

OPERATIONS COMMITTEE

DATE: Tuesday, November 3, 2020
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, Risk Management, Wellness, Treasurer, Finance, and Human Resources.
4. Review items, if any, pulled from consent agenda
5. Resolution – Broadband Grant Application
6. **Treasurer**
 - (a) Resolution to deed property back to former owner.
7. **Wellness**
 - (a) Wellness Program Aggregate Report
8. **HR**
 - (a) 2020 Performance Evaluation Process
9. **Finance**
 - (a) Resolution to amend 2020 Health & Human Services Budget for COVID-19 Funding.
 - (b) Request by Land & Conservation to re-allocate budget for GPS replacement.
10. Consider any agenda items for next meeting
11. Set next regular committee meeting date
12. Adjourn

Join by phone

+1-408-418-9388 United States Toll
Meeting number (access code): 146 483 7408

Join by WebEx App or Web

<https://woodcountywi.webex.com/woodcountywi/j.php?MTID=mc3e62abae82c74669de2255e0eab48d7>

Meeting number (access code): 146 483 7408

Meeting password: Op1103

OPERATIONS COMMITTEE MEETING MINUTES

DATE: Tuesday, October 6, 2020
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, Dennis Polach, Ken Curry, Kimberly McGrath, Kelli Quinnell, Al Thurber, Ed Newton, Heather Gehrt, Jason DeMarco, Adam Fandre, Amy Kaup, Trent Miner, Brian Landowski, Jordon Bruce, Marissa Laher, Nick Flugaur, Jodi Pingel, Reuben Van Tassel, Sue Kunferman, Nancy Marti, Randy Dorshorst, Brandon Vruwink, Mary Schlagenhaft, Jo Timmerman, Jason Grueneberg, Mary Solheim, Steve Kresuer, MaryAnn Lippert, Eric Glinsky (Nationwide), Levi Lathen (Nationwide)

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

There were no public comments.

There was no discussion on any items in the Consent Agenda.

Motion (Fischer/Feirer) to approve the Consent Agenda. Motion carried unanimously.

Rozar brought forward a topic referred from the Health & Human Services (HHS) Committee regarding the mandatory presentation requirements tied to the Boston Mutual Whole Life Benefit. Rozar stated that Norwood Administrator Bruce expressed concerns over the mandatory presentation requirement. Discussion ensued. The consensus of the Committee was that if the mandatory presentation continues to include a virtual option, it was okay to continue with the requirement to ensure that this benefit is offered to County employees.

Pliml gave a brief overview of the opportunity to expand broadband throughout the County and the ability to leverage dollars to do so in the near future. Pliml explained that the cost of this expansion would be \$7 million. He further explained that \$5 million of that cost would be covered by the company, Bug Tussel Wireless, \$1 million would be provided by grants, and the remaining \$1 million will need to be provided by the County. Pliml introduced MaryAnn Lippert to continue discussing the opportunity. Ms. Lippert gave a brief background about the process to expand broadband throughout the County. She further explained the process going forward and that there needs to be someone coordinating the project locally, which she is already doing. Ms. Lippert proposed that the County contract with her to continue these services from now until the end of the calendar year for \$50/hour up to a maximum of 120 hours, plus travel and expenses. Discussion ensued at length.

Motion (Fischer/Feirer) to direct Chairman Pliml to work with the County Clerk on drafting a resolution to present to the full County Board. Motion carried unanimously.

Treasurer Gehrt presented a resolution to deed property back to the former owner.

Motion (Pliml/Feirer) to approve the resolution to deed property back to the former owner. Motion carried unanimously.

Wellness Coordinator Fandre gave a brief update to the Committee regarding Wellness-related activities.

Human Resources Director McGrath introduced Eric Glinsky, the local Nationwide Retirement Specialist that works with Wood County. Mr. Glinsky, along with Levi Lathen, Nationwide Program Director, gave a presentation regarding the Nationwide Deferred Compensation Benefit. Discussion ensued. No action was taken by the Committee, the presentation was considered as informational purposes only at this time.

Safety & Risk Specialist Flugaur presented a revised Safety Manual and explained the changes made to the Committee.

Motion (Rozar/Feirer) to approve the revision to the Safety Manual. Motion carried unanimously.

McGrath gave a brief update on the Classification and Compensation Study. McGrath stated that Patrick Glynn, Carlson Dettmann Consultant, would be meeting with her on October 12th to wrap up any final changes to the proposed wage structures, establishing an employee communication schedule, and putting together a process for appeal procedures following adoption of the plans. Discussion ensued.

Finance Director Thurber explained that the County will not be participating in the Payroll Tax Deferral program.

Thurber briefly discussed the interfund balance between the Health Fund and the General Fund.

Thurber presented about the 2021 budget and preliminary levy. Thurber stated that there is a projected \$4.6 million deficit, and in 2021, there is a projected \$6.3 million deficit. Thurber explained that operating expenses are driving the deficit, specifically payroll expenses. Thurber presented the concept of implementing a hiring freeze immediately to attempt to reduce expenses yet in 2020. Pliml stated that he spoke with Corporation Counsel Kastenholtz and determined the best course of action would be to send a letter to Department Heads asking them to hold off on filling vacant positions. Discussion ensued at length regarding the budget deficit and possible options to reduce expenses.

The consensus of the Committee was for Pliml to draft a letter to Department Heads regarding a hiring freeze through the end of the year. The Committee will meet prior to the next County Board meeting to put together the guidance in the form of a resolution. Thurber will set a meeting to discuss the budget deficit with Department Heads immediately.

Feirer excused at 11:27 a.m.

There will be a special Operations Committee meeting at 1:00 p.m. on October 15th.

Chair Wagner thanked Thurber and Deputy Finance Director Newton for the long hours they have put it on the budget so far.

The meeting was adjourned by Chair Wagner at 11:29 a.m.

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

OPERATIONS COMMITTEE MEETING MINUTES

DATE: Tuesday, October 15, 2020
TIME: 1:00 p.m.
PLACE: Wood County Courthouse – Conference Room 114

PRESENT: Ed Wagner, Donna Rozar, Lance Pliml, Mike Feirer, Adam Fischer (via Webex)

OTHERS PRESENT (for part or all of the meeting, in person or via Webex): Bill Clendenning, Dennis Polach, Ken Curry, Al Breu, Jake Hahn, Kim McGrath, Kelli Quinnell, Al Thurber, Ed Newton, Amy Kaup, Jordon Bruce, Jason DeMarco, Jason Hausler, Reuben Van Tassel, Peter Kastenholz, Trent Miner, Marissa Laher, Chad Schooley, Mary Schlagenhaft, Randy Dorshorst, Jodi Pingel, Sue Kunferman, Lori Heideman, Erik Engel, Heather Gehrt, Tiffany Ringer, Shane Wucherpfennig, Jo Timmerman, Mary Solheim, Sarah Christensen, Brent Vruwink, Jason Grueneberg, Quentin Ellis

The meeting was called to order by Chair Wagner at 1:00 p.m.

Chair Wagner gave the Committee gave a brief introduction to the topics of discussion for the meeting.

Finance Director Thurber shared with the Committee that departments made decreases to their budget as requested at the Department Head Meeting held on October 7, 2020. Thurber stated that, due to the decreases to budgets, the 2020 forecast become more favorable. Thurber stated that he put together three versions of the budget that Chair Wagner requested. One budget includes no wage increase in 2021, one includes a 1% increase in 2021, and the third includes implementing the new wage structure.

Discussion ensued at length. Wagner proposed creating a personnel subcommittee where any requests to fill a position or create a new position needs to go through. Rozar expressed that she felt oversight committees could be charged with reviewing positions to be filled or creating new positions in departments that they oversee and it wasn't necessary to create another committee. Fischer stated that he agreed that creating another subcommittee was not needed. Wagner explained the reasoning and mechanism behind the option of a 1% increase in 2021. He stated that the problem is structural. Rozar stated that she believes the new wage plan needs to be implemented because a lot of time and money was spent on it and the general feeling is that it is a fair plan.

Rozar brought up the option of voluntary furloughs. Pliml stated that reducing the number of employees, whether through attrition, re-evaluating programming, or reducing programming, would save on the budget. He further stated that there is a structural problem that needs to be addressed. Wagner suggested that the Committee could be tasked with reducing the number of employees by 50 over the next couple of years. Rozar stated that oversight committees should be tasked with discussing historically unfilled positions that could be eliminated with Department Heads that report to them. Pliml requested that HR Director McGrath provide the Committee with a list of historically unfilled positions. Pliml stated that he would put a memo out through HR regarding reducing workforce and the need for every department and oversight committee to look at mission and mission creep.

The Committee discussed freezing wages for the beginning of the year and then implementing the new wage plan in July or June. Discussion ensued at length. The Committee asked Department Heads in attendance for their feedback. Various Department Heads weighed in. Wagner asked McGrath if HR has received any feedback on the new wage plan. McGrath explained that HR has received a number of questions from employees. McGrath stated that there is an emotional component to wages so there are some employees that are pleased with the new placements and some that have questions on why they were placed where they were. McGrath stated that she felt an implementation halfway through the year was a good compromise.

Motion (Pliml/Feirer) to adopt the new wage plan and implement that plan effective July 1, 2021 with no wage increases between now and then. Motion carried unanimously.

The Committee will work to creative initiatives to address the structural problem in 2021.

Wagner expressed gratitude to Finance Director Thurber, Finance Deputy Director Newton, and County Board Chair Pliml for their efforts on working to balance the budget.

The Committee discussed procedural questions related to the resolution for the wage plan with Corporation Counsel Kastenholz and County Clerk Miner.

A brief discussion regarding sales tax ensued.

Chair Wagner declared the meeting adjourned at 2:34 p.m.

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

**OPERATIONS COMMITTEE
MEETING MINUTES**

DATE: Tuesday, October 20, 2020
TIME: 9:00 a.m.
PLACE: Wood County Courthouse – County Board Room

PRESENT: Ed Wagner, Donna Rozar, Lance Pliml, Mike Feirer, Adam Fischer (via Webex)

OTHERS PRESENT: Various County Board Supervisors in the room.

Chairman Wagner called the meeting to order at 9:00 a.m.

There was no public comment.

The resolution for the hiring of a consultant for the broadband grant application process was presented. Motion by Rozar, seconded by Feirer to approve the resolution and forward to the county board for their consideration. Motion carried unanimously.

The resolution to adopt the pay plan was presented. Motion by Pliml, seconded by Rozar to approve the resolution and forward to the county board for their consideration. Motion carried unanimously.

Chair Wagner declared the meeting adjourned at 9:03 a.m.

Minutes prepared by Trent Miner, County Clerk. Minutes in draft form until approved at the next meeting.



Wood County

WISCONSIN

OFFICE OF THE
COUNTY CLERK

Trent Miner

Letter of Comments – November 2020

- It probably does not take a rocket scientist, or even a county board supervisor, to figure out where our time has been spent this past month. The November election has consumed our time in phone calls from voters and clerks, preparing and distributing state acquired cleaning supplies, preparing election notices for publication, and making sure our municipalities have all the tools they need to conduct this election.
- Each year, in order to continue to provide passport acceptance services to the public, all of us in the office have to go through a recertification process. This requires online training and a final exam that all of us must pass. We are all currently in various stages of that process, as time allows.
- We have published the Statistical Report of Property Valuations for 2020. I print one copy of it to file in my office, and provide links from the County Clerk webpage for the public to be able to see their individual municipality's Statement of Assessment and their Equalized Value. Not only is it statutory that we provide this information, it is very interesting to go through and see where the ratios are for each of the property classes.
- We had another municipality purchase a ballot tabulator machine, which takes our total hand county municipalities down to 2. The Village of Rudolph purchased a unit, and while it will not be operational for the November election, they will have it for all of the elections going forward. I will provide the training for them, as I did with the Town of Remington. The Town of Remington until is operational for the November election.
- We will be busy after the election, conducting the county canvass and voluntary audit of ballots. In addition, pursuant to state statutes, there is a mandatory audit of ballots conducted after each November election. The day after the election, the Elections Commission randomly chooses municipalities in the state to conduct a hand count of ballots to ensure each piece of voting equipment in Wisconsin is operating correctly. Each county will have at least one of their reporting units chosen. As we did with the 2018 audit, we will coordinate with the municipalities selected to have them come to the courthouse, with their poll workers and clerks, to complete that audit. There is a time crunch to this, as it has to be done prior to the final election certification by the Commission on December 1st.
- The apportionment is completed for the most part, based on the budget numbers that have been acted on in the Operations Committee. While I have them all in the system and ready to go, I will not certify them until after the county board meeting on November 10th when the budget and levy are approved.
- I will have election statistics for you next month. Stay tuned. Expect the Town of Hiles to rank in the top 3 for voter turnout.....just saying.



Wood County WISCONSIN

HUMAN RESOURCES DEPARTMENT

October 30, 2020

To: Wood County Operations Committee

From: Kimberly McGrath, Director- Human Resources

Subject: Human Resources (HR) Monthly Letter of Comments – October 2020

Human Resources Activity

	October 2020	2020 Year-to-Date
Applications Received	553	3,857
Positions Filled	17	176
Promotions/Transfers	1	30
New Hire Orientations	17	96
Terminations, Voluntary	12	105
Terminations, Involuntary	1	21
Retirements	0	12
Exit Interviews	5	38

Human Resources Narrative

General Highlights

1. With the County Board adoption of the Wood County Wage Plans as a result of the Classification and Compensation Study with Carlson Dettmann (which will be effective July 1, 2021) we have now concluded this project. Final pay plans and the updated implementation date were shared with employees on October 20th. We are now in the post-study Appeals Stage in which employees may request to appeal the grade placement of their position. Information on the appeals process and timeline, including the initial Statement of Intent to Appeal forms, was distributed to employees on October 21st. Initial appeal forms are due back to Human Resources by November 6th. The appeal process timeline is as follows:
 - October 21, 2020- Appeal process opens
 - November 6, 2020- Statement of Intent to Appeal Forms due to Human Resources
 - November 13, 2020- Employees are provided with response letters
 - November 25, 2020- Formal Appeal forms due to supervisor/Department Head
 - December 4, 2020- Appeal forms due from departments to Human Resources
2. We are excited to share that the new Electronic Benefit Election process through Employee Self Service (ESS) for annual open enrollment has successfully launched. We continue to be extremely thankful to IT for building/creating the electronic benefit election forms and processes within the ESS platform, as well as continuing to be available to quickly troubleshoot any issues that may arise. We are approving enrollments as they come in, if complete, or sending them back to the employee if additional information is necessary. We appreciate employees' patience as we work through this new process.

3. Assisted the Ad Hoc Criminal Justice Coordinator Committee by preparing an onboarding and orientation schedule for the new Criminal Justice Coordinator. The Coordinator has joined Wood County as of October 26th.
4. With regards to a former Wood County employee appealing their termination, Human Resources met with the individual on October 22nd to hear their grievance. We are currently investigating the claims and will respond to the former employee in writing by November 6th.

Meetings & Trainings

1. Attended the Operations Committee on October 6th which included a presentation regarding the Nationwide Deferred Compensation benefit, approving the final draft of the Safety Manual update, and giving a brief update on the Classification & Compensation Study.
2. Attended the Judicial & Legislative Committee via WebEx on October 2nd.
3. Attended the Department Head Budget Discussion meeting on October 7th.
4. Attended the Operations Committee on October 15th and 20th.
5. Attended County Board on October 20th.
6. Attended the Ad Hoc Criminal Justice Coordinator Committee on October 26th.
7. Held the monthly conference call with The Horton Group on October 27th to discuss various benefit topics including Open Enrollment.
8. Attended the weekly COVID-19 calls facilitated by Emergency Management.
9. Held individual staff meetings to discuss and provide updates on the department's progress towards our 2020 goals.
10. Staff attended various meetings including:
 - a. Presented FFCRA & EPSL information at the Highway Department on October 2nd
 - b. Attended the Future HR Leadership Virtual Conference Webinar through the Oshkosh Chamber of Commerce/CWSHRM on October 7th
 - c. Attended the Fall WACPD Fall Conference Webinar on October 15th
 - d. Attended FFCRA Webinar through The Benefits Co. on October 20th
 - e. Assisted Highway staff with Open Enrollment on October 23rd and 26th
 - f. Attended WPELRA Virtual Supervisory Training on October 28th and 29th

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, and turnover reports.
3. Reconciled monthly invoices for health, dental, vision, life, and disability insurances.
4. Updated the Health Fund Balance document for September.
5. Tracked hours used under the FFCRA and processed approvals.
6. Tracked vacation accruals lost during bi-weekly accruals for essential departments due to reaching the maximum hours. This is due to the COVID-19 pandemic and many departments having to restrict staff vacation and/or time off.
7. Received and tracked Boston Mutual Whole Life Waiver forms as well as processed new enrollments.
8. Worked with IT to upload Open Enrollment videos, documents, and compliance notices to the HR Intranet.
9. Mailed required compliance notices to retirees and COBRA participants.
10. Assisted multiple employees with open enrollment election questions.
11. Conducted CPR Renewal at Norwood on October 29th.
12. Printed and collated New Hire Orientation packets.
13. Update Wood County phone numbers in HRMS which auto-populate in the Directory in ESS.

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 issues.
5. Sent out notifications for 4th Quarter DOT Random selections.
6. Prepared applicant list for Sheriff's Department for Deputy testing to be held on October 23rd.

