

OPERATIONS COMMITTEE

DATE: Tuesday, August 4, 2020
TIME: 9:00 a.m.
LOCATION: Wood County Courthouse
IT Conference Room – Room 205
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. Health Insurance Adhoc Committee Recommendations
6. **Finance**
 - (a) Introduce new Finance Director and update on status of CIP, borrowing, and budget
 - (b) Budget Update
 - (c) CIP Update
 - (d) Debt engagement letter
 - (e) Debt resolution
 - (f) Income Statement – July 31, 2020
7. **Wellness**
 - (a) Wellness Coordinator Update
8. **HR**
 - (a) Health Insurance Presentation by Tim Deaton, The Horton Group
 - (b) Update on the Classification and Compensation Study
9. Consider any agenda items for next meeting
10. Set next regular committee meeting date
11. Adjourn

Join by phone

+1-408-418-9388 United States Toll
Meeting number (access code): 146 017 6020

Join by WebEx App or Web

<https://woodcountywi.webex.com/woodcountywi/j.php?MTID=md8b1cdfc4157c066b4feb6e59f77a84b>

Meeting number (access code): 146 017 6020

Meeting password: OP0807

**OPERATIONS COMMITTEE
MEETING MINUTES**

DATE: Tuesday, July 7, 2020
TIME: 9:00 a.m.
PLACE: Wood County Courthouse – Room 114

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

OTHERS PRESENT (for part or all of the meeting): Bill Clendenning, Dennis Polach, Lisa Keller, Kim McGrath, Kelli Quinnell, Ed Newton, Heather Gehrt, Reuben Van Tassel, Adam Fandre, Amy Kaup, Dawn Schmutzer, Marissa Laher, Jason DeMarco, Jordon Bruce, Mary Schlagenhaft, Randy Dorshorst, Trent Miner, Mary Solheim, Sue Kunferman, Peter Kastenholz, Steven Kreuser, Rodney Feltz, Jonette Arms (ADRC)

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

Public Comments: None.

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

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

A resolution for the 2nd Amendment for the ADRC-CW Agreement was presented. Discussion ensued at length. Wagner and Fischer expressed concerns regarding how the change would impact ADRC services in Wood County. Jonette Arms, ADRC Executive Director, answered questions from the Committee.

Motion (Rozar/Feirer) to approve the resolution for the 2nd Amendment to the ADRC-CW Agreement. Motion carried. Voting no: Wagner, Fischer.

Treasurer Gehrt presented two resolutions for over-the-counter sales.

Motion (Pliml/Fischer) to approve the resolutions for over-the-counter sales. Motion carried unanimously.

Gehrt presented a resolution for a sealed bid sale and explained that a bid was received from a resident that was unaware that they had delinquent taxes and, according to the bidding language, a sale may be denied based on delinquent taxes. Gehrt asked the Committee if they would like to waive or enforce the rule regarding delinquent taxes. Mr. Randy Feltz spoke on behalf of himself in the matter and stated that the delinquent taxes were an honest mistake and that, as soon as he was made aware, he paid the taxes. Discussion ensued.

Motion (Pliml/Fischer) to waive the delinquent tax rule and accept Mr. Feltz's bid. Motion carried unanimously.

Motion (Rozar/Feirer) to amend the resolution for the sealed bid sale by \$50 due to Mr. Feltz's bid being accepted. Motion carried unanimously.

Motion (Rozar/Pliml) to approve the amended resolution for the sealed bid sale. Motion carried unanimously.

A brief discussion regarding the language in the bidding requirements ensued. The consensus of the Committee was to leave the language the way it is and have these matters continue to come before the Committee.

Deputy Finance Director Newton presented the initial CIP to the Committee. Discussion ensued regarding the potential impact to revenues due to COVID-19 and the closing of Verso in Wisconsin Rapids. The Committee discussed the debt limit maximum. The consensus of the Committee was to set a debt limit maximum of \$3.5-4 million. Wagner will draft a letter to go to oversight committees with the debt limit maximum, an explanation of capital projects versus operating expenses, and timelines. Wagner will send the draft to Pliml for review before it is distributed to oversight committees.

Newton asked the Committee to consider the budget parameters that they would be setting for the 2021 budget. Discussion ensued. The Committee will wait until they have the Classification & Compensation presentation on July 14th before they discuss the parameters further.

Newton presented the June 30, 2020 income statement. Brief discussion ensued.

Wellness Coordinator Fandre gave the Committee a brief update of Wellness activities.

Human Resources Director McGrath presented an updated Non-Supervisory Performance Evaluation Form. McGrath explained that the revised form is more consistent with the Supervisory Performance Evaluation Form.

Motion (Rozar/Fischer) to approve the Non-Supervisory Performance Evaluation Form. Motion carried unanimously.

