 Family Plan Monthly Premium	2026 Projected Family Plan Monthly Premium	Amount of Increase	% of Increase		
13	Plan											
14	SMP	1,043.18	1,159.86				2,565.72	2,856.32				
15												
16	Average Cost of the Qualified Plans for Iowa County	1,043.18	1,159.86	116.68	11.2%		2,565.72	2,856.32	290.60	11.3%		
17	Monthly County Contribution 75% based on average premiums of the qualified plans for 2025 & 77% on Average of plans for 2026											
18		782.39	893.09	110.70	14.1%		1,924.29	2,199.37	275.08	14.3%		
19												
20	Current # of Plans for the August 2025 Health Insurance Invoice:			30					70			
21												
22	Projected Increase County Cost per Month for Employees			3,321.00					19,255.60			
23												
24	Total Projected Increase in Annual 2026 County Cost - EE's other than Sheriff			39,852.00					231,067.20	\$	270,919.20	
25	Total Projected Increase in Annual 2026 County Cost - Sheriff Department			11,901.60					56,318.28	\$	68,219.88	
26												
27	Total Projected Increase in Annual 2026 County Cost									\$	339,139.08	
28												
29				All	Sheriff		Difference					
30				40	10		30					
31		Single		89	19		70					
32		Family		129	29		100					
33												
34	Iowa County contributes 77% of the average premium cost of qualified plans											
35	These rates apply to all Full-Time Employees. Rates for Part-Time Employees are pro-rated.											
36												
37	LOW DEDUCTIBLE PLAN - \$500 Single Plan and \$1,000 Family Plan											
38												
39	Plan	Single Monthly Premium	Family Monthly Premium	Employee Share Single Plan Monthly Premium (Deduction)	Employer Share Single Monthly Premium (Benefit)	Employee Share Family Plan Monthly Premium (Deduction)	Employer Share Family Monthly Premium (Benefit)	Employee % of Single Monthly Premium Rate	Employee % of Family Monthly Premium Rate	1/2 of single ded.	1/2 of family ded.	
40	Dean Health	1,269.20	3,129.62	376.11	893.09	930.25	2,199.37	29.63%	29.72%	188.06	465.13	
41	GHC - Neighbors	1,211.20	2,984.62	318.11	893.09	785.25	2,199.37	26.26%	26.31%	159.06	392.63	
42	Medical Associates	1,012.98	2,489.08	119.89	893.09	289.71	2,199.37	11.84%	11.64%	59.95	144.86	
43	Quartz Central	1,435.46	3,545.28	542.37	893.09	1,345.91	2,199.37	37.78%	37.96%	271.19	672.96	
44	GHC - Dane Choice	943.02	2,314.18	49.93	893.09	114.81	2,199.37	5.29%	4.96%	24.97	57.41	
45	Quartz UW	978.10	2,401.88	85.01	893.09	202.51	2,199.37	8.69%	8.43%	42.51	101.26	
46	SMP	1,159.86	2,856.32	266.77	893.09	656.95	2,199.37	23.00%	23.00%	133.39	328.48	
47	**Total EE Annual Increase/Decrease over 2025							\$3.24	\$14.76			
48	**Includes annual premium increase/decrease											
49												

H9

	A	B	C	D	E	F	G	H	I	J	K	L
1									Prepared July/Aug 2025 AL			
2	2026 Health Insurance Rates - Low Deductible Plan											
3												
4	2026 - 78% of the SMP											
5												
6	LOW DEDUCTIBLE PLAN - \$500 single plan & \$1,000 family plan											
7												
8	Iowa County											
9	Compare 2026 (78% of Average) and 2025 Adopted Monthly Health Insurance Rates											
10												
11	Please Note: SMP for 2026											
12		2025 Single Plan Monthly Premium	2026 Projected Single Plan Monthly Premium	Amount of Increase	% of Increase		2025 Family Plan Monthly Premium	2026 Projected Family Plan Monthly Premium	Amount of Increase	% of Increase		
13	Plan											
14	SMP	1,043.18	1,159.86				2,565.72	2,856.32				
15												
16	Average Cost of the Qualified Plans for Iowa County	1,043.18	1,159.86	116.68	11.2%		2,565.72	2,856.32	290.60	11.3%		
17	Monthly County Contribution 75% based on average premiums of the qualified plans for 2025 & 78% on Average of plans for 2026	782.39	904.69	122.30	15.6%		1,924.29	2,227.93	303.64	15.8%		
18												
19												
20	Current # of Plans for the August 2025 Health Insurance Invoice:			30					70			
21												
22	Projected Increase County Cost per Month for Employees			3,669.00					21,254.80			
23												
24	Total Projected Increase in Annual 2026 County Cost - EE's other than Sheriff			44,028.00					255,057.60	\$	299,085.60	
25	Total Projected Increase in Annual 2026 County Cost - Sheriff Department			11,901.60					56,318.28	\$	68,219.88	
26												
27	Total Projected Increase in Annual 2026 County Cost									\$	367,305.48	
28												
29				All	Sheriff							
30		Single		40	10				30			
31		Family		89	19				70			
32				129	29				100			
33												
34												
35	Iowa County contributes 78% of the average premium cost of qualified plans.											
36	These rates apply to all Full-Time Employees. Rates for Part-Time Employees are pro-rated.											
37	LOW DEDUCTIBLE PLAN - \$500 Single Plan and \$1,000 Family Plan											
38												
39	Plan	Single Monthly Premium	Family Monthly Premium	Employee Share Single Plan Monthly Premium (Deduction)	Employer Share Single Monthly Premium (Benefit)	Employee Share Family Plan Monthly Premium (Deduction)	Employer Share Family Monthly Premium (Benefit)	Employee % of Single Monthly Premium Rate	Employee % of Family Monthly Premium Rate	1/2 of single ded.	1/2 of family ded.	
40	Dean Health	1,269.20	3,129.62	364.50	904.70	901.68	2,227.94	28.72%	28.81%	182.25	450.84	
41	GHC - Neighbors	1,211.20	2,984.62	306.50	904.70	756.68	2,227.94	25.31%	25.35%	153.25	378.34	
42	Medical Associates	1,012.98	2,489.08	108.28	904.70	261.14	2,227.94	10.69%	10.49%	54.14	130.57	
43	Quartz Central	1,435.46	3,545.28	530.76	904.70	1,317.34	2,227.94	36.97%	37.16%	265.38	658.67	
44	GHC - Dane Choice	943.02	2,314.18	38.32	904.70	86.24	2,227.94	4.06%	3.73%	19.16	43.12	
45	Quartz UW	978.10	2,401.88	73.40	904.70	173.94	2,227.94	7.50%	7.24%	36.70	86.97	
46	SMP	1,159.86	2,856.32	255.16	904.70	628.38	2,227.94	22.00%	22.00%	127.58	314.19	
47	**Total EE Annual Increase/Decrease over 2025							(\$136.08)	(\$328.08)			
48	**Includes annual premium increase/decrease											
49												