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	Branch I	Legal Administrative Assistant – Floater	Position posted, applications reviewed, interviews conducted. Final candidate selected, references being conducted 10/22/20.
Replacement	District Attorney	Legal Administrative Assistant	Due to hiring freeze, position is on hold.
Replacements	Edgewater	CNA, RN, LPN and Dietary Assistant – (Multiple)	Ongoing recruitment- positions posted, applications reviewed, interviews, references, backgrounds, onboarding. Deadline 11/1/20.
Replacement	Edgewater	Maintenance Technician	Position posted, applications reviewed, interviews conducted. Final candidate selected, references completed, offer extended and accepted. Filled 10/7/20.
Replacement	Emergency Management	Administrative Services	Position posted, applications reviewed, interviews conducted. Final candidate selected, references completed, offer extended and accepted. Filled 10/26/20.
New-Grant funded	Health	COVID Response Interviewers (7)	Position posted. Multiple telephone interviews conducted. Final candidates selected. Attended orientation and filled on 10/7/20.
Replacement	Health	Public Health Nurse	Position posted, applications reviewed, interviews conducted. Final candidate selected, references and background completed. Offer pending as of 10/23/20.
Replacement	Health	WIC-Health Educator/ Nutritionist	Position posted, deadline 11/2/20.
Replacement	Health	Health Screener	Position posted, interviews conducted. Final candidate selected. References and background completed. Offer extended and accepted. Filled 10/5/20.
Replacement	Highway	Administrative Services	Position posted, applications being reviewed.
Replacements	Human Services	Social Worker – Initial Assessment (2)	Positions posted, interviews conducted. References and background conducted. Offer extended for one position, filled 11/2. Additional vacancy is on hold due to hiring freeze.
Replacement	Human Services	Secretary – Marshfield City Hall	Due to hiring freeze, position is on hold.
Replacements	Human Services	Bus Driver (One casual, one full-time)	Positions posted, deadline 11/8 (Casual) & 11/1 (FT).

Replacements	Human Services	Social Workers (4) – Family Services Ongoing	Positions posted, interviews conducted. Final candidates selected. References and backgrounds completed. Offers extended and accepted. Filled 10/12, 10/26, 11/2 & 11/16/20.
New – Approved by CB	Human Services	Discharge Case Manager	Position posted, interviews conducted. Final candidate selected 10/21, references being conducted.
Replacement	Human Services	Family Interaction Worker	Position posted, interviews conducted. Final candidate selected, references being conducted 10/23/20.
Replacement	IT	IT Intern	Position posted, deadline 11/8/20.
New/Replacement	Norwood	COTA, Occupational Therapist, Therapy Asst., Dietary Aide, RN, LPN and CNA's Multiple	Ongoing recruitment by Norwood.
Replacement	Norwood	Head Nurse	Position posted. Deadline 10/6/20.
Replacement	Planning & Zoning	Code Technician	Position posted. Interviews conducted, final candidate selected. References completed. Offer extended and accepted. Filled 11/2/20.
Replacement	Register of Deeds	Deputy	Position posted. Interviews conducted, final candidate selected. References completed. Offer extended and accepted. Filled 10/12/20.
Replacements	Sheriff	Part-time Deputies (Reserves)	Position continually posted, deadline 11/2/2020. Eligibility list being established.
Replacement	Sheriff	Deputy Sheriff	Position posted. Civil Service Commission & Sheriff's Department reviewing applications. Testing scheduled for 10/24/20 at WCSO.

Safety/Risk Management – News and Activities

1. Continuing the process of updating the Written Programs and Safety/Risk Manual appendices/forms (expected completion is January 2021).
2. Managed open claims with Aegis throughout the month.
3. Working with Facilities, IT and Courthouse Security to develop Courthouse Emergency Action Plan.
4. Continuing process of updating various insurance policies with Aegis/County Mutual and other providers.
5. Provided N95 fit testing for employees at Edgewater Haven as requested.

NEW Workers' Compensation Claims (2)

1. 10/2/20 – Edgewater – Employee had bloodborne pathogen exposure from accidental needlestick.
2. 10/10/20 – Sheriff's Rescue – Employee had bloodborne pathogen exposure from lacerated forearm at accident scene.

OPEN Workers' Compensation Claims (4)

1. 8/4/20 – Highway – Employee fractured L elbow in fall at asphalt plant (surgery required).
2. 8/18/20 – Highway – Patrol truck tailgate dropped onto employee's R foot on roadside after it became detached from truck bed.
3. 8/22/20 – Sheriff's Rescue – Employee injured R knee at accident scene performing extrication (surgery required).

4. 9/3/20 – Highway – Employee strained lower abdominal muscles pulling posts at roadside (surgery required).

CLOSED Workers' Compensation Claims (1)

1. 8/29/20 – Sheriff's – Employee injured upper back/neck after hitting deer in squad during emergency call.

First Aid Injuries (3)

1. 9/26/20 – Edgewater – Employee suffered lower back/hip pain lifting resident from floor.
2. 10/12/20 – Sheriff's – Employee injured R shoulder removing animal from roadway.
3. 10/20/20 – Edgewater – Employee strained muscle in R knee moving resident to recliner.

Property/Vehicle Damage Claims (1)

1. 10/4/20 – Sheriff's – Squad was struck at scene of accident while performing traffic control duties (est. \$2,576.82).

Liability Claims (0)

OPEN EEOC/ERD Claims (2)

1. 6/21/19 - Related to a 2016 claim alleging violation of the Wisconsin Fair Employment Act- Wood County successfully defended the claim at the Initial Determination stage and again after a four-day Hearing to Determine Probable Cause. The Complainant has appealed to the Labor and Industry Review Commission (LIRC). On October 4, 2019 Counsel submitted the County's Reply Brief in Opposition to the Petition for Review.
2. 6/1/20 - Former Human Services employee submitted a claim alleging violation of the Wisconsin Fair Employment Act. Our position statement was submitted to the Equal Rights Division by counsel on July 1, 2020.

Notice of Claim (1)

1. 9/8/20 - We received notice of a former Wood County employee seeking damages related to the denial of Post Employment Health Plan benefits.

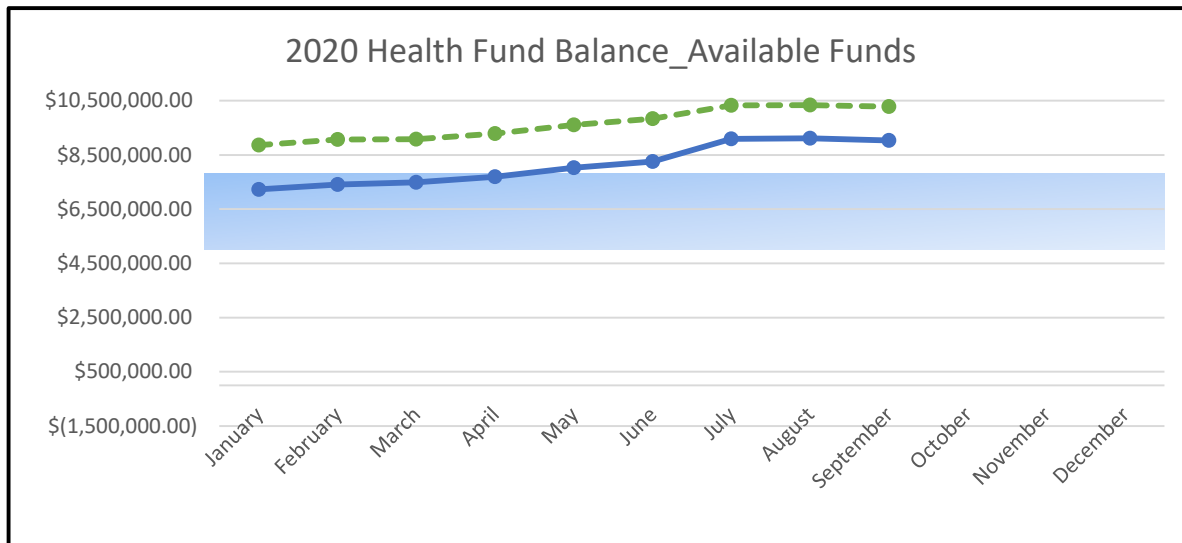
Other

1. Began work with Human Services Deputy Director on various employee engagement and recognition initiatives.
2. Interviewed various employees in the Health Department throughout the month to highlight the Health Department in the upcoming Employee Newsletter.
3. Worked with Finance to create hybrid 2021 salaries for all employees to be imported into Questica after the decision was made to delay implementation of the new wage structure to July 1, 2021.
4. Worked with HR Director and Carlson Dettmann Consultant to create final draft wage structures.
5. Prepared annual Department Head Evaluation packets for Committee Chairs. Packets were distributed to Committee Chairs at the October County Board meeting. Evaluations are due to Human Resources by December 18, 2020.
6. Worked with UI to provide additional information regarding multiple claims. Worked with various departments to compile information needed.
7. Worked with multiple departments to develop new job descriptions or to revise existing descriptions.
8. Received and processed multiple invoices for HR, Safety & Risk, and Wellness.
9. Facilitated New Hire Orientation on October 5th, 12th, 19th and 26th.
10. Facilitated New Hire Orientation for Health LTE's on October 7th and October 29th.

11. Conducted exit interviews on September 29th, September 30th, October 1st, 13th, and 14th including the benefit and payout information.
12. Reconciled and processed the September Unemployment Insurance payment.
13. Responded to various verifications of employment.
14. Replied to multiple requests from surrounding counties with varied information.
15. Met with several County employees and managers individually over the month to listen to concerns, provide advice, counsel, resources, and appropriate follow-up.

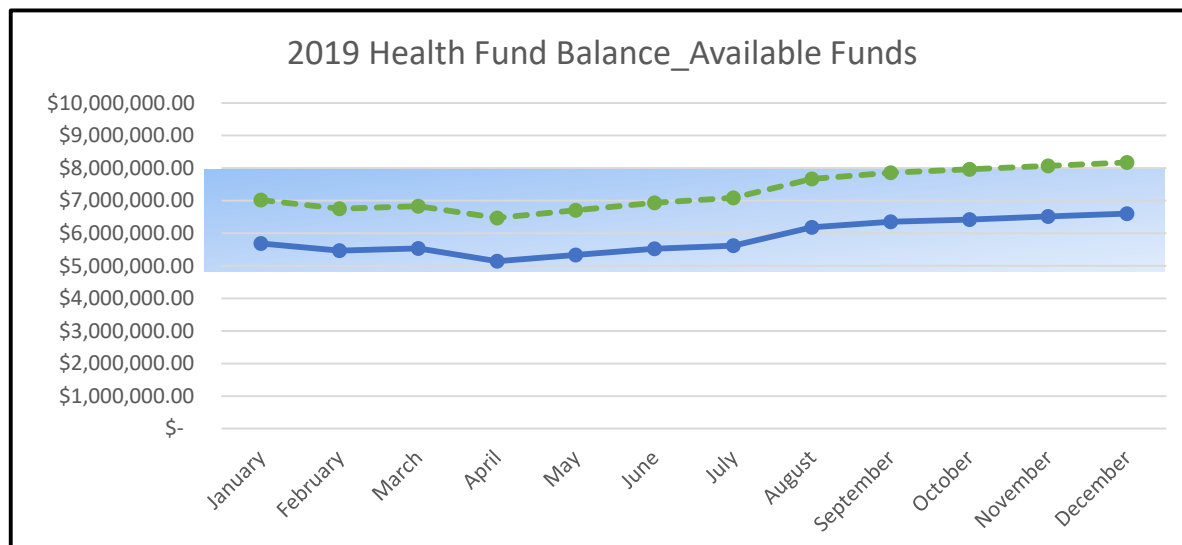
Health Fund Reserve Fund Balance

Months	2020		2019	
	Total	Available	Total	Available
January	\$ 8,859,244.13	\$ 7,228,926.49	\$ 7,021,371.56	\$ 5,685,137.45
February	\$ 9,064,996.83	\$ 7,409,523.04	\$ 6,755,901.70	\$ 5,469,001.54
March	\$ 9,079,691.15	\$ 7,488,748.95	\$ 6,834,145.97	\$ 5,529,400.66
April	\$ 9,279,880.64	\$ 7,691,704.49	\$ 6,472,162.23	\$ 5,141,045.93
May	\$ 9,599,909.66	\$ 8,026,137.54	\$ 6,701,880.37	\$ 5,329,290.53
June	\$ 9,840,229.19	\$ 8,254,329.92	\$ 6,935,298.36	\$ 5,526,859.63
July	\$ 10,321,385.10	\$ 9,087,944.61	\$ 7,088,744.49	\$ 5,617,057.79
August	\$ 10,335,598.89	\$ 9,112,572.26	\$ 7,670,878.32	\$ 6,182,575.07
September	\$ 10,276,396.74	\$ 9,033,305.33	\$ 7,858,325.78	\$ 6,358,024.31
October			\$ 7,964,236.62	\$ 6,416,974.66
November			\$ 8,073,695.68	\$ 6,514,699.74
December			\$ 8,173,200.57	\$ 6,603,418.96



2020 Total Balance - Dashed Line

2020 Available Funds - Solid Line



2019 Total Balance - Dashed Line

2019 Available Funds - Solid Line

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

TREASURER'S REPORT

November 03, 2020

By: H. Gehrt

1. Attended United Way Campaign meeting on October 1.
2. Attended Operation Committee meeting on October 6.
3. Attended Town of Rudolph meeting on October 6 regarding the 2019 reevaluation and how hundreds of acres were shifted resulting in a correction on the 2020 tax bills by the DOR. This will result in a 1 year increase in their apportionment (taxes) and then in 2021 their taxes will go back to normal reevaluation amount.
4. Attended Department Head meeting regarding the budget on October 7.
5. With the assistance of the Maintenance and Sheriff's Departments, locked up 5 properties with improvements on them on October 13.
6. In lieu of the WCTA (WI County Treasurer's Association) Fall Conference, our education classes and business meetings were held virtually October 14 & 15.
7. Attended Operations Committee budget hearing on October 15.
8. Attended County Board meeting on October 20.
9. Attended WCA Personnel, Finance, and County Organization Committee meeting on October 22.
10. As of this report, I do not have the sales tax numbers yet for September, but will provide that information at the meeting.
11. Starting November 2, there are 13 properties that will be for sale. I will have a resolution at the December meeting for the sale of these properties.



Wood County

WISCONSIN

Employee Wellness

Adam Fandre

Letter of Comments – November 2020

- In late September, a thank you letter was mailed to all Wellness participants recognizing their efforts for participating in Wood County's Employee Wellness Program despite the challenging year. Additionally, resources available to employees to help with this challenging time were also included. The feedback received was overwhelmingly positive. Both pieces of information can be found in my report for this month.
- The final week of the quarter 3 Wellness Challenge wrapped up on October 11 and comments from the feedback survey were very positive. Below are few of these:
 - *This challenge made me more aware of things I do for myself and others every day.*
 - *I liked that there were things you could do besides exercise, but also included exercise.*
 - *It made me remember to appreciate the little things daily during this difficult time we are all facing right now. It taught me a lot of new coping mechanisms.*
 - *It gave us a lot of room to be creative and tailor it to ourselves and our own unique interests.*
- By the time you are reading this all the flu shot clinics will have taken place. This year, with the current pandemic we are facing, I am happy to report that many employees and their dependents on Wood County's health insurance have taken advantage of these. The process of signing up for an appointment and receiving a flu shot looked different this year due to added safety precautions. However, all comments have been very positive, and no compliments have been received. Likewise, Human Services nursing staff have been a huge part of the successful turnout and I cannot state how appreciative I am of their help.
- The Wellness Committee and I have continued to review various Wellness activities and challenges to determine what the most appropriate focus would be for participants at this time. Although it has been challenging keeping employees engaged since many are working from home, at least some of the times, Wellness Champs report departments are happy with what has been offered so far. Additionally, the number of Wellness Champs has decreased in recent months due to job changes. However, these vacant positions have been quickly replaced by their respective departments to have a say and stay up to date on the various Wellness happenings.
- Follow-up health coaching is in underway with 120 participants either having scheduled an appointment or completed theirs. During these meetings I touch-base with participants on the goals they set earlier in the year, assess progress, discuss ways to overcome challenges they are facing, and set new goals if needed.
- On October 28 and 29 I attended the 30th Annual Employee Wellbeing Conference put on by the Wellness Council of Wisconsin virtually.



Wood County

WISCONSIN

Employee Wellness

Adam Fandre

Dear Employee,

On behalf of Wood County and the Wellness Committee, I would like to take a moment of your time to express our sincere appreciation for your continued participation in Wood County's Employee Wellness Program.

To say this year has been challenging would be an understatement. The unprecedented COVID-19 pandemic has not only impacted health on an individual level but has fundamentally changed the ways many of us work, connect, and live. Whether it has been learning to work from home, worrying about the health of yourself and your family, or finding ways to continue providing support and services to the communities we serve; to put it plainly, it has been tough.

Yet, despite these unusual challenges, you have still found time to look after your own well-being and participate in Wood County's Employee Wellness Program. Thank you! Focusing on your own health, especially when worried about the needs of others, is no easy feat. Please know that your efforts do not go unnoticed or unappreciated.

There is no instruction manual for how to feel at a time like this, which can cause stress for everyone. Coping with such feelings and the resulting stress in healthy ways will make you, the people you care about, and your community stronger. To that end, Wood County does offer a variety of services that can help in these uncertain times, details can be found enclosed with this letter.

Once again, thank you for looking after the most important part of Wood County – you!

Sincerely,

Adam Fandre

Wood County Wellness Coordinator



Wood County

WISCONSIN

Employee Wellness

Adam Fandre

Below you can find information about two of the resources available to you to help navigate these challenging times. These two resources can be utilized to cope with stress in healthy ways.

Wood County Employee Wellness Program

Wood County's Employee Wellness Program is a free and confidential resource designed to educate, empower, and engage employees and their families to adopt and maintain healthy lifestyle behaviors. Although you are already participating in this program, it is important to know that resources can be customized to fit your individual needs during this difficult time upon request. Likewise, certified health and wellness coaching are always available to assist in overcoming barriers, managing stress, and setting goals in order to maintain your health and well-being.

Wood County Employee Wellness Program Contact Information

Phone: 715-421-8428

E-mail: wellness@co.wood.wi.us

Website: <https://employee.co.wood.wi.us/Wellness/Default.aspx>

Employee Assistance Program (EAP)

Employee Assistance Program is a free and confidential counseling benefit available to all Wood County employees as well as any employee's spouse or dependent children. Counselors are available to help with a variety of problems including stress, family relationships, parenting, work conflicts, financial difficulties, health and wellness, substance abuse, mental illness, and more. There is no problem too big or too small.