McGrath presented the Wood County Employee Coronavirus (COVID-19) Pandemic Plan. McGrath explained that the plan was created in collaboration with the Health Department and the Safety & Risk Specialist due to an increasing volume of inquiries from employees and supervisors. Discussion ensued. Fischer stated that he feels uncomfortable with the travel portion of the plan because he feels it controls behavior outside of work. McGrath explained that some departments have to restrict vacations to ensure they have appropriate staffing levels. Health Director Kunferman stated that the plan provides guidance and makes it easier to respond to questions and will reduce the call volume that McGrath and Kunferman are receiving with questions regarding the pandemic.

Motion (Pliml/Wagner) to approve the Employee Coronavirus (COVID-19) Pandemic Plan. Motion carried. Voting no: Fischer.

There is a special meeting of the Operations Committee on Tuesday, July 14, 2020 at 9:00 a.m. for a presentation from Carlson Dettmann on the Classification & Compensation Study.

The next regular meeting of the Operations Committee is Tuesday, August 4, 2020 at 8:30 a.m.

There is a special County Board meeting on July 31, 2020 at 9:00 a.m. for a presentation on the Jail Study.

Motion (Fischer/Rozar) to adjourn at 10:40 a.m. Motion carried unanimously.

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

OPERATIONS COMMITTEE MEETING MINUTES

DATE: Tuesday, July 14, 2020
TIME: 9:00 a.m.
PLACE: Wood County Courthouse – Room 114

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

OTHERS PRESENT (for part or all of the meeting): Bill Clendenning, Dennis Polach, Ken Curry, Kim McGrath, Kelli Quinnell, Heather Gehrt, Ed Newton, Lori Heideman, Peter Kastenholz, Lisa Keller, Amy Kaup, Cindy Joosten, Marissa Laher, Jason DeMarco, Randy Dorshorst, Reuben Van Tassel, Trent Miner, Angel Butler-Meddaugh, Brent Vruwink, Adam Dekleyn, Tiffany Ringer, Dawn Schmutzer, Brandon Vruwink, Mary Solheim, Rock Larson, Sue Kunferman, Jo Timmerman, Karli Tomsyck, Jordon Bruce, Jason Grueneberg, Mary Schlagenhaf, Steve Kreuser, Chad Schooley, David Joosten, Patrick Glynn (Carlson Dettmann Consulting), Jacob Syndergaard (Cottingham & Butler), Heather Barber (Carlson Dettmann Consulting)

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

Public Comments: None.

Rozar arrived at 9:13 a.m.

Human Resources Director McGrath introduced Patrick Glynn, Senior Consultant with Carlson Dettmann Consulting (CDC). Mr. Glynn presented the Committee with a summary of information that was received through interviews with Department Heads in regards to successes and challenges with the current pay structure. Mr. Glynn discussed the market comparisons that CDC utilized for Wood County's Classification & Compensation Study.

Mr. Glynn introduced Jacob Syndergaard, Employee Benefits Consulting with Cottingham & Butler. Mr. Syndergaard performed the benefits analysis portion of the Classification & Compensation Study. Mr. Syndergaard explained the 3 C's analysis (Coverage, Consumption, and Cost Sharing) that Cottingham & Butler utilizes for benefits analysis. He further explained the results of the analysis and how Wood County compares to the state and local employer average. Discussion ensued.

Break at 10:30 a.m. Reconvene at 10:40 a.m.

Mr. Glynn continued the presentation by presenting preliminary data in regards to the market line for Wood County jobs. He explained that most jobs have been benchmarked at this point, and the remaining will be benchmarked over the next couple of weeks. Mr. Glynn stated that the current estimate for the least expensive option of providing every employee with at least an increase (as low as \$0.01) is \$1.1 million to implement, which is a 3.6% increase of total payroll. He presented the Committee with an option to split out the nursing facilities (Edgewater and Norwood) into a separate pay structure. He explained that by doing this, the County could reduce the cost of implementation by approximately \$245,000. Discussion ensued.

Mr. Glynn ended the presentation by asking the Committee to consider three items that need to be determined before the project can be finalized; the type of structure, the model, and financial parameters. Discussion ensued at length. The consensus of the Committee was to have Mr. Glynn bring back options to the Committee with two separate pay structures – one for the nursing facilities and one for all other non-union employees. Rozar questioned Mr. Glynn on red circled employees and if there would be any

with this project. Mr. Glynn stated that there will be red circled employees and current estimates are about 20 employees will be red circled.

Mr. Glynn is tentatively planning on attending the Operations Committee on August 4, 2020 and then again for a special Operations Committee meeting on August 18, 2020, dependent upon the completion of work yet to do.

Chair Wagner declared the meeting adjourned at 12:00 p.m.