H1D

	A	B	C	D	E	F	G	H	I	J	K	L
1									Prepared July/Aug 2025 AL			
2	2026 Health Insurance Rates - Low Deductible Plan											
3												
4	2026 - 79% of the SMP											
5												
6	LOW DEDUCTIBLE PLAN - \$500 single plan & \$1,000 family plan											
7												
8	Iowa County											
9	Compare 2026 (79% of Average) and 2025 Adopted Monthly Health Insurance Rates											
10												
11	Please Note: SMP for 2026											
12		2025 Single Plan Monthly Premium	2026 Projected Single Plan Monthly Premium	Amount of Increase	% of Increase		2025 Family Plan Monthly Premium	2026 Projected Family Plan Monthly Premium	Amount of Increase	% of Increase		
13	Plan											
14	SMP	1,043.18	1,159.86				2,565.72	2,856.32				
15												
16	Average Cost of the Qualified Plans for Iowa County	1,043.18	1,159.86	116.68	11.2%		2,565.72	2,856.32	290.60	11.3%		
17	Monthly County Contribution 75% based on average premiums of the qualified plans for 2025 & 79% on Average of plans for 2026	782.39	916.29	133.90	17.1%		1,924.29	2,256.49	332.20	17.3%		
18												
19												
20	Current # of Plans for the August 2025 Health Insurance Invoice:			30					70			
21												
22	Projected Increase County Cost per Month for Employees			4,017.00					23,254.00			
23												
24	Total Projected Increase in Annual 2026 County Cost - EE's other than Sheriff			48,204.00					279,048.00	\$	327,252.00	
25	Total Projected Increase in Annual 2026 County Cost - Sheriff Department			11,901.60					56,318.28	\$	68,219.88	
26												
27	Total Projected Increase in Annual 2026 County Cost									\$	395,471.88	
28												
29			All		Sheriff		Difference					
30		Single	40	10			30					
31		Family	89	19			70					
32			129	29			100					
33												
34												
35	Iowa County contributes 79% of the average premium cost of qualified plans.											
36	These rates apply to all Full-Time Employees. Rates for Part-Time Employees are pro-rated.											
37	LOW DEDUCTIBLE PLAN - \$500 Single Plan and \$1,000 Family Plan											
38												
39	Plan	Single Monthly Premium	Family Monthly Premium	Employee Share Single Plan Monthly Premium (Deduction)	Employee Share Single Plan Monthly Premium (Benefit)	Employee Share Family Plan Monthly Premium (Deduction)	Employer Share Family Monthly Premium (Benefit)	Employee % of Single Monthly Premium Rate	Employee % of Family Monthly Premium Rate	1/2 of single ded.	1/2 of family ded.	
40	Dean Health	1,269.20	3,129.62	352.91	916.29	872.82	2,256.80	27.81%	27.89%	176.46	436.41	
41	GHC - Neighbors	1,211.20	2,984.62	294.91	916.29	727.82	2,256.80	24.35%	24.39%	147.46	363.91	
42	Medical Associates	1,012.93	2,489.08	96.69	916.29	232.28	2,256.80	9.55%	9.33%	48.35	116.14	
43	Quartz Central	1,435.46	3,545.28	519.17	916.29	1,288.48	2,256.80	36.17%	36.34%	259.59	644.24	
44	GHC - Dane Choice	943.02	2,314.18	26.73	916.29	57.38	2,256.80	2.83%	2.48%	13.37	28.69	
45	Quartz UW	978.10	2,401.88	61.81	916.29	145.08	2,256.80	6.32%	6.04%	30.91	72.54	
46	SMP	1,159.86	2,856.32	243.57	916.29	599.52	2,256.80	21.00%	20.99%	121.79	299.76	
47	**Total EE Annual Increase/Decrease over 2025							(\$275.16)	(\$674.40)			
48	**Includes annual premium increase/decrease											
49												