Employee Assistance Program Contact Information

Phone: 800-540-3758

E-mail: eap@ascension.org

Website: <https://ascensionwieap.org>

COUNTY BOARD CLAIMS

September-20

Sep-20

Paid October 2020

CLAIMANT	MONTH	PER DIEM \$	MILEAGE \$	MEALS/PKG	TOTAL \$
				HOTEL \$	
Robert Ashbeck	Sep-20	350.00	95.45		\$445.45
Allen Breu	Sep-20	315.00	34.50		\$349.50
William Clendenning	Sep-20	930.00	69.00		\$999.00
Ken Curry	Sep-20	465.00	16.10		\$481.10
Michael Feirer	Sep-20	415.00	147.20		\$562.20
Adam Fischer	Sep-20	740.00	241.50		\$981.50
Jake Hahn	Sep-20	415.00	103.50		\$518.50
Brad Hamilton	Sep-20	550.00	24.15		\$574.15
John Hokamp	Sep-20	350.00	11.50		\$361.50
David La Fontaine	Sep-20	350.00	173.07		\$523.07
Bill Leichtnam	Sep-20	765.00	170.20		\$935.20
Lance Pliml	Sep-20	950.00	36.80		\$986.80
Dennis Polach	Sep-20	300.00	0.00		\$300.00
Donna Rozar	Sep-20	430.00	165.60		\$595.60
Lee Thao	Sep-20	350.00	5.75		\$355.75
Laura Valenstein	Sep-20	350.00	0.00		\$350.00
Ed Wagner	Sep-20	380.00	151.80		\$531.80
William Winch	Sep-20	350.00	37.95		\$387.95
Joe Zurfluh	Sep-20	350.00	18.97		\$368.97
Tom Buttke	Feb-Sept	350.00	184.00		\$534.00
		\$ 9,455.00	\$ 1,687.04	\$ -	\$11,142.04

Chairman

Operations Committee

Committee Report

County of Wood

Report of claims for: COUNTY CLERK

For the period of: OCTOBER 2020

For the range of vouchers: 06200167 - 06200178

Voucher	Vendor Name	Nature of Claim	Doc Date	Amount	Paid
06200167	NATIONAL ASSN OF COUNTIES	2021 Dues	09/18/2020	\$1,495.00	P
06200168	ELECTION SYSTEMS & SOFTWARE	Layout Chg - November Election	09/25/2020	\$1,405.56	P
06200169	QUADIENT LEASING USA INC	Mail Machine Lease	10/02/2020	\$1,552.86	P
06200170	AMAZON CAPITAL SERVICES	Office Supplies	10/07/2020	\$12.89	P
06200171	QUALITY PLUS PRINTING INC	Business Cards - Hahn	10/01/2020	\$50.00	P
06200172	UNITED MAILING SERVICE	MAIL FEES SEPT 1 - 30, 2020	10/14/2020	\$1,026.20	P
06200173	ELECTION SYSTEMS & SOFTWARE	Ballot Stock	10/06/2020	\$79.74	P
06200174	WISCONSIN MEDIA	VAR ADS 9/1 - 9/30/2020 GANNET	10/13/2020	\$400.68	P
06200175	WISCONSIN COUNTIES UTILITY TAX ASSOCIATION	2021 Membership Dues	10/23/2020	\$499.05	
06200176	MARYANN LIPPERT CONSULTANT LLC	Retainer Payment	10/23/2020	\$500.00	
06200177	ELECTION SYSTEMS & SOFTWARE	Toner - Ballot Printer	10/19/2020	\$256.00	
06200178	AMAZON CAPITAL SERVICES	Office Supplies	10/27/2020	\$14.00	
Grand Total:				\$7,291.98	

Signatures

Committee Chair:

Committee Member:

Committee Member:

Committee Member:

Committee Member:

Committee Member:

Committee Member:

Committee Member:

Committee Member:

Committee Report

County of Wood

Report of claims for: FINANCE

For the period of: OCTOBER 2020

For the range of vouchers: 14200217 - 14200230

Voucher	Vendor Name	Nature of Claim	Doc Date	Amount	Paid
14200217	BLITT AND GAINES PC	GARNISHMENT PAYMENT	10/08/2020	\$252.53	P
14200218	MUTUAL OF OMAHA INSURANCE COMPANY	LONG TERM DISABILITY INSURANCE	10/08/2020	\$2,298.04	P
14200219	MUTUAL OF OMAHA INSURANCE COMPANY	SHORT TERM DISABILITY INSUR	10/08/2020	\$4,008.44	P
14200220	MUTUAL OF OMAHA INSURANCE COMPANY	BASIC LIFE/SUPP (VOL) LIFE INS	10/08/2020	\$3,946.55	P
14200221	SCHUELKE SUSAN A	GARNISHMENT PAYMENT	10/08/2020	\$73.64	P
14200222	QUARLES & BRADY LLP	PROF SVCS 2020 PROM NOTES	10/05/2020	\$11,000.00	P
14200223	AGING RESOURCE CENTER OF CENTRAL WISCONSIN	4TH QTR 2020 TAX LEVY	10/06/2020	\$49,569.50	P
14200224	AMAZON CAPITAL SERVICES	OFFICE SUPPLIES	10/19/2020	\$10.99	P
14200225	MUTUAL OF OMAHA INSURANCE COMPANY	LONG TERM DISABILITY INSURANCE	10/22/2020	\$2,288.20	P
14200226	MUTUAL OF OMAHA INSURANCE COMPANY	SHORT TERM DISABILITY INSUR	10/22/2020	\$3,983.91	P
14200227	MUTUAL OF OMAHA INSURANCE COMPANY	BASIC LIFE/SUPP (VOL) LIFE INS	10/22/2020	\$4,041.58	P
14200228	SCHUELKE SUSAN A	GARNISHMENT PAYMENT	10/22/2020	\$73.64	P
14200229	US BANK	PRINTING	10/18/2020	\$869.95	
14200230	ROBERT W BAIRD & CO	PROF SVCS 2020 PROM NOTES	10/22/2020	\$19,000.00	
Grand Total:				\$101,416.97	

Signatures

Committee Chair:

Committee Member:

Committee Member:

Committee Member:

Committee Member:

Committee Member:

Committee Member:

Committee Member:

Committee Member:

Committee Report

County of Wood

Report of claims for: HUMAN RESOURCES

For the period of: OCTOBER 2020

For the range of vouchers: 17200088 - 17200092

Voucher	Vendor Name	Nature of Claim	Doc Date	Amount	Paid
17200088	MID-STATE TECHNICAL COLLEGE	BLS/CPR Renewal-NW 082020	10/05/2020	\$80.00	P
17200089	DIETRICH VANDERWAAL SC	Legal Fees	10/04/2020	\$500.00	P
17200090	WI DEPT OF WORKFORCE DEVELOPMENT	Unemployment Charges - Sept 20	09/30/2020	\$6.17	P
17200091	HORTON GROUP INC THE	Consulting Fees - October 2020	10/09/2020	\$2,083.33	P
17200092	US BANK	P Card Charges	10/18/2020	\$20.00	
Grand Total:				\$2,689.50	

Signatures

Committee Chair:

Committee Member:

Committee Member:

Committee Member:

Committee Member:

Committee Member:

Committee Member:

Committee Member:

Committee Member:

Committee Report

County of Wood

Report of claims for: RISK MANAGEMENT

For the period of: OCTOBER 2020

For the range of vouchers: 23200036 - 23200037

Voucher	Vendor Name	Nature of Claim	Doc Date	Amount	Paid
23200036	JOHNSON INSURANCE	EPLI Renewal Premium	10/15/2020	\$14,437.00	P
23200037	MARSHFIELD GLASS LLC	Vehicle Damage - Squad 22	07/01/2020	\$382.00	P
Grand Total:				\$14,819.00	

Signatures

Committee Chair:

Committee Member:

Committee Member:

Committee Member:

Committee Member:

Committee Member:

Committee Member:

Committee Member:

Committee Member:

Committee Report

County of Wood

Report of claims for: TREASURER

For the period of: OCTOBER 2020

For the range of vouchers: 28200284 - 28200309

Voucher	Vendor Name	Nature of Claim	Doc Date	Amount	Paid
28200284	CITY OF MARSHFIELD	SEPTEMBER SPECIAL CHARGES	10/06/2020	\$2,480.48	P
28200285	CITY OF NEKOOSA TREASURER	SEPTEMBER SPECIAL CHARGES	10/06/2020	\$537.70	P
28200286	CITY OF WISCONSIN RAPIDS	SEPTEMBER SPECIAL CHARGES	10/06/2020	\$1,175.79	P
28200287	STATE OF WISCONSIN TREASURER	3RD QTR PROBATE & BIRTH FEES	10/06/2020	\$34,966.24	P
28200288	STAPLES ADVANTAGE	OFFICE SUPPLIES	10/06/2020	\$34.05	P
28200289	TOWN OF PORT EDWARDS	SEPTEMBER SPECIAL CHARGES	10/06/2020	\$368.06	P
28200290	TOWN OF REMINGTON	SEPTEMBER SPECIAL CHARGES	10/06/2020	\$311.04	P
28200291	TOWN OF SARATOGA	SEPTEMBER SPECIAL CHARGES	10/06/2020	\$2,000.12	P
28200292	TOWN OF CAMERON	SEPTEMBER SPECIAL CHARGES	10/06/2020	\$518.17	P
28200293	TOWN OF GRAND RAPIDS	SEPTEMBER SPECIAL CHARGES	10/06/2020	\$435.33	P
28200294	TOWN OF HANSEN	SEPTEMBER SPECIAL CHARGES	10/06/2020	\$141.24	P
28200295	TOWN OF MARSHFIELD	SEPTEMBER SPECIAL CHARGES	10/06/2020	\$234.96	P
28200296	VILLAGE OF ARPIN TREASURER	SEPTEMBER SPECIAL CHARGES	10/06/2020	\$3,677.92	P
28200297	VILLAGE OF PORT EDWARDS TREAS	SEPTEMBER SPECIAL CHARGES	10/06/2020	\$281.20	P
28200298	VILLAGE OF RUDOLPH	SEPTEMBER SPECIAL CHARGES	10/06/2020	\$915.88	P
28200299	WI DEPT OF ADMINISTRATION	SEPT WI LAND INFO	10/06/2020	\$8,750.00	P
28200300	WOOD COUNTY REGISTER OF DEEDS	RECORDING FEES	10/06/2020	\$450.00	P
28200301	CITY OF MARSHFIELD	TAX DEED SPECIAL CHARGE	10/21/2020	\$158.64	P
28200302	DIAMOND BUSINESS GRAPHICS	ENVELOPES	10/21/2020	\$1,134.52	P
28200303	STATE OF WISCONSIN TREASURER	SEPTEMBER COC REVENUES	10/21/2020	\$118,785.55	P
28200304	STAPLES ADVANTAGE	OFFICE SUPPLIES	10/21/2020	\$45.21	P
28200305	WOODTRUST BANK	SEPTEMBER MONTHLY SERVICE FEES	10/21/2020	\$239.59	P
28200306	BEAR GRAPHICS INC	TAX ENVELOPES	10/28/2020	\$755.85	
28200307	STAPLES ADVANTAGE	OFFICE SUPPLIES	10/28/2020	\$51.09	
28200308	STAPLES ADVANTAGE	OFFICE SUPPLIES	10/28/2020	\$192.56	
28200309	STAPLES ADVANTAGE	OFFICE SUPPLIES	10/28/2020	\$15.32	
Grand Total:				\$178,656.51	

Signatures

Committee Chair: _____

Committee Member: _____

Committee Member: _____

Committee Member: _____

Committee Member: _____

Committee Member: _____

Committee Member: _____

Committee Member: _____

Committee Member: _____

Committee Report

County of Wood

Report of claims for: WELLNESS

For the period of: OCTOBER 2020

For the range of vouchers: 34200010 - 34200010

Voucher	Vendor Name	Nature of Claim	Doc Date	Amount	Paid
34200010	WELLNESS COUNCIL	Corporate Membership Dues	10/21/2020	\$250.00	P
Grand Total:				\$250.00	

Signatures

Committee Chair: _____

Committee Member: _____

Committee Member: _____

Committee Member: _____

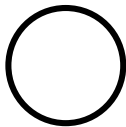
Committee Member: _____

Committee Member: _____

Committee Member: _____

Committee Member: _____

Committee Member: _____



RESOLUTION#

Introduced by
Page 1 of 2

ITEM# 4-
DATE November 10, 2020
Effective Date November 10, 2020

Conservation, Education & Economic Development, Property & Information
Technology, and Operations Committees

Motion:
1st
2nd
No: Yes: Absent:
Number of votes required:
☒ Majority ☐ Two-thirds
Reviewed by: , Corp Counsel
Reviewed by: , Finance Dir.

Adopted:
Lost:
Tabled:
Absent:

LAD

INTENT & SYNOPSIS: To authorize the Planning and Zoning Director to make application for broadband grants in partnership with Hilbert Communications, LLC and to contract with Hilbert for assisting in the grant application process.

FISCAL NOTE: The County is not making an actual financial commitment by means of this resolution but is expressing an intention to pursue broadband internet expansion in the county if funding from the state in support thereof is received.

		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			

WHEREAS, in order to address the substantial areas within Wood County that are unserved or underserved with access to broadband internet, Wood County recognizes a necessity to research and gather information to identify the broadband needs of its citizens and businesses, and to encourage providers to invest and provide those services in Wood County; and

WHEREAS, Hilbert Communications, LLC (“Hilbert”), and its subsidiary broadband wireless internet service provider company, Bug Tussel Wireless, LLC (“Bug Tussel”), have expressed a desire to commence a project consisting of the construction and operation of certain wireless communication services to provide the most advanced infrastructure to the unserved and underserved residents of Wood County; and

WHEREAS, Wood County desires to pursue Broadband Expansion Grants offered by and through the State of Wisconsin Public Service

Commission; and

WHEREAS, Hilbert advises it is willing and able to partner with Wood County to provide the latest advancements in broadband coverage and to seek all available grants to provide and subsidize the cost of necessary broadband infrastructure; and

WHEREAS, as a first step Wood County desires to pursue and make application for any and all grant money available for broadband coverage; and

WHEREAS, the committees introducing this resolution have considered Hilbert and Bug Tussel’s history of community partnerships and their proposal to expand broadband to unserved and underserved areas of Wood County and hereby recommend partnering with Hilbert to pursue broadband expansion grants.

NOW, THEREFORE, THE WOOD COUNTY BOARD OF SUPERVISORS HEREBY RESOLVES to authorize the Planning and Zoning Director to apply to the State of Wisconsin Public Service Commission for broadband expansion grants in partnership with Hilbert, and

BE IT FURTHER RESOLVED that the Planning and Zoning Director is authorized to negotiate with Hilbert to enter into development agreements for assistance in the grant application process similar to those attached, wherein

{ }

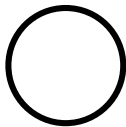
KEN CURRY (Chair)
BILL LEICHTNAM
ROBERT ASHBECK
JAKE HAHN
DAVE LAFONTAINE

AL BREU (Chair)
DENNIS POLACH
BRAD HAMILTON
LAURA VALENSTEIN
WILLIAM WINCH

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

County Clerk

County Board Chairman



RESOLUTION#

ITEM# 4-

DATE November 10, 2020

Effective Date: November 10, 2020

Introduced by
Page 2 of 2

Conservation, Education & Economic Development, Property & Information
Technology, and Operations Committees

there is no commitment to the county spending money without further authorization of the county board via resolution, and

BE IT FURTHER RESOLVED that the Planning and Zoning Director is authorized to do all such acts and to execute, acknowledge, and deliver all such documents necessary or desirable to fulfill the intent of this resolution.

{ }

ED WAGNER (Chair)

DONNA ROZAR

MIKE FEIRER

ADAM FISCHER

LANCE PLIML

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

County Clerk County Board Chairman

**FIRST AGREEMENT TO ESTABLISH PUBLIC PRIVATE PARTNERSHIP FOR THE
PURPOSE OF APPLYING FOR A BROADBAND EXPANSION GRANT UNDER WIS.
STAT. 196.504**

THIS PUBLIC PRIVATE PARTNERSHIP AGREEMENT (“Agreement”) is made this ____ day of _____, 2020 (“Effective Date”) by and between Wood County, Wisconsin (the “County”), a political subdivision of the State of Wisconsin, and Hilbert Communications, LLC (“Hilbert”), a Wisconsin limited liability company. The County and Hilbert are collectively referred to as the “Parties.”

RECITALS

- A. The County seeks to promote the development of high-speed broadband services to unserved and underserved areas within its boundaries and believes that cooperation with private-sector partners is necessary for the development of a county-wide broadband network that meets the needs of the County, its residents, and its businesses.
- B. To encourage and facilitate the development of high-speed broadband service in unserved and underserved areas within the county, the County and Hilbert, together constituting an “eligible applicant” within the meaning of Wis. Stat. 196.504, seek to enter into a public-private partnership to build an open access fiber optic backbone to facilitate the provision of such service by third-party wireline and wireless internet service providers (the “Project”) should adequate grant funding be available to do so.
- C. The full scope of the Project is yet to be defined but will be set forth in a final partnership agreement between the Parties (“Final Partnership Agreement”) if adequate grant funding is available to pursue the Project.
- D. The Parties intend that Hilbert, with the County as its public partner, apply to the State of Wisconsin Broadband Expansion Grant Program (“Grant Program”) pursuant to Wis. Stat. 196.504 to obtain a grant to be used to pay for part of the cost of constructing the Project.
- E. The County finds the Project to be in the public interest of the residents and businesses of Wood County.

AGREEMENT

THE PARTIES agree as follows:

1. **Purpose.** By this Agreement, the County and Hilbert hereby agree to form a public-private partnership so that Hilbert can apply to the Grant Program to obtain funds to be applied toward construction of the Project at no cost to the County. The County agrees that, as Hilbert’s public partner, it will cooperate with Hilbert in the preparation of the grant application. Hilbert agrees to submit the application to the Public Service Commission of Wisconsin (“PSC”) no later than December 1, 2020.