H11

	A	B	C	D	E	F	G	H	I	J	K	L
1									Prepared July/Aug 2025 AL			
2	2026 Health Insurance Rates -High Deductible Plan - Sheriff's Office											
3												
4	2026 - 85% of the SMP											
5												
6	HIGH DEDUCTIBLE PLAN - \$1,600 single plan & \$3,200 family plan											
7												
8	Iowa County											
9	Compare 2026 (85% of Average) and 2025 Adopted Monthly Health Insurance Rates											
10	Please Note: SMP for 2026											
11												
12												
13	Plan	2025 Single Plan Monthly Premium	2026 Projected Single Plan Monthly Premium	Amount of Increase	% of Increase		2025 Family Plan Monthly Premium	2026 Projected Family Plan Monthly Premium	Amount of Increase	% of Increase		
14	Medical Associates											
15	SMP	1,043.18	1,011.90	(31.28)	-3.0%		2,565.72	2,486.40	(79.32)	-3.1%		
16												
17	Average Cost of the Qualified Plans for Iowa County	1,043.18	1,011.90	(31.28)	-3.0%		2,565.72	2,486.40	(79.32)	-3.1%		
18												
19	Monthly County Contribution 85% based on average premiums of the qualified plans for 2025 & 85% on Average of plans for 2026 (Sheriff's Office)	886.70	860.12	(26.59)	-3.0%		2,180.86	2,113.44	(67.42)	-3.1%		
20												
21	Current # of Plans for the August 2025 Health Insurance Invoice:			10					17			
22												
23	Projected Increase County Cost per Month for Employees			(265.88)					(1,146.17)			
24												
25	Total Projected Increase in Sheriff's Contract Annual 2026 County Cost:			(3,190.56)					(13,754.09)	(16,944.65)		
26												
27											11000 Single H.S.A	
28											41800 Family H.S.A	
29											35,855.35	
30				All	Sheriff		Difference					
31				Single	40	10		30				
32				Family	89	19		70				
33					129	29		100				
34												
35	Iowa County contributes 85% of the average premium cost of qualified plans.											
36	These rates apply to all Full-Time Employees. Rates for Part-Time Employees are pro-rated.											
37	HIGH DEDUCTIBLE PLAN - \$1,500 Single Plan and \$3,000 Family Plan											
38												
39	Plan	Single Monthly Premium	Family Monthly Premium	Employee Share Single Plan Monthly Premium (Deduction)	Employer Share Single Monthly Premium (Benefit)	Employee Share Family Plan Monthly Premium (Deduction)	Employer Share Family Monthly Premium (Benefit)	Employee % of Single Monthly Premium Rate	Employee % of Family Monthly Premium Rate	1/2 of single ded.	1/2 of family ded.	
40	Dean Health	1,108.14	2,726.96	248.02	860.12	613.52	2,113.44	22.38%	31.54%	124.01	306.76	
41	GHC - Neighbors	1,057.08	2,599.32	196.96	860.12	485.88	2,113.44	18.63%	33.09%	98.48	242.94	
42	Medical Associates	882.56	2,163.02	22.44	860.12	49.58	2,113.44	2.54%	39.76%	11.22	24.79	
43	Quartz Central	1,254.52	3,092.92	394.40	860.12	979.48	2,113.44	31.44%	27.81%	197.20	489.74	
44	GHC - Dane Choice	820.96	2,009.02		860.12		2,113.44	0.00%	42.81%	-	-	
45	Quartz UW	851.86	2,086.26		860.12		2,113.44	0.00%	41.23%	-	-	
46	SMP	1,011.90	2,486.40	151.78	860.12	372.96	2,113.44	15.00%	34.59%	75.89	186.48	
47	**Total EE Annual Increase/Decrease over 2025							\$935.44	\$1,911.92			
48	**Includes annual premium increase/decrease plus additional OOP expense minus High Deductible Plan's deductible (\$1650 and \$3000)											
49												

H12

	A	B	C	D	E	F	G	H	I	J	K
1									Prepared July/Aug 2025 AL		
2	2026 Health Insurance Rates -High Deductible Plan										
3											
4	2026 - 75% of the SMP										
5											
6	HIGH DEDUCTIBLE PLAN - \$1,650 single plan & \$3,300 family plan										
7											
8	Iowa County										
9	Compare 2026 (75% of Average) and 2025 Adopted Monthly Health Insurance Rates										
10											
11	Please Note: SMP for 2026										
12		2025 Single Plan Monthly Premium	2026 Projected Single Plan Monthly Premium	Amount of Increase	% of Increase		2025 Family Plan Monthly Premium	2026 Projected Family Plan Monthly Premium	Amount of Increase	% of Increase	
13	Plan										
14	SMP	1,043.18	1,011.90	(31.28)	-3.0%		2,565.72	2,486.40	(79.32)	-3.1%	
15											
16	Average Cost of the Qualified Plans for Iowa County	1,043.18	1,011.90	(31.28)	-3.0%		2,565.72	2,486.40	(79.32)	-3.1%	
17											
18	Monthly County Contribution 75% based on average premiums of the qualified plans for 2025 & 75% on Average of plans for 2026	782.40	758.93	(23.47)	-3.0%		1,924.30	1,864.80	(59.50)	-3.1%	
19											
20	Current # of Plans for the August 2025 Health Insurance Invoice:			30					70		
21											
22	Projected Increase County Cost per Month for Employees			(704.10)					(4,165.00)		
23											
24	Total Projected Increase in Annual 2026 County Cost - EE's other than Sheriff			(8,449.20)					(49,980.00)	\$	(58,429.20)
25	Total Projected Increase in Annual 2026 County Cost - Sheriff Department			(3,190.56)					(13,754.09)	\$	(16,944.65)
26											
27	Total Projected Increase in Annual 2026 County Cost									\$	(75,373.85)
28											46000 Single H.S.A
29											204700 Family H.S.A
30	Total Projected Increase in Annual 2026 County Cost w/ H.S.A									\$	175,326.15
31											
32				All	Sheriff		Difference				
33				Single	40	10	30				
34				Family	89	19	70				
35					129	29	100				
36											
37											
38	Iowa County contributes 75% of the average premium cost of qualified plans.										
39	These rates apply to all Full-Time Employees. Rates for Part-Time Employees are pro-rated.										
40	HIGH DEDUCTIBLE PLAN - \$1,650 Single Plan and \$3,300 Family Plan										
41											
42	Plan	Single Monthly Premium	Family Monthly Premium	Employee Share Single Plan Monthly Premium (Deduction)	Employer Share Single Plan Monthly Premium (Benefit)	Employee Share Family Plan Monthly Premium (Deduction)	Employer Share Family Plan Monthly Premium (Benefit)	Employee % of Single Monthly Premium Rate	Employee % of Family Monthly Premium Rate	1/2 of single ded.	1/2 of family ded.
43	Dean Health	1,108.14	2,726.96	349.20	758.94	862.16	1,864.80	31.51%	27.83%	174.60	431.08
44	GHC - Neighbors	1,057.08	2,599.32	298.14	758.94	734.52	1,864.80	28.20%	29.20%	149.07	367.26
45	Medical Associates	882.56	2,163.02	123.62	758.94	298.22	1,864.80	14.01%	35.09%	61.81	149.11
46	Quartz Central	1,254.52	3,092.92	495.58	758.94	1,228.12	1,864.80	39.50%	24.54%	247.79	614.06
47	GHC - Dane Choice	820.96	2,009.02	62.02	758.94	144.22	1,864.80	7.55%	37.78%	31.01	72.11
48	Quartz UW	851.86	2,086.26	92.92	758.94	221.46	1,864.80	10.91%	36.36%	46.46	110.73
49	SMP	1,011.90	2,486.40	252.96	758.94	621.60	1,864.80	25.00%	30.52%	126.48	310.80
50	**Total EE Annual Increase/Decrease over 2025										
51	**Includes annual premium increase/decrease plus additional OOP expense minus High Deductible Plan's deductible (\$1650 and \$3000)										
52								\$898.00	\$1,816.88		
53											

H13

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2									Prepared July/Aug 2025 AL		
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H15

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1									Prepared July/Aug 2025 AL		
2	2026 Health Insurance Rates -High Deductible Plan										
3											
4	2026 - 79% of the SMP										
5											
6	HIGH DEDUCTIBLE PLAN - \$1,650 single plan & \$3,300 family plan										
7											
8	Iowa County										
9	Compare 2026 (79% of Average) and 2025 Adopted Monthly Health Insurance Rates										
10											
11	Please Note: SMP for 2026										
12		2025 Single Plan Monthly Premium	2026 Projected Single Plan Monthly Premium	Amount of Increase	% of Increase		2025 Family Plan Monthly Premium	2026 Projected Family Plan Monthly Premium	Amount of Increase	% of Increase	
13	Plan										
14	SMP	1,043.18	1,011.90	(31.28)	-3.0%		2,565.72	2,486.40	(79.32)	-3.1%	
15											
16	Average Cost of the Qualified Plans for Iowa County	1,043.18	1,011.90	(31.28)	-3.0%		2,565.72	2,486.40	(79.32)	-3.1%	
17											
18	Monthly County Contribution 79% based on average premiums of the qualified plans for 2025 & 76% on Average of plans for 2026	782.40	799.40	17.00	2.2%		1,924.30	1,964.26	39.96	2.1%	
19											
20	Current # of Plans for the August 2025 Health Insurance Invoice:			30					70		
21											
22	Projected Increase County Cost per Month for Employees			510.00					2,797.20		
23											
24	Total Projected Increase in Annual 2026 County Cost - EE's other than Sheriff			6,120.00					33,566.40	\$	39,686.40
25	Total Projected Increase in Annual 2026 County Cost - Sheriff Department			(3,190.56)					(13,754.09)	\$	(16,944.65)
26											
27	Total Projected Increase in Annual 2026 County Cost									\$	22,741.75
28											
29											
30	Total Projected Increase in Annual 2026 County Cost w/ H.S.A									\$	273,441.75
31											
32				All	Sheriff		Difference				
33		Single		40	10		30				
34		Family		89	19		70				
35				129	29		100				
36											
37											
38	Iowa County contributes 79% of the average premium cost of qualified plans.										
39	These rates apply to all Full-Time Employees. Rates for Part-Time Employees are pro-rated.										
40	HIGH DEDUCTIBLE PLAN - \$1,650 Single Plan and \$3,300 Family Plan										
41											
42	Plan	Single Monthly Premium	Family Monthly Premium	Employee Share Single Plan Monthly Premium (Deduction)	Employer Share Single Plan Monthly Premium (Benefit)	Employee Share Family Plan Monthly Premium (Deduction)	Employer Share Family Plan Monthly Premium (Benefit)	Employee % of Single Monthly Premium Rate	Employee % of Family Monthly Premium Rate	1/2 of single ded.	1/2 of family ded.
43	Dean Health	1,108.14	2,726.96	308.74	799.40	762.70	1,964.26	27.86%	29.31%	154.37	381.35
44	GHC - Neighbors	1,057.08	2,599.32	257.68	799.40	635.06	1,964.26	24.38%	30.75%	128.84	317.53
45	Medical Associates	882.56	2,163.02	83.16	799.40	198.76	1,964.26	9.42%	36.96%	41.58	99.38
46	Quartz Central	1,254.52	3,092.92	455.12	799.40	1,128.66	1,964.26	36.28%	25.85%	227.56	564.33
47	GHC - Dane Choice	820.96	2,009.02	21.56	799.40	44.76	1,964.26	2.63%	39.79%	10.78	22.38
48	Quartz UW	851.86	2,086.26	52.46	799.40	122.00	1,964.26	6.16%	38.32%	26.23	61.00
49	SMP	1,011.90	2,486.40	212.50	799.40	522.14	1,964.26	21.00%	32.15%	106.25	261.07
50	**Total EE Annual Increase/Decrease over 2025										
51	**Includes annual premium increase/decrease plus additional OOP expense minus High Deductible Plan's deductible (\$1650 and \$3000)										
52											