2. **Project.** The Project will be developed by Hilbert if the County determines that adequate grant funding has been secured. The estimated cost of the initial phase of the Project is approximately \$ 2,075,308.00 (estimated Project cost). The Parties agree to evaluate a potential second phase of the Project within Wood County for fiber in the future.
3. **Project Funding.** In its grant application, Hilbert shall request a grant for \$518,827.00. If the Grant is awarded and if the Project receives final approval from each Party's respective governing body, Wood County will contribute \$415,062.00 and Hilbert will contribute \$1,141,419.00 to the Project. If the overall Project cost is less than projections, it is anticipated that the respective contributions will be decreased on a pro rata basis.
4. **Authorization.** Each Party represents that it has the authority to execute this Agreement.
5. **Records.** Hilbert shall provide the County with a copy of its application to the Grant Program at the same time the application is submitted to the PSC.
6. **Termination.** This Agreement shall become effective on the Effective Date and shall be terminated if Hilbert's grant application is unsuccessful. If the grant application is successful, this Agreement shall terminate either one hundred twenty (120) days after the grant award or in the event that the Parties enter into a Final Partnership Agreement, whichever comes first.
7. **Entire Agreement.** There are no representations or understandings of any kind not stated in this Agreement.
8. **Governing Law.** This Agreement shall be governed by the laws of the State of Wisconsin without regard to its conflict of laws provision.
9. **Counterparts.** This Agreement may be executed in two or more counterparts, each of which shall be deemed an original but all of which together shall constitute one and the same instrument.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement pursuant to duly adopted Resolution No. _____, dated _____ effective as of the date of the last party to sign (the "Effective Date") below.

Wood County

By: _____

Name: _____

Its: _____

Date: _____

STATE OF _____)
) ss.

COUNTY OF _____)

On _____, before me, _____, personally appeared _____, who proved to me on the basis of satisfactory evidence to be the person(s) whose name(s) is/are subscribed to the within instrument and acknowledged to me that he/she/they executed the same in his/her/their authorized capacity(ies), and that by his/her/their signature(s) on the instrument the person(s), or the entity upon behalf of which the person(s) acted, executed the instrument.

I certify under PENALTY OF PERJURY under the laws of the State of Wisconsin that the forgoing paragraph is true and correct.

WITNESS my hand and official seal.

Signature: _____

(Seal)

My commission expires: _____

**SECOND AGREEMENT TO ESTABLISH PUBLIC PRIVATE PARTNERSHIP FOR THE PURPOSE OF APPLYING
FOR A BROADBAND EXPANSION GRANT UNDER WIS. STAT. 196.504**

THIS PUBLIC PRIVATE PARTNERSHIP AGREEMENT ("Agreement") is made this ____ day of _____, 2020 ("Effective Date") by and between Wood County, Wisconsin (the "County"), a political subdivision of the State of Wisconsin, and Hilbert Communications, LLC ("Hilbert"), a Wisconsin limited liability company. The County and Hilbert are collectively referred to as the "Parties."

RECITALS

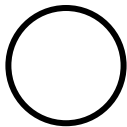
- A. The County seeks to promote the development of high-speed broadband services to unserved and underserved areas within its boundaries and believes that cooperation with private-sector partners is necessary for the development of a county-wide broadband network that meets the needs of the County, its residents, and its businesses.
- B. To encourage and facilitate the development of high-speed broadband service in unserved and underserved areas within the county, the County and Hilbert, together constituting an "eligible applicant" within the meaning of Wis. Stat. 196.504, seek to enter into a public-private partnership to build an open access fiber optic backbone to facilitate the provision of such service by third-party wireline and wireless internet service providers (the "Project") should adequate grant funding be available to do so.
- C. The full scope of the Project is yet to be defined but will be set forth in a final partnership agreement between the Parties ("Final Partnership Agreement") if adequate grant funding is available to pursue the Project.
- D. The Parties intend that Hilbert, with the County as its public partner, apply to the State of Wisconsin Broadband Expansion Grant Program ("Grant Program") pursuant to Wis. Stat. 196.504 to obtain a grant to be used to pay for part of the cost of constructing the Project.
- E. The County finds the Project to be in the public interest of the residents and businesses of Wood County.

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- 2. **Project.** The Project will be developed by Hilbert if the County determines that adequate grant funding has been secured. The estimated cost of the initial phase of the Project is approximately \$ 2,979,304.00 (estimated Project cost). The Parties agree to evaluate a potential second phase of the Project within Wood County for fiber in the future.

3. **Project Funding.** In its grant application, Hilbert shall request a grant for \$529,968.00. If the Grant is awarded and if the Project receives final approval from each Party's respective governing body, Wood County will contribute \$595,861.00 and Hilbert will contribute \$1,853,475.00 to the Project. If the overall Project cost is less than projections, it is anticipated that the respective contributions will be decreased on a pro rata basis.
4. **Authorization.** Each Party represents that it has the authority to execute this Agreement.
5. **Records.** Hilbert shall provide the County with a copy of its application to the Grant Program at the same time the application is submitted to the PSC.
6. **Termination.** This Agreement shall become effective on the Effective Date and shall terminated if Hilbert's grant application is unsuccessful. If the grant application is successful, this Agreement shall terminate either one hundred twenty (120) days after the grant award or in the event that the Parties enter into a Final Partnership Agreement, whichever comes first.
7. **Entire Agreement.** There are no representations or understandings of any kind not stated in this Agreement.
8. **Governing Law.** This Agreement shall be governed by the laws of the State of Wisconsin without regard to its conflict of laws provision.
9. **Counterparts.** This Agreement may be executed in two or more counterparts, each of which shall be deemed an original but all of which together shall constitute on and the same instrument.



RESOLUTION#

Introduced by Operations Committee
Page 1 of 1

ITEM#
DATE November 10, 2020
Effective Date November 10, 2020

Motion:
1st
2nd
No: Yes: Absent:

Adopted:
Lost:
Tabled:

☒ Majority ☐ Two-thirds

Reviewed by: , Corp Counsel
Reviewed by: , Finance Dir.

CAK
INTENT & SYNOPSIS: Authorize the sale of tax deed property back to former owner.

FISCAL NOTE: Paid Amount \$2,510.00

WHEREAS, by Resolution No. 20-9-2, the Wood County Board of Supervisors authorized the taking of a tax deed on parcel number 34-06821, more particularly described as:

Lot 89 of Morningside Addition, City of Wisconsin Rapids, Wood County, Wisconsin.

WHEREAS, Wood County Ordinance 904 and Wis. Stat. § 75.35(3) authorizes Wood County to sell tax deed property back to the former owner upon payment of all taxes, interest, fees, and special charges and assessments,

WHEREAS, it is beneficial for Wood County to sell to the former owner of this property because the funds received on October 6, 2020 will compensate the County in full for the amounts due and owing,

THEREFORE BE IT RESOLVED, that the Wood County Board of Supervisors authorize the County Clerk to sell the above referenced property back to the former owner by Quit Claim Deed.

		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			

{ }

ED WAGNER, CHAIR

DONNA ROZAR, VICE CHAIR

MIKE FEIRER

ADAM G FISHER

LANCE PLIML

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

County ClerkCounty Board Chairman



Wood County 2020 Health Assessment Results

Adam Fandre

Aspirus Business Health



Wood County Wellness Program

Health Risk Assessment & Biometric Screening Results

WINS!

Win	
Program participation in the three qualifying activities	2020 had the greatest number of employee participation (89%) in the three qualifying activities since the Wellness Program began
Many positive improvements in biometric results for 2018-2020 cohort	All <i>low risk</i> biometric measures either improved or stayed the same and 6 of the 8 <i>high risk</i> biometric measures improved
Many positive improvements in biometric results for 2009-2020 cohort	4 of the 8 <i>low risk</i> biometric measures stayed the same or improved and 7 of the 8 <i>high risk</i> biometric measures stayed the same or improved
Reduction in 4 of the top 5 risk factors	Weight, exercise, nutrition, and blood pressure all decreased between 2019 and 2020
Improvement in overall health status results	<i>High risk</i> health status dropped 5% and <i>low risk</i> health status increased by 2% between 2019 and 2020

Wood County Wellness Program

Health Risk Assessment & Biometric Screening Results

OPPORTUNITIES!

Opportunity	
Spouse participation at an all-time low since the Wellness Program began	Spouse participation has dropped from 25% in 2019 to 2% in 2020 which is the lowest participation rate since the Wellness Program began
Increased percentage of participants feeling more stressed	Stress is 1 of the top 5 risk factors that increased (by 2%) from 2019 to 2020
Decreasing, year-long, participation in optional wellness activities	Participation in challenges and other optional activities are much lower in 2020 than previous years

Overall Participation Summary

Participation refers to those who completed all three qualifying activities

Total Percent Participation in Biometrics & HRA (581 total eligible in 2020)

	2018 Number	2018 Percentage	2019 Number	2019 Percentage	2020 Number	2020 Percentage
Employees	490	86%	478	84%	495	89%
Spouses	82	25%	82	25%	9	2.7%



Participation Rate by Age & Gender

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

2020 marked the highest participation rate for employees and the lowest participation rate for spouses since the Wellness Program first began

Cohort Data Results

Cohort Participants 2018 – 2020

Win!

2018-2020 Cohort Biometric Results

369 cohort participants completed biometrics both years

Biometric Measures	Low Risk		Low Risk Change	Rising Risk		High Risk		High Risk Change
	2018	2020		2018	2020	2018	2020	
Blood Pressure	Less than 120/80 38%	44%	Improved 6%	120/80-139/89 58%	53%	139/89 or Greater 4%	3%	Improved 1%
Blood Sugar	Less than 100 66%	67%	Improved 1%	100-124 29%	26%	124 or Greater 5%	7%	Declined 2%
Total Cholesterol	Less than 200 62%	65%	Improved 3%	200-240 33%	28%	240 or Greater 5%	7%	Declined 2%
HDL-Cholesterol	Greater than 59 34%	37%	Improved 4%	59-40 50%	49%	Less than 40 16%	14%	Improved 2%
LDL-Cholesterol	Less than 130 77%	77%	No Change	130-159 16%	19%	159 or Greater 7%	4%	Improved 3%
HDL Ratio	Less than 4 63%	69%	Improved 6%	4-5 22%	20%	Greater than 5 15%	11%	Improved 4%
Triglycerides	Less than 150 76%	76%	No Change	150-199 11%	12%	Greater than 199 13%	12%	Improved 1%
BMI	18.5 - 25 18%	20%	Improved 2%	25-29.99 33%	32%	Less than 18.5 or Greater than 29.99 49%	48%	Improved 1%

Many increases in low risk categories and improvements in high risk categories. Blood sugar and total cholesterol continue to go up over time.



2018 – 2020 Cohort

Health Risk Factors from Health Assessment

378 Cohort Participants

At Risk Factor	2018	2020	Percent Change
	% At Risk		
Alcohol	29%	28%	-1%
Nutrition	53%	53%	No Change
Sleep	35%	33%	-2%
Stress	53%	50%	-3%
Tobacco & Nicotine	15%	12%	-3%

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

Cohort Data Results

Cohort Participants 2009 – 2020

Win!

2009-2020 Cohort Biometric Results

68 cohort participants completed biometrics all years

Biometric Measures	Low Risk		Low Risk Change	Rising Risk		High Risk		High Risk Change
	2009	2020		2009	2020	2009	2020	
Blood Pressure	Less than 120/80 25%	46%	Improved 21%	120/80-139/89 53%	53%	139/89 or Greater 22%	1%	Improved 21%
Blood Sugar	Less than 100 88%	69%	Declined 19%	100-124 9%	28%	124 or Greater 3%	3%	No Change
Total Cholesterol	Less than 200 70%	57%	Declined 13%	200-240 24%	37%	240 or Greater 6%	6%	No Change
HDL-Cholesterol	Greater than 59 33%	44%	Improved 11%	59-40 54%	44%	Less than 40 13%	12%	Improved 1%
LDL-Cholesterol	Less than 130 76%	75%	Declined 1%	130-159 21%	22%	159 or Greater 3%	3%	No Change
HDL Ratio	Less than 4 64%	75%	Improved 11%	4-5 21%	16%	Greater than 5 15%	9%	Improved 6%
Triglycerides	Less than 150 79%	79%	No Change	150-199 11%	12%	Greater than 199 10%	9%	Improved 1%
BMI	18.5 - 25 37%	19%	Declined 18%	25-29.99 35%	44%	Less than 18.5 or Greater than 29.99 28%	37%	Declined 9%

Many national wellness experts note that maintaining status vs. declining is part of a successful Wellness Program.



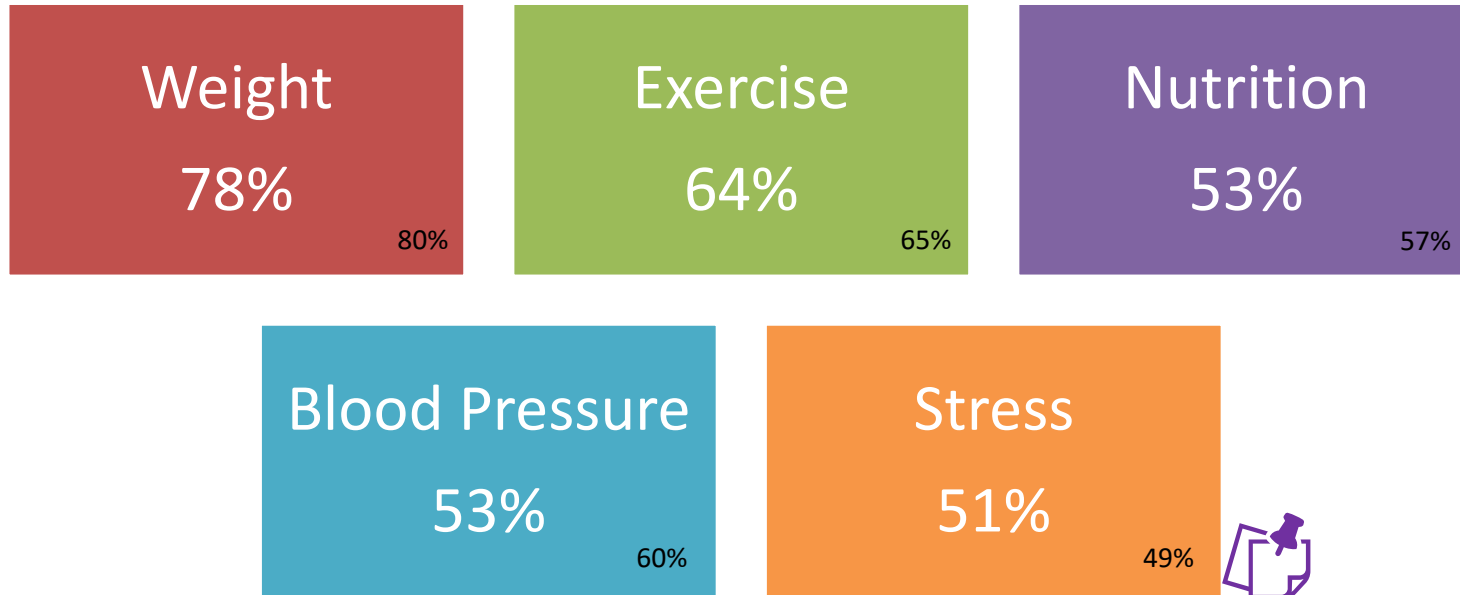
Overall Population Aggregate Results*

2020

*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

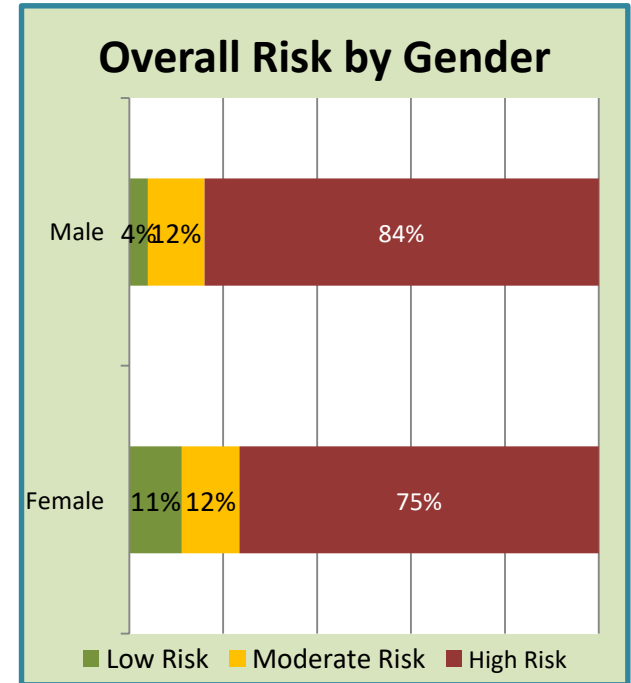
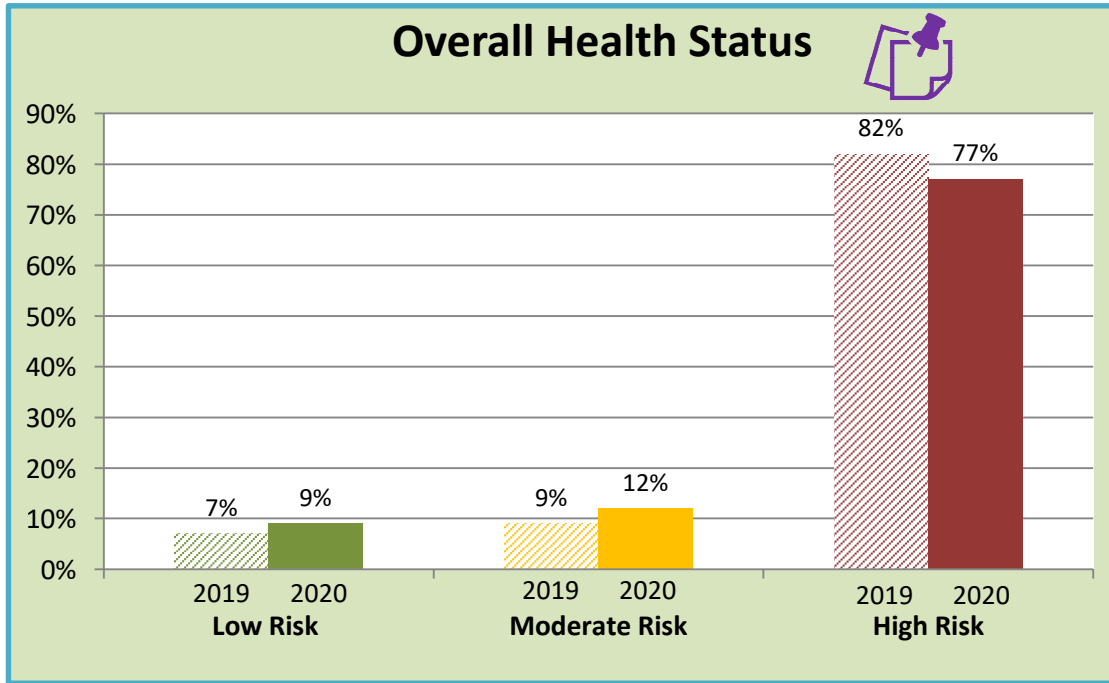


**Numbers in bottom right corner are values from 2019.*

4 of the top 5 risk factors have decreased between 2019 and 2020. The only one to go up was stress which was expected given the challenges of COVID-19.