H16

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H17

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1									Prepared July/Aug 2025 AL		
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3											
4	2026 - 85% of the SMP										
5											
6	HIGH DEDUCTIBLE PLAN - \$1,650 single plan & \$3,300 family plan										
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11	Iowa County										
12	Compare 2026 (85% of Average) and 2025 Adopted Monthly Health Insurance Rates										
13	Please Note: SMP for 2026										
14											
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H18

RESOLUTION NO.

TO THE HONORABLE IOWA COUNTY BOARD OF SUPERVISORS:

WHEREAS, the Iowa County General Government Committee has evaluated the Wisconsin Public Employers Group (ETF) Health Insurance premium rate scheduled to be implemented January 1, 2026; and

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

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

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

NOW THEREFORE, BE IT RESOLVED, the Committee recommends for fiscal year 2026 premiums, Iowa County as employer will pay the equivalent of ____% of the average cost of the qualifying ETF _____ plan(s) (without dental) in the County toward the cost of the ETF family or single plan selected by the employee.

BE IT FURTHER RESOLVED, that this resolution applies to all staff except for the Sheriff's Office employees covered under the Collective Bargaining Agreement and Sheriff's Office management staff (Sheriff, Chief Deputy and Lieutenant).

Respectfully submitted by the Iowa County General Government Committee:

Dated this 4th day of September 2025.

H19

AGENDA ITEM COVER SHEET

Title:Discussions on 2026 Wage Structure Adjustments

☒ Original

☐ Update

TO BE COMPLETED BY COUNTY DEPARTMENT HEAD

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

With having a Pay Structure - it is important to maintain the structure to make sure accurate compensation is being provided.

Each year Cottingham and Butler Total Rewards Consulting, formerly known as Carlson Dettmann Consulting does a Upper Midwest Market Survey to gauge what private sector employers and public sector employers are projecting up the upcoming year. At this time, the Survey has not been received.

Iowa County Employee Relations Director did reach out to Cottingham and Butler Total Rewards Consulting on their recommendation to maintain market and the 50-75% blend. Wisconsin Public Sector Structure Adjustment Projections for 2026 are 2.7%.

Total Rewards Consulting would recommend a 2.75% adjustment to the structure to maintain market and 50-75% blend.

RECOMMENDATIONS (IF ANY):

Adjusting/increasing wage structure by 3%

ANY ATTACHMENTS? (Only 1 copy is needed)

☒ Yes

☐ No

If yes, please list below:

Resolution

FISCAL IMPACT:

2.75% = \$283,186.61 with fringe benefits

3% = \$310,927.75 with fringe benefits

LEGAL REVIEW PERFORMED:

☐ Yes

☒ No

PUBLICATION REQUIRED:

☐ Yes

☒ No

STAFF PRESENTATION?:

☐ Yes

☒ No

How much time is needed? _____

COMPLETED BY: Allison Leitzinger _____

DEPT: Employee Relations _____

2/3 VOTE REQUIRED:

☐ Yes

☒ No

TO BE COMPLETED BY COMMITTEE CHAIR

MEETING DATE:

AGENDA ITEM #

COMMITTEE ACTION:

RESOLUTION NO.

TO THE HONRABLE IOWA COUNTY BOARD OF SUPERVISORS:

WHEREAS, Iowa County Board of Supervisors adopted an updated classification and compensation pay plan (resolution no 6-0423) for non-represented employees in April of 2023; and

WHEREAS, Iowa County Board of Supervisors are committed to annually monitoring and updating pay plan structure to maintain current market wages, and

WHEREAS, Iowa County Administration has received market index information and recommendation from Cottingham & Butler Total Rewards Consulting formerly known as Carlson Dettmann Consulting.

NOW THEREFORE, BE IT RESOLVED, that the General Government Committee recommends to the Iowa County Board of Supervisors to adjust the classification and compensation pay plan structure (Step 1 – Step 6 and Maximum) by 3.0%, effective January 1, 2026.

BE IT FURTHER RESOLVED, that Iowa County employees' that are currently on Step 1 – Step 6 and Maximum receive the adjustment to the pay structure on January 1, 2026.

Dated this 4th day of September, 2025
Respectfully submitted by the Iowa County General Government Committee



Iowa County Employee Relations

222 N Iowa Street - Dodgeville, WI 53533 - 608.935.0374 – Fax: 608.935.0325

Allison.leitzinger@iowacounty.org

TO: General Government Committee
FROM: Allison Leitzinger, Employee Relations Director
DATE: August 28, 2025
RE: Employment Activity Report

Outlined below is the employment activity:

- ADRC Meal Site Coordinator (Arena) – Interviews held July 30; ongoing recruitment.
- Nutrient Management and Conservation Internship – New hire started August 18.
- Sheriff's Office Cook – New recruitment.
- Benefit Specialist – Candidates selected and offer will be made soon.
- Sheriff's Office Correctional Officer (4 vacancies) – 2 New hires starting September 1 and September 15. 1 candidate in law enforcement background.
- Lead Social Worker – First review scheduled for July 28, 2025.
- Dispatcher – Internal hire starting September 1, 2025.
- LTE Public Health Nurse – First review scheduled for September 8, 2025.
- PT Drug Treatment Court Coordinator – First review scheduled for September 15.

AGENDA ITEM COVER SHEET

Title: Dispatch Seniority and Shift Bidding Policy

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

This policy establishes the guidelines for the use seniority, defined as an employee's continuous full-time length of service in the Iowa County Sheriff's Office, as means of creating an impartial system for management to award shift bids from employees. The same system will be used to create an "order-in" to work list to fill open shifts.

Currently, the patrol and corrections divisions of the Iowa County are operating under similar policy. Adoption of this policy would create uniformity in our agency. It also removes any claim of favoritism in the shift bidding or "order-in" process. Furthermore, it removes any delays that could be caused by a merit base process. Any delays in filling an open shift could cause the Iowa County Sheriff's Office to incur unnecessary overtime costs.

This is not a county wide policy. This is an internal operating a policy that has been shared by Iowa County Sheriff's Office Administration for transparency and input.

RECOMMENDATIONS (IF ANY):

Recommends the General Government Committee to move and approve to the County Board for adoption.

ANY ATTACHMENTS: ☒ YES ☐ NO If yes, please list below:

Copy of the Dispatch Seniority and Shift Bidding Policy for review.

FISCAL IMPACT:

None

LEGAL REVIEW PERFORMED: ☐ YES ☐ NO

PUBLICATION REQUIRED: ☐ YES ☐ NO

PRESENTATION: ☒ YES ☐ NO If yes, how much time? 5 minutes

2/3 VOTE REQUIRED: ☐ YES ☐ NO

Completed by: _____ Dept: _____



Michael W. Peterson
Sheriff

IOWA COUNTY SHERIFF'S OFFICE

109 East Leffler Street, Dodgeville, Wisconsin, 53533
Phone: 608.930.9500 | Fax: 608.471.1075 | Crime Stoppers: 608.319.6703



Austin L. Durst
Chief Deputy

DISPATCH SENIORITY AND SHIFT BIDDING POLICY

1. Policy

- A. This department must protect and preserve life, liberty, and property of the citizens of Iowa County through efficient and effective operation of the Iowa County Sheriff's Office, by maintaining adequate and necessary staffing levels of its various divisions on shifts.
- B. The administration of the Iowa County Sheriff's Office must endeavor to provide the highest level of law enforcement to serve the citizens of Iowa County without jeopardizing the safety and well-being of its employees through constructive management of shift assignments and scheduling.

2. Seniority

- A. Seniority shall be defined as an employee's continuous length of service in the Iowa County Sheriff's Office. Seniority is continuous from the employee's most recent date of hire into a full-time position.
- B. Dispatch seniority shall apply to lay off from work, and recall after layoff from work, considering that employee is qualified for the open position.
- C. County wide seniority shall apply to accrual of MTO.

3. Shift Bid Procedure

- A. Employee(s) designate shift preference bi-yearly. Requests for a change in shift must be submitted to the attention of the Operations Lieutenant no later than 4:00 PM by November 15th and May 15th, respectively. Shift pick preference is effective January 1st for the November 15th bid and July 1st for the May 15th bid cycle.
- B. Shift Change With Mutual Consent
 - a. A change of shift may occur at any time with the mutual consent between (2) employees within Dispatch with acknowledgement and approval of either the Operations Lieutenant, Chief Deputy, or the Sheriff of Iowa County.