Overall Health Status

*Data from Health Assessment answers combined with Biometric Screening Results



High risk health status decreased by 5% and *low risk* health status increased by 2%. This trend is very positive since high risk conditions have a greater impact on morbidity, mortality, and health care costs.

2019 – 2020 Biometric Screening Data

Changes in Biometric Moderate & High Risk Categories

Data from Biometric Screening Results

Moderate & High Risk Factors	Total Participants		Percent Change
	560	504	
	2019	2020	
Blood Pressure	61%	54%	Improved 7%
Blood Sugar	35%	33%	Improved 2%
Total Cholesterol	32%	35%	Declined 3%
LDL Cholesterol	22%	25%	Declined 3%
HDL Cholesterol	67%	65%	Improved 2%
Cholesterol Ratio	34%	34%	No Change
Triglycerides	26%	24%	Improved 2%
BMI	82%	80%	Improved 2%

The vast majority of moderate and high risk categories are decreasing which is ideal since these tend to have the greatest impact on overall health and costs associated with treatment.

2019 – 2020 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	504	
	2019	2020	
Alcohol	31%	29%	Improved 2%
Exercise	65%	64%	Improved 1%
Nutrition	57%	53%	Improved 4%
Sleep	35%	33%	Improved 2%
Stress	49%	51%	Declined 2%
Tobacco & Nicotine	13%	13%	No Change

The vast majority of moderate and high risk factors are decreasing which is ideal since these are associated with negative health outcomes and often worsen underlying conditions.

Readiness To Change for At Risk Population

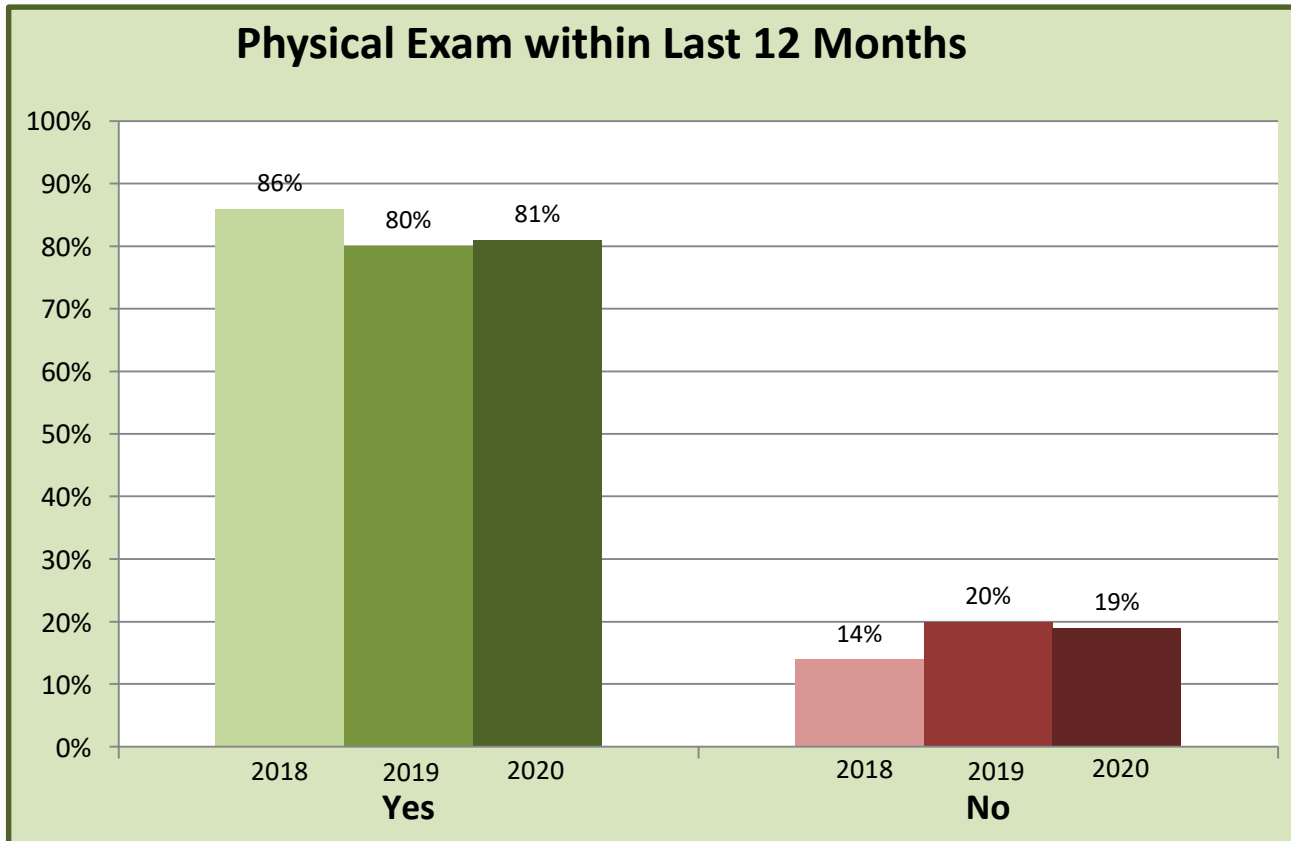
Data from Self-Report Health Assessment Survey

Behavior Risk	Percent Planning to Change 2020 (% Change from 2019)	Percent Think it's Important to Change 2020 (% change from 2019)	Percent Confident in Ability to Change 2020 (& change from 2019)
Exercise	65% (+6%)	77% (-2%)	63% (-13%)
Nutrition	66% (+6%)	72% (+4%)	66% (+1%)
Sleep	50% (-12%)	77% (-3%)	38% (-2%)
Stress	42% (+6%)	76% (+7%)	62% (+1%)
Weight	44% (+1%)	78% (+4%)	65% (+3%)
Tobacco	40% (+3%)	50% (-7%)	35% (-12%)
Alcohol	23% (+1%)	Not evaluated	Not evaluated

The significant and positive changes in the *percent planning to change* category are critical since this demonstrates that participants are planning to take action in order to reduce their risk. This is ultimately what makes the greatest difference in health outcomes.

Continuum of Care

*Data from Health Assessment self-reported answers



- 10% 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

- 64 high risk participants received phone messages to review results and were recommended to follow-up with primary care provider.
- Of the 64 participants, 27 were contacted via phone to review lab results and follow-up with primary care provider
 - 2 already initiated lifestyle changes and scheduled appoint with primary care provider
 - 5 had been followed-up by their provider to review results and treatment options
 - 2 received information of how to establish care with a provider.
- Of the 64 participants, 37 were unable to be reached by phone and had high risk results mailed to home with directions to schedule a follow-up appointment with a provider.

Health Coaching Data

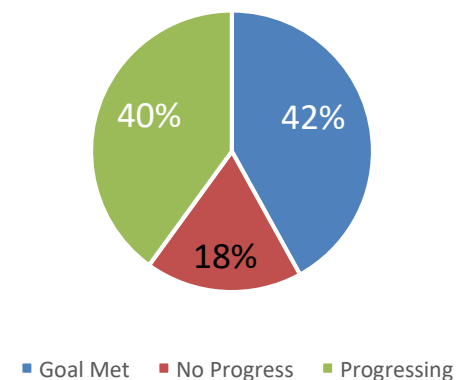
Health Coaching Summary

2019 – 2020 Data

	January- July 2019	January- July 2020
Total Coached	552	467
Total Sessions	608	471
Number Goals Set	695	712



Goal Status from 2019 Goals Set
(Evaluated during 2020 Session)



Despite challenging year, 82% of participants either made progress towards, or met, the goals they set in 2019.

Health Coaching Satisfaction Survey Data

2020 Data

Satisfaction Survey Results (266 respondents, 58% response rate)

Statement	Agree	Disagree
Schedule Appointment Timely	99%	1%
Coach was Empathetic & Respectful	100%	0%
Coach Assisted with Useful Advice & Resources	99%	1%
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	100%	0%
Know What to Do if have More Questions	99%	1%
Satisfied with Aspirus Business Health Staff	99%	1% (neutral)

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

Health Coaching Highlights

- One participant said “I have been in two other Wellness Programs at my previous jobs and this is by far the most personalized and effective one. It is nice to be employed somewhere where personal health is taken seriously.”
- Another participant said “During our coaching sessions I am always remembered by name and treated like a person, not just another “to-do” on a long list. Having a conversation 100% focused on me is extremely valuable.”
- 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 2017 to 2020

Wellness Activity	2017 (498 Participants)	2018 (490 Participants)	2019 (478 Participants)	2020 (495 Participants)
Quarter 1 Wellness Challenge	Not offered	Not offered	Not offered	156
Quarter 2 Wellness Challenge	135	187	214	148
Quarter 3 Wellness Challenge	190	210	228	135
Quarter 4 Wellness Challenge	165	114	145	Not started yet
Dental Exam	176	223	258	137*
Annual Eye Exam	115	137	171	76*
Medical Self-care	173	182	226	107*
6-months Nicotine Free	217	228	278	168*

*Numbers are not final

Year-long activities are seeing a substantial decrease in completion numbers, even the activities with self-reported completions like dental and eye exams, annual check-ups, and 6 months of being nicotine free.

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.
- Develop comprehensive and consistent communication plan in various modes at all organizational levels to keep in-touch with participants, understand their needs, and support them throughout the year.
- Consider increasing spouse incentive for Wellness Program participation.
- 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.

Next Steps

- ✓ Develop communication plan for 2021
- ✓ Determine and implement changes to 2021 wellness activities based on 2020 feedback
- ✓ Create and mail 2021 Wellness Program overview by the end of November

Appendix

2020 Health Assessment Results

p. 2	Health Assessment Overview
p. 3	Participation Summary
p. 4	2019-2020 Overall Health Status
p. 5	Top 5 Risk Factors & Comorbidity
p. 6-11	Health Risk Factors Summary & Details
p. 12	Readiness to Change for At Risk Population
p. 13	2009-2020 Biometric Cohort Analysis
p. 14	2018-2020 Cohort Analysis of Health Risk Factors
p. 15-23	2018-2020 Biometric Cohort Analysis & Details
p. 24	Top 5 Self-Reported Medical Conditions
p. 25-28	Health Coaching Summary & Success Stories
p. 29	Participation in Optional Wellness Activities
p. 30	Recommendations

Health Assessment Results

Wood County 2020

Wellness Report

October 6, 2020



Aspirus Business Health

3000 Westhill Drive Suite 100, Wausau, WI 54401

P: 715.847.0405 • F: 715.847.2928

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. 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.

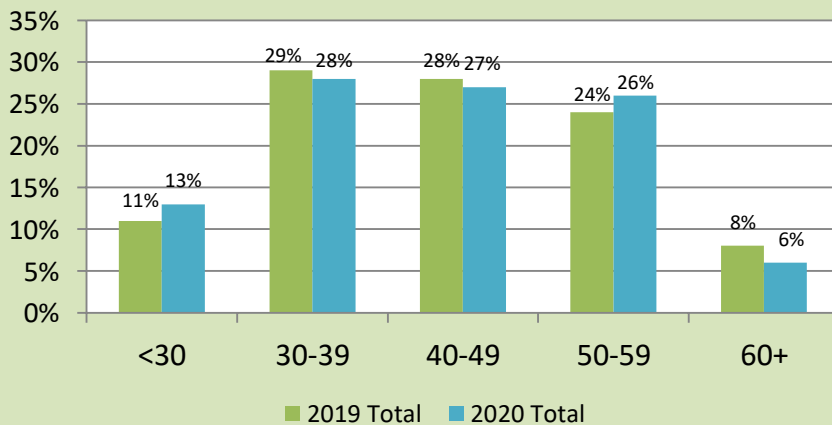
Special Observation to Note for Wood County this Year

- To be more financially prudent, cash incentives were reduced substantially compared to previous years. Although this did not have a significant impact on completion of the three qualifying activities, since the health insurance premium incentive did not change, the impact was felt on year-long participation in many activities.
- This year introduced a new point structure which focuses on tiers (bronze, silver, and gold) rather than total points to earn cash incentives. Additionally, cash incentives are now paid on an annual basis, rather than quarterly, and this reduced frequency of payments does impact continued participation and can make it harder for participants to stick with the Wellness Program.
- A variety of new activities were made available to employees and while many are like those in the past, any new activity does come with a learning curve which can affect participation and completion rates. Similarly, many of the familiar activities did have a different number of points allocated to them based on the impact they have on overall health, which required some participants to use a different combination of activities to reach their desired incentives.
- A greater emphasis was put on meeting certain criteria to earn points, rather than participation alone, which did discourage some employees from trying to earn the points.
- While not unique to Wood County, the challenges COVID-19 created, on top of the changes mentioned above, did make this a challenging year overall.

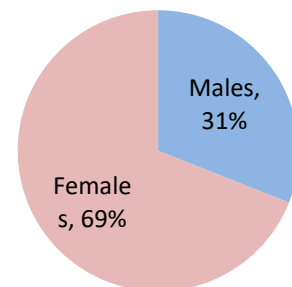
Participation Summary

Participation	2009	2010	2011	2012	2013	2014	2015	2016-2017	2018	2019	2020
Number of Participants	188	150	236	262	230	350	380	498	572	560	504
Number of Employee Participants	188	150	236	262	230	280	304	451	490	478	495
Number of Spouse Participants	NA	NA	NA	NA	NA	70	76	47	82	82	9
Employee Participation Rate	22%	23%	38%	43%	39%	47%	51%	76%	86%	84%	89%
Spouse Participation Rate	NA	NA	NA	NA	NA	22%	24%	17%	25%	25%	2.7%
Employees on Health Insurance	NA	NA	NA	NA	NA	87%	83%	83%	90%	71%	86%
New Employee Participants	188	45	94	61	39	56	71	249	33	60	57
New Spouse Participants	NA	NA	NA	NA	NA	70	23	23	36	11	1

Participation Rate by Age



Gender



Health Status

*Data from Health Assessment answers combined with Biometric Screening Results

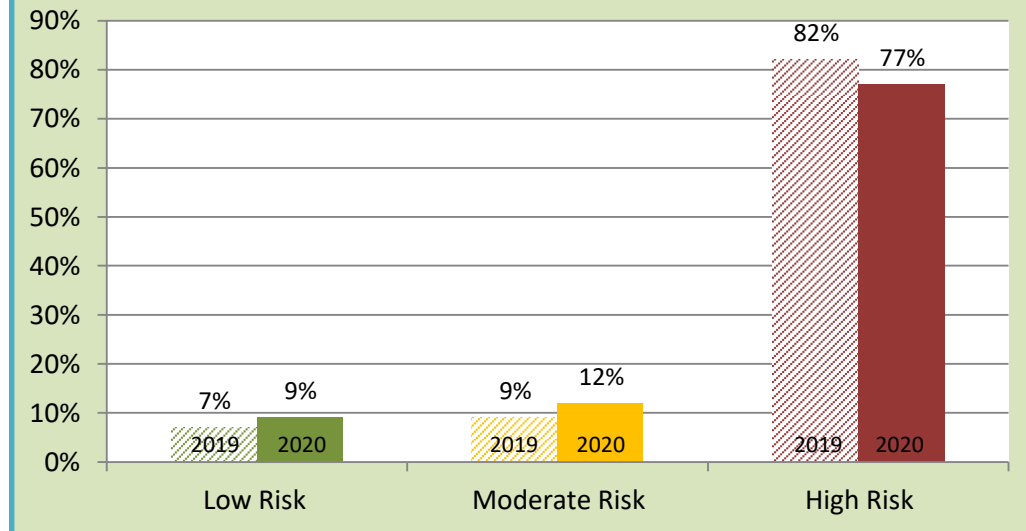
Health Status

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%

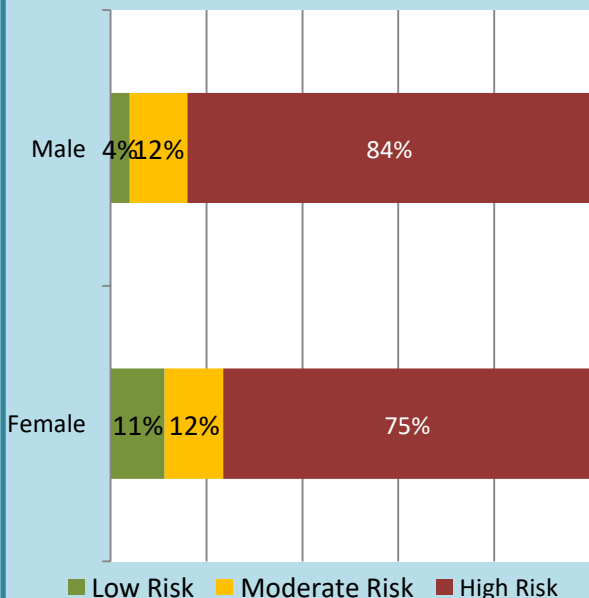
Overall Health Status



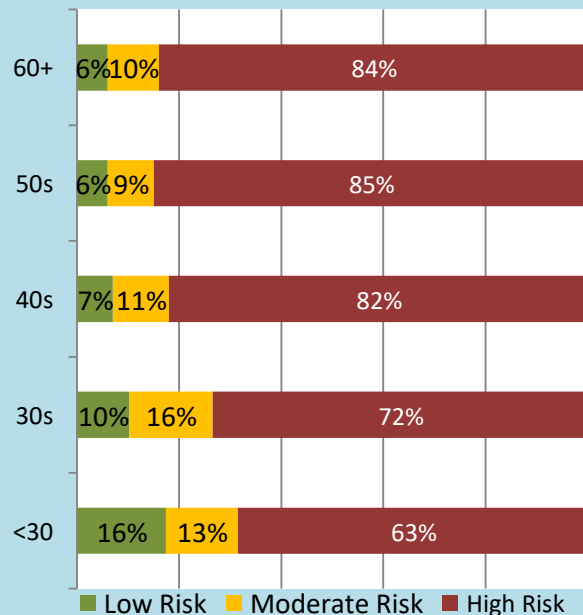
*Pregnant participants do not have their overall health status evaluated.

** Beginning in January of 2019 the scoring for the Health Assessment has changed per guidelines from medical review based on new national guidelines. This resulted in changes to the risk stratifications for Blood Pressure, Cholesterol and Exercise in ManageWell beginning in January of 2019. With these new standards, answers to questions in these sections may yield different risk classification than they did prior to 2019. Thus, it is difficult to compare these areas year to year.

Overall Risks by Gender

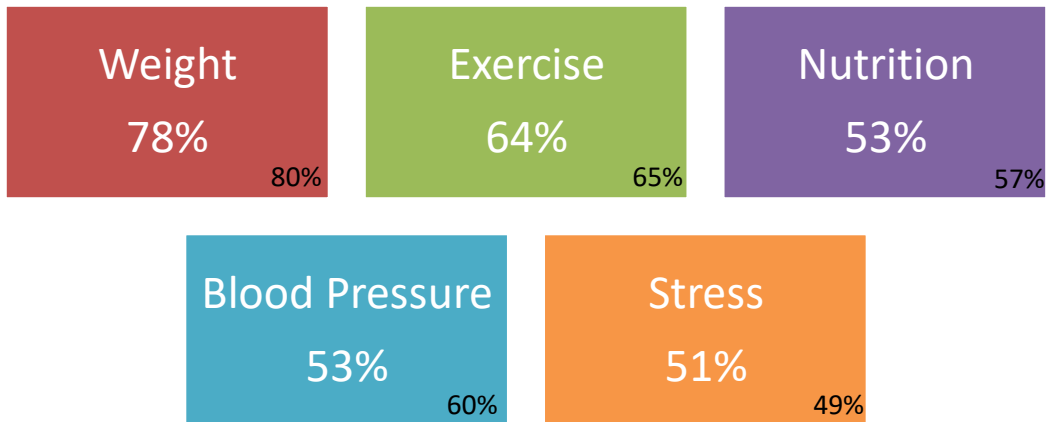


Overall Risks by Age



Top 5 Risk Factors

*Data from Health Assessment answers combined with Biometric Screening Results



*Numbers in bottom right corner are values from 2019.

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		Percent Change from 2019-2020
	560 2019	504 2020	
Blood Pressure*	61%	54%	Improved 7%
Blood Sugar*	35%	33%	Improved 2%
Total Cholesterol*	32%	35%	Declined 3%
LDL Cholesterol*	22%	25%	Declined 3%
HDL Cholesterol*	67%	65%	Improved 2%
Cholesterol Ratio*	34%	34%	No Change
Triglycerides*	26%	24%	Improved 2%
BMI*	82%	80%	Improved 2%
Alcohol	31%	29%	Improved 2%
Exercise	65%	64%	Improved 1%
Nutrition	57%	53%	Improved 4%
Sleep	35%	33%	Improved 2%
Stress	49%	51%	Declined 2%
Tobacco & Nicotine	13%	13%	No Change

*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 18.5-25.0)

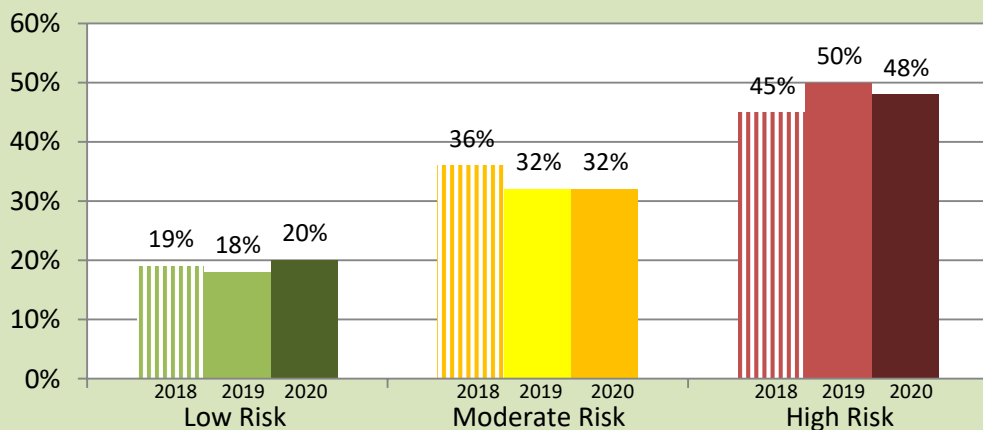
Moderate Risk = Overweight
(BMI 25.0-29.99)

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 = 73% (74%)

Male = 90% (92%)

Weight Risk by Age Group

<30 = 51% (63%)

30's = 73% (72%)

40's = 87% (89%)

50's = 85% (85%)

60+ = 90% (89%)

44% (43%) At Risk are Planning to Change

78% (74%) At Risk Think it's Important to Change

65% (62%) 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

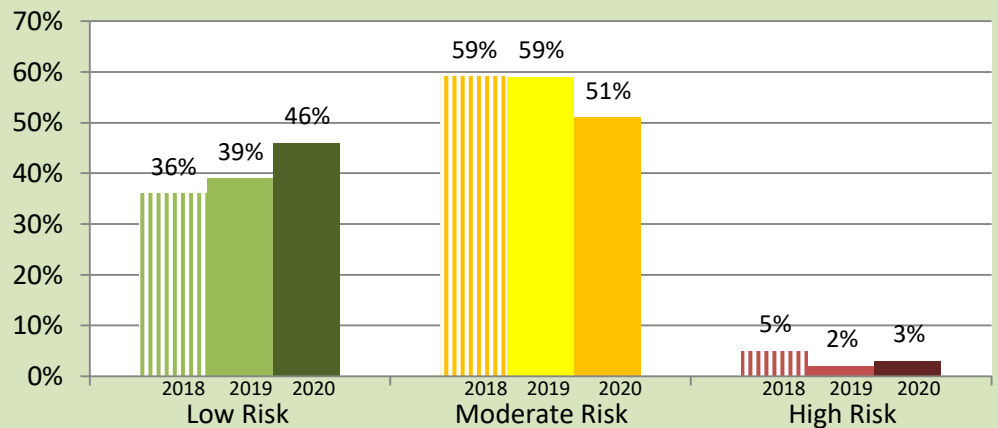
**Moderate Risk =
Prehypertension**
120-139/80-89

High Risk = Hypertension
>139/90

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

www.heart.org

Overall Blood Pressure Risk



Blood Pressure Risk by Gender

Female = 47% (51%)
Male = 66% (76%)

Blood Pressure Risk by Age Group

<30 = 30% (41%)
30's = 37% (55%)
40's = 59% (64%)
50's = 69% (66%)
60+ = 77% (71%)

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.

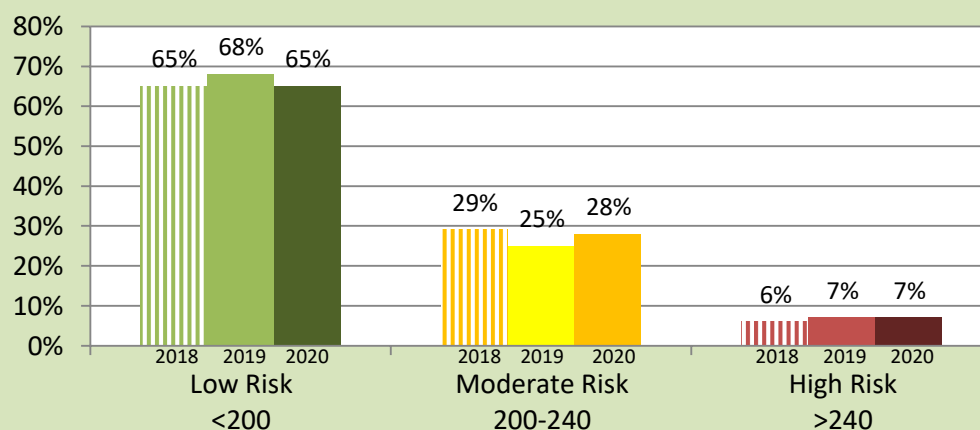
Triglycerides are fat, which are transported through the bloodstream as a source of energy for the body. Having elevated levels can be associated with health problems.

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.

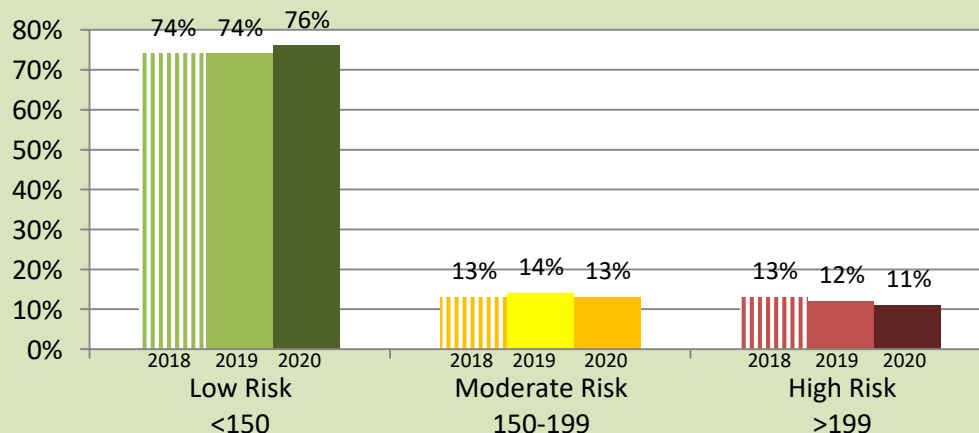
LDL is the bad cholesterol. It is the source of damaging buildup and blockage in arteries. The higher the number, then the greater risk for cardiovascular disease. **U.S. Data:** 34% of adults have high LDL.

www.heart.org

Overall Total Cholesterol Risk

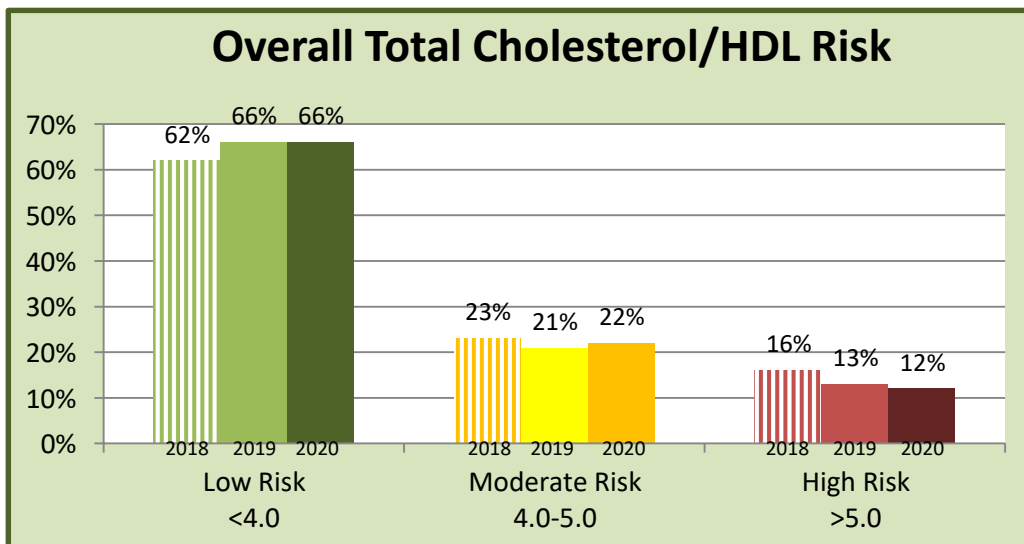
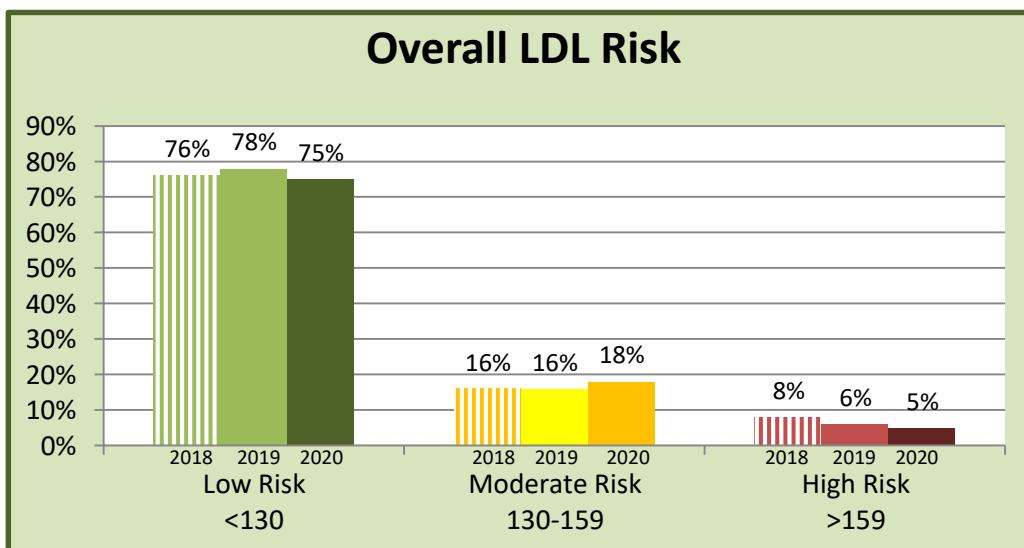
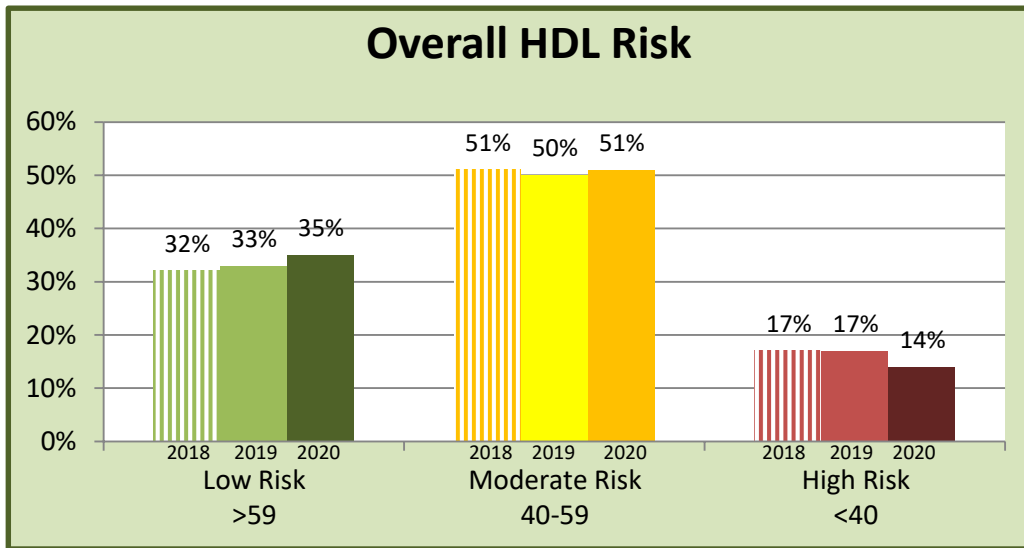


Overall Triglycerides Risk



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.

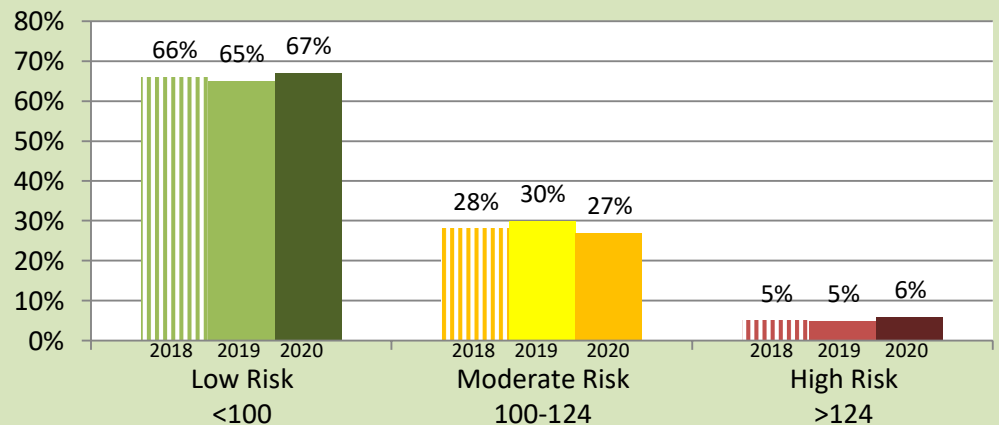
Glucose: Normal < 100
Prediabetes 100-125
Diabetes > 125

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 = 25% (26%)

Male = 40% (36%)

Glucose Risk by Age Group

<30 = 8% (14%)

30's = 18% (24%)

40's = 38% (31%)

50's = 44% (37%)

60+ = 32% (42%)

- 8% had A1C tested
- 58% of these tested had high values

Readiness to Change for At Risk Population

*Data from Self-Report Health Assessment Survey

Behavior Risk	Percent Planning to Change 2020 (% Change from 2019)	Percent Think it's Important to Change 2020 (% change from 2019)	Percent Confident in Ability to Change 2020 (% change from 2019)
Exercise	65% (+6%)	77% (-2%)	63% (-13%)
Nutrition	66% (+6%)	72% (+4%)	66% (+1%)
Sleep	50% (-12%)	77% (-3%)	38% (-2%)
Stress	42% (+6%)	76% (+7%)	62% (+1%)
Weight	44% (+1%)	78% (+4%)	65% (+3%)
Tobacco	40% (+3%)	50% (-7%)	35% (-12%)
Alcohol	23% (+1%)	Not evaluated	Not evaluated

The significant and positive changes in the *percent planning to change* category are critical since this demonstrates that participants are planning to take action in order to reduce their risk. This is ultimately what makes the greatest difference in health outcomes. For example, even though someone is confident in their ability to exercise more and knows it is important, if they do not action by exercising more often there will be no health benefits as a result.