Sheriff Michael Peterson

Effective Date

"Serving with Competence, Confidence, and Courtesy"

AGENDA ITEM COVER SHEET

Title: Therapy Comfort Canine Policy

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

The policy establishes guidelines for the use of therapy comfort canines to help office employees, victims and witnesses cope with exposure to traumatic incidents, support the office's wellness program to improve members' resiliency, overall well-being, and participate in community outreach. The therapy comfort canines will be used to help inmates cope with mental health stress caused by drug dependency.

Cost associated with animal care and food will be taken care of via donations similar to the current K-9 program.

The Iowa County Sheriff's Office will be writing grants to cover the wages associated with employee care of the animal.

This project will not commence until the required funding is secured. Unlikely to happen in 2026 unless grants are secured. The purpose of implementing the policy now is to have it in place when funding is available.

RECOMMENDATIONS (IF ANY):

Recommends the General Government Committee to move and approve to the County Board for adoption.

ANY ATTACHMENTS: ☒ X YES ☐ NO If yes, please list below:

Copy of the Therapy Comfort Canine Policy for review.

FISCAL IMPACT:

Canine will be donated. Food and bills will be paid via donations.

Following the current practices for the other K-9 handlers, the therapy handler will be compensated ½ hour a day of overtime which will come out to roughly \$6,000 and \$7,000 annually. It is planned to write an Opioid Grant and Alerrt Grant to cover the first two years wages, giving the program time to build up sustainable funding via active fund raising and donations. Hence having no budgetary impact.

LEGAL REVIEW PERFORMED: ☐ YES ☐ NO

PUBLICATION REQUIRED: ☐ YES ☐ NO

PRESENTATION: ___X_ YES ___ NO If yes, how much time? ___5
minutes___

2/3 VOTE REQUIRED: ___ YES ___ NO

Completed by: _____ Dept: _____



Iowa County Sheriff's Office

109 East Leffler Street, Dodgeville, Wisconsin 53533

Phone | 608-930-9500

Fax | 608-935-0331

Crime Stoppers | 608-319-6703

*Michael W. Peterson, Sheriff
Austin L. Durst, Chief Deputy*

Therapy Comfort Canine Policy

PURPOSE AND SCOPE

This policy establishes guidelines for the use of therapy comfort canines to help office employees, victims and witnesses cope with exposure to traumatic incidents, support the office's wellness program to improve members' resiliency, overall well-being, and participate in community outreach.

POLICY

It is the policy of the Iowa County Sheriff's Office that therapy comfort canines and handlers regularly train to maintain the appropriate proficiency to reasonably carry out the objectives of the program.

ASSIGNMENT

Therapy comfort canines may be assigned to any full-time employee of the Sheriff's Office. Therapy comfort canine teams will primarily be responsible for their normal job assignments. Therapy comfort canine handlers will be expected to make the therapy comfort canines regularly available to staff throughout their normal work hours. Use of the therapy comfort canine following critical incidents, for special event, or any other request outside of their normal assignment will be reviewed and approved by the Therapy Comfort Canine Coordinator.

THERAPY COMFORT CANINE COODINATOR

Along with all applicable responsibilities described under section – the Therapy Comfort Canine Coordinator will have the following additional responsibilities related to the therapy comfort canine program:

- a) Ensuring that the therapy comfort canine and handler meet the minimum training and performance standards as set by the agency.
- b) Ensuring the health and well-being of the therapy comfort canine and handler.

REQUESTS FOR THERAPY COMFORT AND CANINE TEAMS

While the primary focus of Iowa County Sheriff's Office's therapy comfort canine program is internal staff wellness; the teams can be utilized to help individuals exposed to trauma, those who experience vicarious trauma, investigators requesting assistance during interviews, and other instances where the use of the therapy comfort canine would be suitable under this policy to achieve an office goal.

At all times, consideration of the therapy comfort canines and handler's health and safety will be the guiding principle utilized to determine the best method of response to provide service in the safest atmosphere for all involved. This response is left to the discretion of the Therapy Comfort Canine Coordinator. The therapy comfort canine handler at the scene can terminate the response if the handler feels that the situation is not safe the canine or handler. If there is a dispute about the manner of response, the handler will confer with the Therapy Comfort Canine Coordinator or on-duty Supervisor to resolve the conflict. Therapy comfort canine teams shall not respond or be utilized during active scenes.



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When the therapy comfort canine is deployed, the handler will be focused on ensuring the therapy comfort canine is responding appropriately; therefore, safety considerations must include the presence of loose or aggressive dogs, suspects who could pose a threat to the handler and therapy comfort canine, and any other environmental concern that could be present.

Therapy comfort canines should typically not be intermingled with the canines in the K9 unit due to the vast differences in their functional roles and temperaments, and to avoid adverse interactions between the animals.

THERAPY COMFORT AND CANINE DEPLOYMENTS

In the absence of a scheduled request for service or appearance, teams will visit units within the Sheriff's Office, as their regular work assignment allows. These visits should not interfere with normal operations and should not extend beyond approximately 30 minutes. Care should be taken if someone who is working does not want to interact with the canine.

REPORTING BITES OR INJURIES

Any bite or injury caused by a canine, whether on or off-duty, shall be promptly reported to the Therapy Comfort Canine Supervisor. The Therapy Comfort Canine Coordinator, on-duty supervisor, or local law enforcement officer, should respond to the scene of the incident. Unintended bites or injuries caused by a canine should be documented in an administrative report.