Biometric Cohort Analysis: 2009 - 2020

*Data from Biometric Screening Results

Biometric Measures	Low Risk		Low Risk Change	Rising Risk		High Risk		High Risk Change
	2009	2020		2009	2020	2009	2020	
Blood Pressure	Less than 120/80 25%	46%	Improved 21%	120/80-139/89 53%	53%	139/89 or Greater 22%	1%	Improved 21%
Blood Sugar	Less than 100 88%	69%	Declined 19%	100-124 9%	28%	124 or Greater 3%	3%	No Change
Total Cholesterol	Less than 200 70%	57%	Declined 13%	200-240 24%	37%	240 or Greater 6%	6%	No Change
HDL-Cholesterol	Greater than 59 33%	44%	Improved 11%	59-40 54%	44%	Less than 40 13%	12%	Improved 1%
LDL-Cholesterol	Less than 130 76%	75%	Declined 1%	130-159 21%	22%	159 or Greater 3%	3%	No Change
HDL Ratio	Less than 4 64%	75%	Improved 11%	4-5 21%	16%	Greater than 5 15%	9%	Improved 6%
Triglycerides	Less than 150 79%	79%	No Change	150-199 11%	12%	Greater than 199 10%	9%	Improved 1%
BMI	18.5 - 25 37%	19%	Declined 18%	25-29.99 35%	44%	Less than 18.5 or Greater than 29.99 28%	37%	Declined 9%

*68 cohort participants completed biometrics both years.

Cohort Analysis-Health Risk Factors Summary: 2018-2020

*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	2018	2020	Percent Change
	% At Risk		
Alcohol	29%	28%	-1%
Nutrition	53%	53%	No Change
Sleep	35%	33%	-2%
Stress	53%	50%	-3%
Tobacco & Nicotine	15%	12%	-3%

*378 cohort participants took the Health Assessment both years

Biometric Cohort Analysis: 2018 - 2020

*Data from Biometric Screening Results

Biometric Measures	Low Risk		Low Risk Change	Rising Risk		High Risk		High Risk Change
	2018	2020		2018	2020	2018	2020	
Blood Pressure	Less than 120/80 38%	44%	Improved 6%	120/80-139/89 58%	53%	139/89 or Greater 4%	3%	Improved 1%
Blood Sugar	Less than 100 66%	67%	Improved 1%	100-124 29%	26%	124 or Greater 5%	7%	Declined 2%
Total Cholesterol	Less than 200 62%	65%	Improved 3%	200-240 33%	28%	240 or Greater 5%	7%	Declined 2%
HDL-Cholesterol	Greater than 59 34%	37%	Improved 4%	59-40 50%	49%	Less than 40 16%	14%	Improved 2%
LDL-Cholesterol	Less than 130 77%	77%	No Change	130-159 16%	19%	159 or Greater 7%	4%	Improved 3%
HDL Ratio	Less than 4 63%	69%	Improved 6%	4-5 22%	20%	Greater than 5 15%	11%	Improved 4%
Triglycerides	Less than 150 76%	76%	No Change	150-199 11%	12%	Greater than 199 13%	12%	Improved 1%
BMI	18.5 - 25 18%	20%	Improved 2%	25-29.99 33%	32%	Less than 18.5 or Greater than 29.99 49%	48%	Improved 1%

*369 cohort participants completed biometrics both years.

Nutrition

*Data from Health Assessment self-reported answers

Nutrition Risk

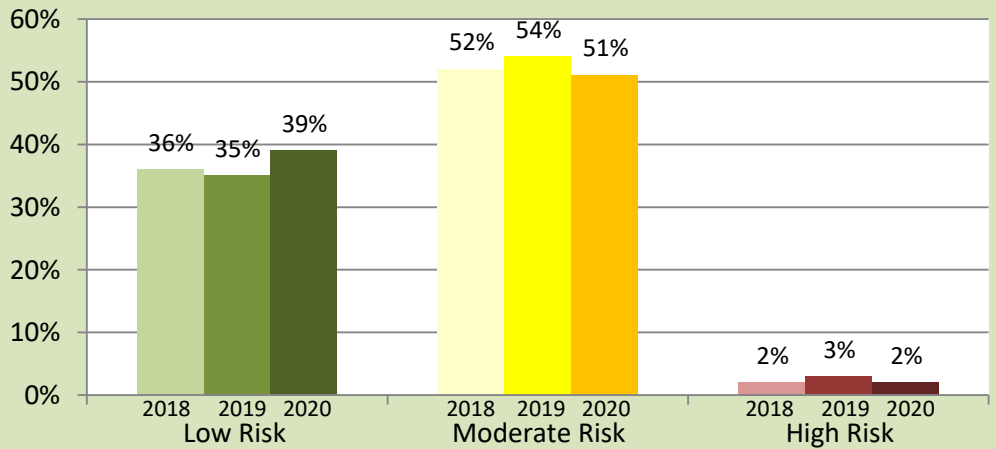
Nutrition risk is determined based on how participants answer questions relating to the types and quantities of foods they consume daily and weekly.

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%)

66% (60%) At Risk are Planning to Change

72% (68%) At Risk Think it's Important to Change

66% (65%) 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.

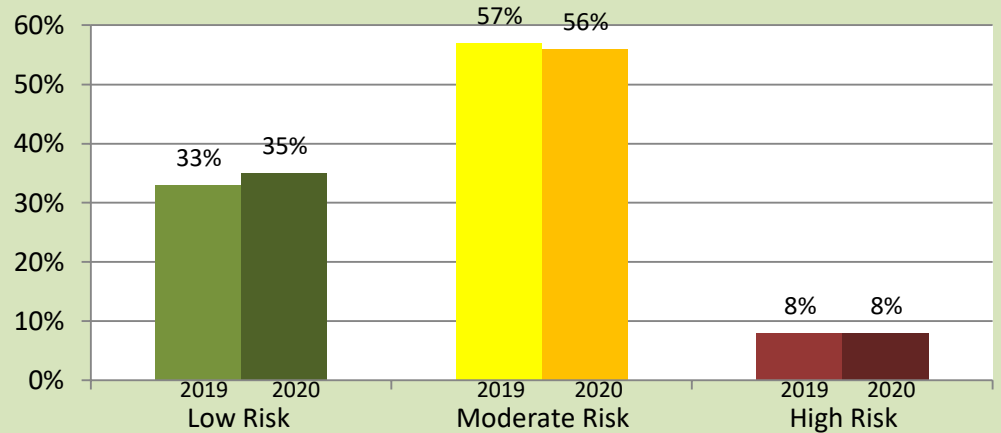
Physical activity is anything that gets the body moving and heart rate up. Individuals who engage in more physical activity have lower rates of high blood pressure, type 2 diabetes, depression, heart disease and other chronic conditions.

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.

** Beginning in January of 2019 the scoring for the Health Assessment changed per guidelines from medical review based on new national guidelines. This resulted in changes to the Exercise risk stratifications in ManageWell. With these new standards, answers to questions in this section yield different risk classification than they did prior to 2019. Thus, it is difficult to compare data prior to 2019.

Exercise Risk by Gender

Female = 65% (64%)
Male = 60% (66%)

Exercise Risk by Age Group

<30 = 48% (51%)
30's = 63% (70%)
40's = 68% (67%)
50's = 63% (65%)
60+ = 81% (62%)

65% (59%) At Risk are Planning to Change

77% (79%) At Risk Think it's Important to Change

63% (76%) At Risk are Confident in Ability to Change

Stress

*Data from Health Assessment self-reported answers

Stress Risk

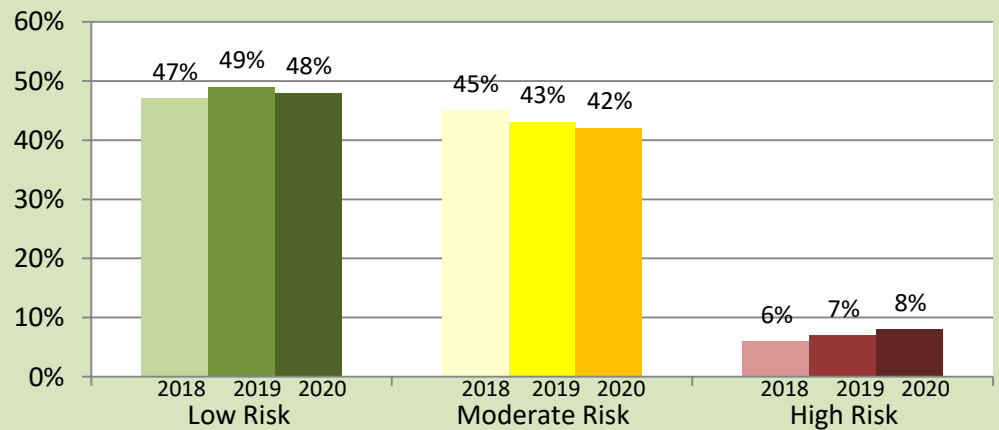
Stress risk is determined by how participants answer questions relating to how frequently they feel stressed and what they would rate their current stress level.

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 = 55% (55%)

Male = 40% (39%)

Stress Risk by Age Group

<30 = 52% (51%)

30's = 55% (55%)

40's = 50% (51%)

50's = 45% (45%)

60+ = 55% (36%)

42% (36%) At Risk are Planning to Change

76% (69%) At Risk Think it's Important to Change

62% (61%) 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.

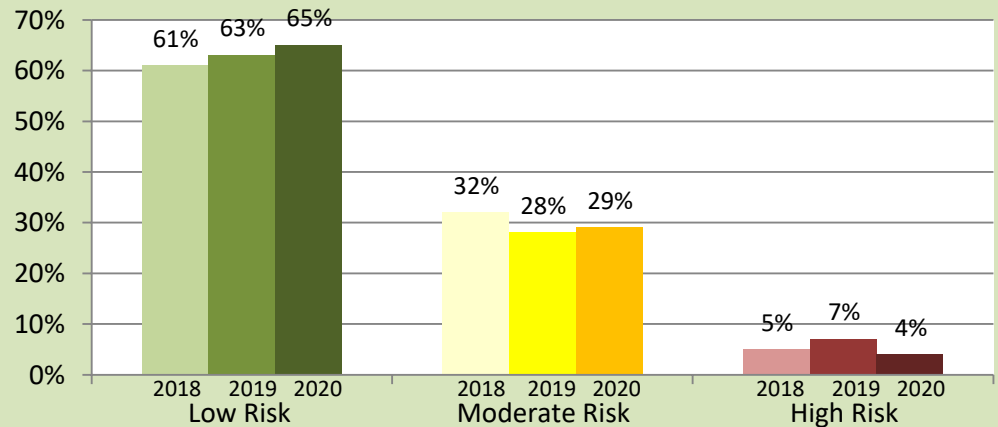
There can be many hazards when it comes to not getting adequate sleep:

- 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 = 34% (39%)

Male = 31% (27%)

Sleep Risk by Age Group

<30 = 29% (30%)

30's = 32% (40%)

40's = 40% (32%)

50's = 32% (36%)

60+ = 29% (27%)

50% (62%) At Risk are Planning to Change

77% (80%) At Risk Think it's Important to Change

38% (40%) 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)

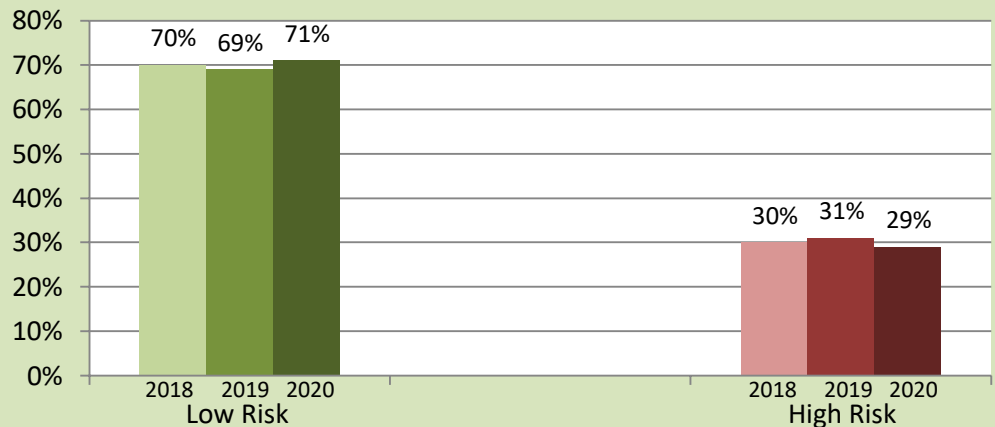
It is recommended that men have no more than 4 drinks per day AND no more than 14 drinks per week.

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 = 28% (29%)

Male = 31% (34%)

Alcohol Risk by Age Group

<30 = 40% (44%)

30's = 35% (27%)

40's = 27% (33%)

50's = 24% (28%)

60+ = 6% (24%)

23% (22%) 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.

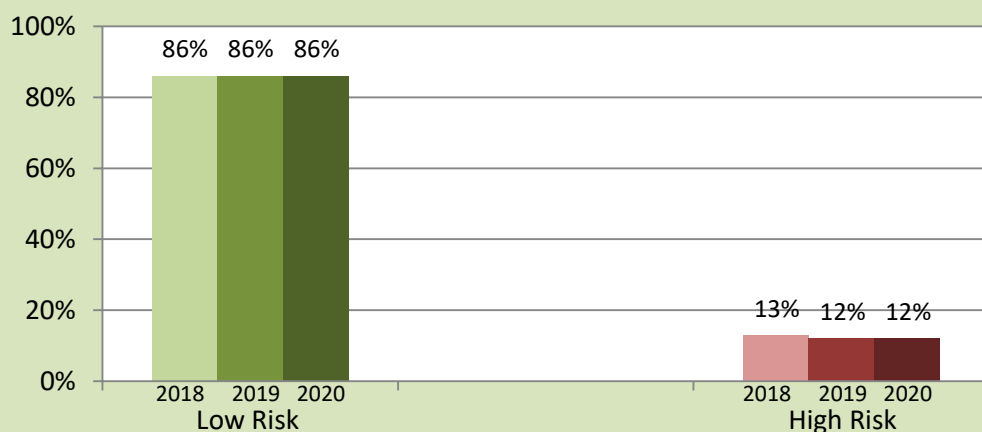
Additional tobacco use facts:

- 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 = 14% (12%)
Male = 10% (14%)

Tobacco & Nicotine Risk by Age Group

<30 = 13% (8%)
30's = 16% (14%)
40's = 12% (12%)
50's = 12% (17%)
60+ = 3% (2%)

40% (37%) At Risk are Planning to Change

50% (57%) At Risk Think it's Important to Change

35% (47%) 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.

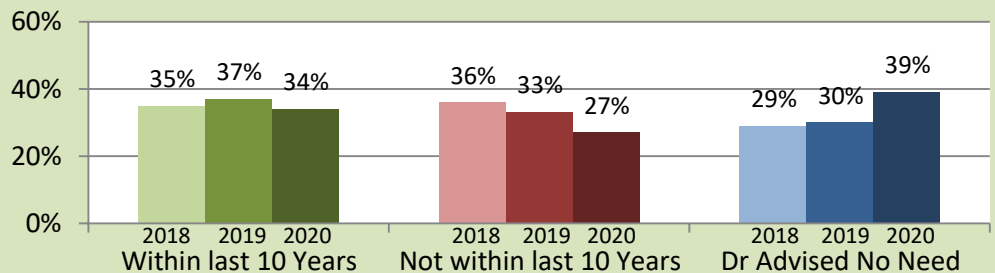
A colonoscopy can help detect irritated and swollen tissue, ulcers, polyps, and cancer. It is recommended for individuals starting at age 50.

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

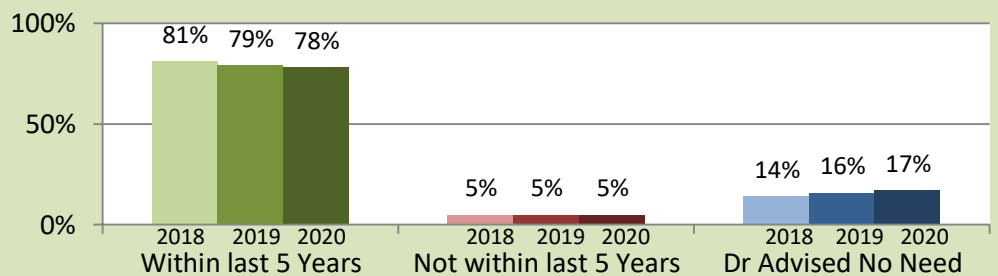
Mammograms are the best way to detect breast cancer early. They are recommended for women starting between ages 40-50.

www.cdc.gov

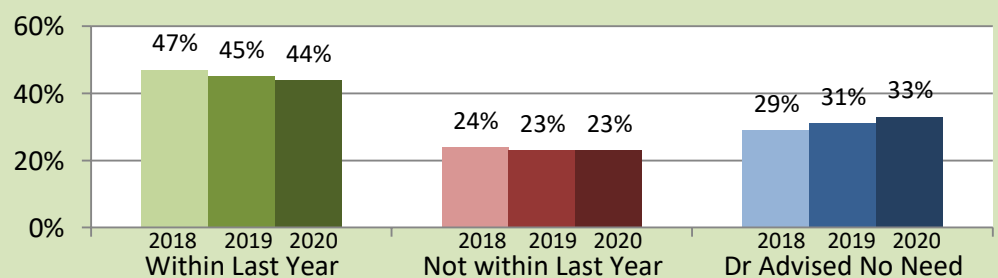
Colonoscopy



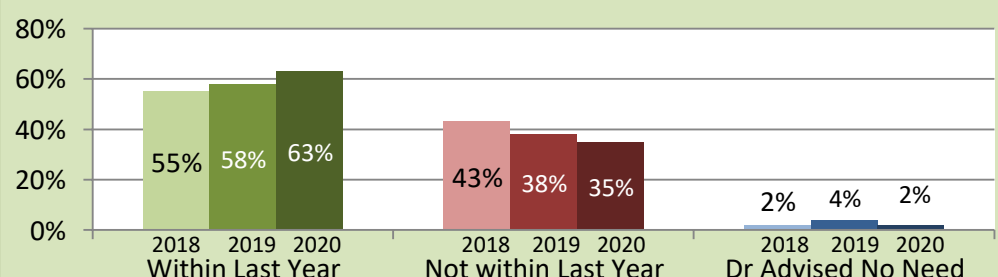
Pap Test



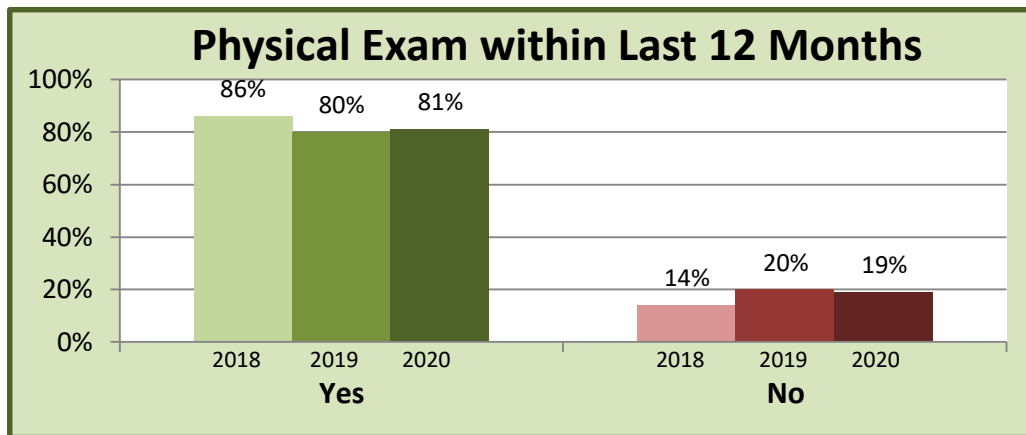
Mammogram



Flu Vaccine



Continuum of Care



10% reported not having a primary care provider.

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

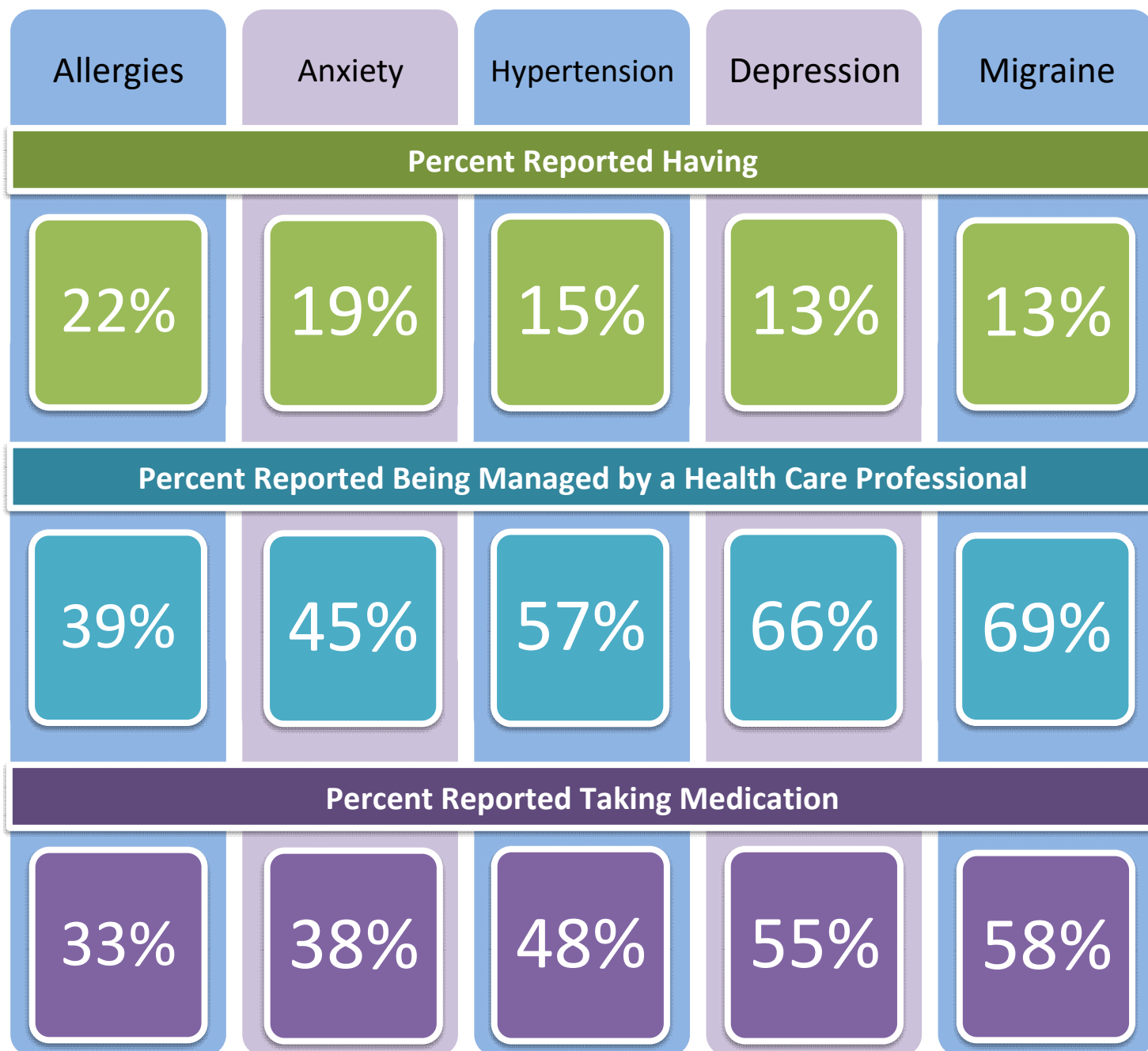
2020 ABNORMAL RESULTS FOLLOW-UP

***Per Medical Director's Guidelines**

- 64 high risk wellness participants received phone messages to review results and were strongly recommended to follow-up with primary care provider.
- 27 participants were contacted via phone; lab results reviewed and recommended follow up with primary care provider.
 - 2 had already initiated healthy lifestyle changes on own and scheduled follow up with provider.
 - 5 had already been followed up by their provider and received counseling, future testing ordered, and/or initiated or adjusted medications.
 - 2 received information on how to establish care with an Aspirus provider.
- 37 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

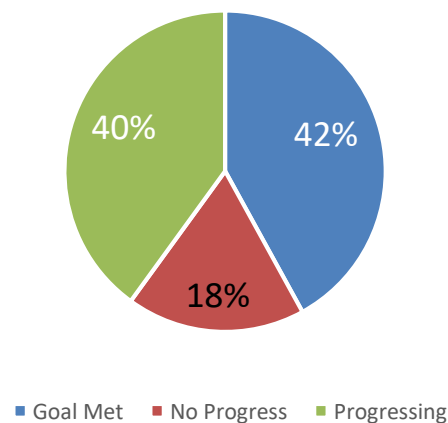


Health Coaching Summary

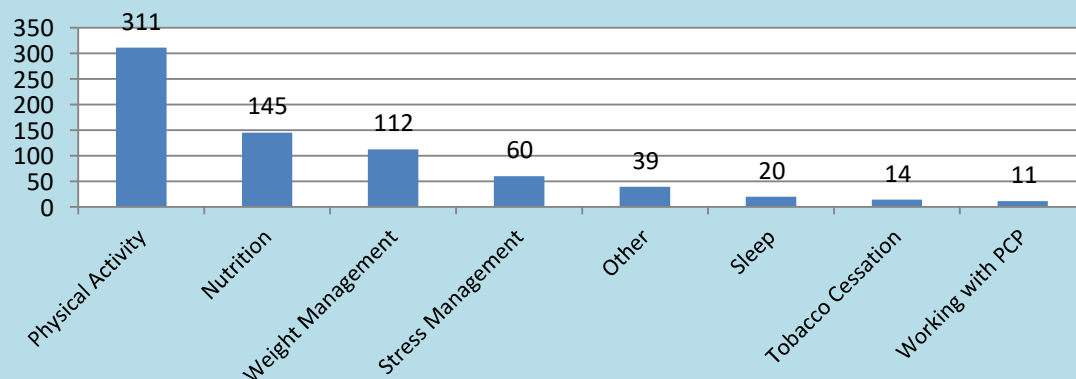
Health coaching is a key component of your company's comprehensive wellness program. Data is included in this section regarding participation, goals being set and met, personal success stories, and participant satisfaction results.

	January- July 2019	January- July 2020
Total Coached	552	467
Total Sessions	608	471
Number Goals Set	695	712

**Goal Status from 2019 Goals Set
(Evaluated during 2020 Session)**



Health & Wellness Goal Action Plan Topics set in 2020



Participant Success Stories from 2020 Health Coaching

During health coaching sessions, many share the successes they have had in their own personal health and wellness. Here are a handful of these personal stories.

A participant in the <i>Healthy Habits</i> Wellness Challenge drastically improved water intake which in-turn, reduced consumption of soda and alcohol. This new habit was sustained after completion of the challenge and as a result, energy levels are up, and fasting glucose is down. Employee is very happy with outcomes as is her primary care provider.
Employee found that the Wellness Program kept them accountable and played a pivotal role in keeping him mindful of his overall health and well-being, even during the pandemic. Much of the information provided has been extremely useful not only to him, but his wife as well.
Employee found that the changes to the Wellness Program, because of the reduction in cash incentives, were very positive and made it much easier to understand and participate in. Although the pandemic has made this challenging, this increase in understanding has made it easier to continue to participate with limited time.
The Wellness Program has been big part of the discussions the employee has had with their primary care provider; prior to the Wellness Program he never really knew what his blood work meant and if his numbers were good or bad. It has played a large role in improving his blood work overtime and is happy Wood County offers this benefit.
Employee started a weight loss challenge with husband after completing biometrics and used many of the resources made available through the Wellness Program to win the competition. Extremely grateful for Wellness Program, especially after experiencing “health scare” a year ago.
Employee found that going through the biometric results with a health coach to be eye-opening. After her coaching session in 2019, she and her husband used the resources provided to choose healthier eating options, lower their stress, and keep each other accountable. Blood work improved substantially, and she is now able to stop taking two of the medications she has been on for years.
During first coaching session, employee expressed frustration with only losing 3 pounds in two months. After discussing some different approaches and setting up an accountability plan, employee lost 20 pounds in the next 3 months, improved sleep quality, and reduced blood pressure.
After receiving resources provided by Wellness Champ in addition to seeing Wellness Champ exercise on breaks, employee decided to use these resources and do the same. Although this was hard at first, she was able to easily hit her 10,000 steps each day, felt more energetic, and lost a couple of pounds.
Since reviewing blood work with health coach in 2019, employee started to make small lifestyle changes (not eating before bed, limiting soda, moving more on breaks, etc.) and saw drastic improvement in 2020 bloodwork. This highlighted for the employee how small lifestyle changes can really be life changing.

Health Coaching Satisfaction Survey Data

Satisfaction Survey Results (266 respondents, 58% response rate)		
Statement	Agree	Disagree
Schedule Appointment Timely	99%	1%
Coach was Empathetic & Respectful	100%	0%
Coach Assisted with Useful Advice & Resources	99%	1%
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	100%	0%
Know What to Do if have More Questions	99%	1%
Satisfied with Aspirus Business Health Staff	99%	1% (neutral)

Participant Individual Comments Regarding Health Coaching (Summarized/Condensed):

What employees liked most about coaching:

Adam never makes me feel judged with my choices or behaviors and is always there for support, to answer questions, or to help in any other ways he can.
When talking with Adam Fandre I feel like an individual rather than just another number or a task on a "to-do" list.
There are many things that Adam does that creates a positive and motivating experience. Having a coach who has been with Wood County for several years really helps since he knows my strengths and limitations and celebrates successes with me. I feel comfortable and confident being able to share my real concerns with him and to put it plainly, I always feel better after talking with him than I did before.
Adam is knowledgeable, respectful, and is always willing to help whenever I need it. On more than one occasion Adam has gone out of his way to assist me, which is something none of our previous Wellness Coordinators ever did. This means a lot!
Adam explains the blood work results in a very simple way. None of the doctors I have met with were able to do this and I think that speaks for itself.
Adam meets with just about every employee at Wood County and yet, he still knows who I am and when we talk, he is 100% focused on me. I wish more people would do this.
Adam strikes a perfect balance between keeping the conversations light and upbeat while covering important aspects of my health. This makes the whole conversation easier to have and I really look forward to these meetings.
The flexibility is great! Often, I finish my shift around 5:00am and Adam was willing to meet with me before 6:00am. That really made my life easier and was appreciated.

Health Coaching Satisfaction Survey Data

How coaching could be improved:

The health coaching is fine. I would appreciate additional check-ins throughout the year to keep me mindful of my goals. I think this is even more important now that we do not get paid throughout the year.

I really like the appointments – my only wish is there were more of them offered; they help tremendously. I also hope these appointments can be face-to-face next year.

I wish part of the sessions could be dedicated to hearing ideas from employees on different wellness challenges or activities.

Comments specific to Wood County:

I have been in two other Wellness Programs at my previous jobs and this is by far the most personalized and effective one ever. I really feel fortunate to be employed somewhere where personal health is taken seriously.

When I found out the incentives were reduced this year, I was a bit discouraged, upset and less motivated. While I am still hopeful this issue can be revisited, Adam has remained positive and does the best he can with the circumstances.

Although breaks are encouraged, my office culture and environment does not allow for breaks which makes it impossible to walk or exercise during lunch.

Revisiting the incentives offered through the Wellness Program. Many of my coworkers stopped participating all together because of this change.

The Wellness Program is a good thing for employees to have and much of the staff we have hired did not have this at previous employers. Having such a program is even more important with the current pandemic.

Participation in Optional Activities

2020 has seen a substantial decrease in completion numbers for many activities, even those that are self-reported completions like dental and eye exams, annual check-ups, and 6 months of being tobacco free. This decrease is most likely due to combination of reduced cash incentives combined with the challenges of COVID-19. In either case, the fact remains annual participation is considerably lower in 2020 than in previous years. This is important to take note of since looking after one's health is something that should be done consistently to avoid low-to-moderate risk factors becoming high risk factors in the future. Such an increase would not only negatively impact individual health but raise the costs to treat such risk factors as well.

Snapshot of Completed Activities from 2017 to 2020

Wellness Activity	2017	2018	2019	2020
Quarter 1 Wellness Challenge	Not offered	Not offered	Not offered	156
Quarter 2 Wellness Challenge	135	187	214	148
Quarter 3 Wellness Challenge	190	210	228	135
Quarter 4 Wellness Challenge	165	114	145	Not started
Dental Exam	176	223	258	137*
Annual Eye Exam	115	137	171	76*
Medical Self-care	173	182	226	107*
6-months Nicotine Free	217	228	278	168*

*Numbers are not final

Recommendations

Increase Year-long Participation & Engagement

- Based on health coaching feedback in addition to the change in incentives and the impact this has had on year-long participation, it is more important than ever that employees understand 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.
- Develop comprehensive and consistent communication plan in various modes and at all organizational levels to keep in-touch with participants, understand their needs, and support them throughout the year.

General Wellness Programming to Support Top Risk Factors

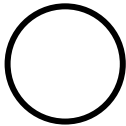
- Continue to focus programming in the areas that are high risk such as weight, exercise, nutrition, blood pressure, and stress to help reduce these risks in the future. Challenges, educational information, and other activities should continue to focus on these areas to have the greatest impact on health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

Consider Increasing Incentive for Spouse Participation

- Spouse participation in the Wellness Program is at an all-time low of 2%. Spouses play a critical role in the health of employees since they are often the predominant support system that employees look to when making lifestyle changes. Having spouses supportive of, and involved with, such changes is vital to sustain behavior change over time.

Notes from Wellness Coordinator/Health Coach

As I continue to meet one-on-one with wellness participants to discuss their health, help them navigate challenges they are facing, and to set health-related goals, I am always impressed by the resiliency they show. COVID-19 and the challenges it has presented, although unfortunate, has underscored the importance of both physical and emotional well-being to many employees. To maintain this momentum, it would be beneficial to continue to promote the County's position on workplace wellness and why it is supported.



RESOLUTION#

Introduced by
Page 1 of 1

Health & Human Services Committee and Operations Committee

ITEM#

DATE

Effective Date

Motion:

Adopted:

1st

Lost:

2nd

Tabled:

No:

Yes:

Absent:

Number of votes required:

Majority

X

Two-thirds

Reviewed by:

, Corp Counsel

Reviewed by:

, Finance Dir.

SK

INTENT & SYNOPSIS: To amend the 2020 Public Health budget for additional revenue and expenditures unanticipated during the original budget process.

FISCAL NOTE: No cost to Wood County. The adjustment to the budget is as follows:

Function	Account Name	Debit	Credit
43551	State Grants		913,459
54121	Wages	722,859	
54121	Program Supplies	190,600	

Source of Money: Department of Health Services, Division of Public Health, CARES Act Funding

WHEREAS revenues generated by the department will be higher than anticipated by \$913,459 due to COVID-19 grant funding, and

WHEREAS expenditures of the above functions are anticipated to exceed the originally adopted budget by \$913,459, and

WHEREAS the reasons for the over expended functions have been adequately justified to the Health and Human Services Committee, and

WHEREAS rule 26 of the Wood County Board of Supervisors states that “an amendment to the budget is required any time the actual costs will exceed the budget at the function level”,

THEREFORE BE IT RESOLVED to amend the Wood County Public Health (54121) budget for 2020 by appropriating \$913,459 of unanticipated revenue from the Department of Health Services and CARES Act Funds into the state grant revenue account (43551),

BE IT FURTHER RESOLVED that pursuant to Wis. Stats. 65.90 (5), the County Clerk is directed to publish a Class 1 notice of this budget change within 10 days.

{ }

Donna Rozar

Adam Fischer

John Hokamp

Laura Valenstein

Lee Thao

Kristen Iniguez, DO

Tom Buttke

Ed Wagner

Michael Feirer

Lanc Pliml

Heather Wellach RN

Jessica Vicente

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

County Clerk

County Board Chairman