If an individual alleges an injury, either visible or non-visible, a supervisor shall be notified, and both the individuals injured and uninjured areas shall be photographed as soon as practicable, after tending to the immediate needs of the injured party. Photographs shall be retained as evidence in accordance with the current office evidence procedures. The photographs shall be retained until the time any related civil proceeding has expired.

Canines used by law enforcement agencies are generally exempt from impoundment and reporting requirements; however, the canine shall be made available for examination at any reasonable time if requested by the local health office. The canine handler shall also notify the local health office if the canine exhibits any abnormal behavior after a bite.

HANDLER SELECTION

The minimum qualifications for the assignment of canine handler include:

- a) A full-time member of the Iowa County Sheriff's Office with a minimum of two years of service.
- b) Lives in a location that is suitable for keeping and kenneling a canine.
- c) Lives within 10 miles of Iowa County, County limits.
- d) Agreeing to be assigned to the position for a minimum of two years.

HANDLER RESPONSIBILITIES

The canine handler shall ultimately be responsible for the health and welfare of the canine and shall ensure that the canine receives proper nutrition, grooming, training, medical care, affection, and living conditions.



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Then canine handler will be responsible for the following:

- a) The canine will be bathed as necessary.
- b) The canine will be brushed to remove excess hair and reduce any shedding.
- c) Nails will be clipped to prevent injury to the canine or those whom the canine will make contact.
- d) The handler will feed the canine the supplied food on a routine schedule and provide fresh water at all times. Food and water bowls will be cleaned regularly.
- e) Medication for flea and parasite control will be given as directed by the veterinarian.
- f) The handler will transport the canine to veterinarian appointments as required.
- g) The handler will remove animal feces from his/her yard daily.
- h) The canine should be treated as part of the family when off-duty, as it will be residing in the handler's home. While off-duty, the canine will wear a collar and will be required to have a rabies tag and license if the canine is separated from the handler. It also should be noted that each canine will be microchipped. The contracted veterinarian will maintain the microchip number.
- i) A crate will be provided to each handler to secure the canine inside the home when the handler is not home, or the canine is left alone.
- j) Therapy comfort canines are chosen carefully based on their temperament; therefore, it is imperative that the canine be protected from significant adverse interactions with aggressive dogs, other animals, or individuals that could harm the dog.
- k) The handler should not expose the canine to any foreseeable or unreasonable risk of harm.
- l) The handler shall maintain all office equipment under his/her control in a clean and serviceable condition.
- m) Handlers shall permit the Therapy Comfort Canine Coordinator to conduct spontaneous on-site inspections of affected areas of their home and their vehicles to verify conditions and equipment conform to this policy.
- n) Any changes in the handlers living status that may affect lodging or environment of the canine shall be reported to the Therapy Comfort Canine Coordinator as soon as possible.
- o) The canine should be permitted to socialize in the home with the handler's family under the handler's direct supervision.
- p) Under no circumstance will the canine be lodged at another location unless approved by the Therapy Comfort Canine Coordinator or Supervisor.
- q) When off-duty, the handler shall not involve the canine in any official conduct unless approved in advance by the Therapy Comfort Canine Coordinator or Supervisor.



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- r) Whenever the canine handler is on vacation or traveling for an extended number of days, it may be necessary to relocate the canine temporarily. In those situations, the handler shall give reasonable notice to the Therapy Comfort Canine Coordinator to make the appropriate arrangements.

CANINE IN PUBLIC AREAS

The canine should be kept on a leash when in areas that allow access to the public. Exceptions to this rule would include specific law enforcement operations for which the canine is trained.

- a) A therapy comfort canine shall not be left unattended in any area to which the public may have access.
- b) If the therapy comfort canine needs to be secured in a vehicle, the vehicle shall be secured in a manner as to prevent unauthorized access to the canine. The handler should also ensure that the unattended vehicle remains inhabitable for the canine.

HANDLER COMPENSATION

The Therapy Comfort Canine Handler shall receive ½ hours of overtime every day for maintenance and care of the therapy comfort canine. The Office will cover the costs associated with the feeding, grooming, supplies, required equipment, and veterinary care for the therapy comfort canine. All other expenses will require approval of the Therapy Comfort Canine Coordinator for reimbursement.

CANINE INJURY AND MEDICAL CARE

If a canine is injured, or there is an indication that the canine is not in good physical condition, the injury or condition will be reported to the Therapy Comfort Canine Coordinator or Supervisor as soon as practicable, and appropriately documented. All medical attention shall be rendered by the designated canine veterinarian, except during an emergency where the treatment should be obtained from the nearest available veterinarian. All records of medical treatment shall be maintained in the canine file.

TRAINING

Training for the therapy canine will be provided through the Sheriff's Office. All training records will be maintained by the handler and reviewed by the training coordinator.

SEPERATION OF A THERAPY COMFORT CANINE HANDLER

The Iowa County Sheriff's Office has ownership of the canine. The therapy comfort canine handler serves at the pleasure of the Sheriff and may be removed from the assignment at any time.

All equipment purchased through office funds will be returned to the Therapy Comfort Canine Coordinator.