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



Wood County

WISCONSIN

OFFICE OF THE
COUNTY CLERK

Trent Miner

Letter of Comments – August 2020

- We are ready for the August 11th Partisan Primary. The only contested race in all of Wood County is in the 69th Assembly District, which encompasses parts or all of 5 municipalities in the west/northwest portion of the county.
- I am working on our 2021 budget, and am struggling a bit with the revenue projections for both the rest of 2020 and 2021. When you think of what our office does to generate revenues, it is very dependent on where the pandemic leads us. Will things start to open up for wedding venues (marriage licenses), travel (passport applications), or will the DMV open up for vehicle transactions? Even with our elections budget, will the emphasis on absentee ballots continue, or will it fall off? All of these are HUGE question marks, and right now, both my crystal ball, and my magic 8-ball do not provide a clear picture. In all seriousness though, we will do our best in coming up with projections.
- I recently did a short interview with WAOW-TV on July 23rd on absentee voting. Right now, the county average is about 22% of total registered voters that have requested an absentee ballot. In a normal Partisan Primary, we would see about a 10% (maybe) absentee rate. I would expect the November election to be much higher.
- What we refer to as the One Wisconsin court case, which had been in the Court of Appeals for 3 ½ years, was finally decided. When the court finally issues its mandate, among other items, this will change the residency requirement for voting from 10 days to 28 days. This will require new absentee envelopes and new voter registration forms to be printing. Municipalities will be printing the voter registrations, but I will be printing new envelopes for everyone. The decision came down right in the middle of an election cycle, so there is the potential for different sets of rules for the same election, once the order is signed. The Elections Commission did go back to the court to ask for clarification on some items, so the actual effective date of the ruling, as of this writing, has not come down. I have told our municipal clerks that once the mandate is signed, to use up existing absentee envelope stock for the August election by physically changing the residency requirement (which is allowed) but that I would get them current stock for the November election.
- All of the main committees are now using the paperless packets, which means no hard copies of the committee packet are needed by my office. Each month we do them, we learn a few new things and are still working through some bumps, which is why I am not ready to roll it out for county board packets. How does this affect county board supervisors? Not at all, but I thought I would share at any rate, in case you hear something about it.
- The WCA Annual Conference has been postponed, so I cancelled the hotel reservations. There is a \$30.00 cancellation fee, but we will be credited the rest of the reservation amount.



Wood County

WISCONSIN

Office of
Deputy Finance Director

Edward Newton
Deputy Finance Director

August 4, 2020

Subject: Finance Department Letter of Comments

To: Operations Committee

From: Edward Newton, Deputy Finance Director

Departmental Activities

Project completion for the following:

1. Form A filing.
2. Cost Allocation Plan.
3. General Fund – Fund Balance Policy.
4. Strategic Planning for the Finance Department.
5. 2021 Budget Instruction Packet
6. Update Questica Budget Software for 2021.

Ongoing 2020 projects:

1. Year End Procedures.
2. 2019 Year End Audit.
3. Prepare/File CAFR July 2020.
4. Update Form A July 2020.
5. Prepare for Single Audit September 2020.
6. Questica Budget Software Training July 2020.
7. Questica Budget Software Reports August 2020.
8. Questica Salary Sync July 2020.
9. CIP update information.
10. Fixed Asset Module set up November 2020.
11. Dynamics Workflow December 2020.
12. Internal Audit Policy target date January 2021.
13. Internal Audit implementation March 2021.

Meetings, Webinars and Conferences

1. Meeting with Finance department staff as needed.
2. Discussion with Clifton, Larson, Allen consulting.
3. Discussion with WIPFLI on various year end related items.
4. Discussions regarding CIP with various departments.
5. Notification sent to Department Heads regarding CIP.
6. Notification sent to Department Head regarding budget information.
7. Questica budget training with various departments.
8. Meeting with Questica and IT on Salary Sync.
9. Meeting with HR Director.
10. Discussions with new Finance Director.
11. Attended Health Insurance Ad Hoc meeting.

Budget to Actual Income Statement for the 1 month ending July 31, 2020.



Wood County WISCONSIN

HUMAN RESOURCES DEPARTMENT

July 31, 2020

To: Wood County Operations Committee

From: Kimberly McGrath, Director- Human Resources

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

Human Resources Activity

	July 2020	2020 Year-to-Date
Applications Received	148	2,277
Positions Filled	24	119
Promotions/Transfers	3	24
New Hire Orientations	9	64
Terminations, Voluntary	7	63
Terminations, Involuntary	1	14
Retirements	2	9
Exit Interviews	3	21

Human Resources Narrative

General Highlights

1. The County's new Finance Director, Al Thurber, starts on August 3rd. Along with the Finance team, we created and finalized the onboarding schedule for his first week which includes meet and greet opportunities with individual departments.
2. We are currently in Phase III of the Classification and Compensation Study with Carlson Dettmann. Patrick Glynn presented to the Operations Committee at a special meeting on July 14th and received feedback and considerations from the committee. The positions remaining to be evaluated include the Administrative and Accounting Services positions; a meeting will be held with Patrick and the Department Heads with affected positions on August 6th.
3. Presented the first of four Manager Training sessions to the Human Services Management team on July 14th. The session presented was "Effective Performance Evaluations".

Meetings & Trainings

1. Attended the Operations Committee on July 7th where we presented the revised Non-Supervisory Performance Evaluation Form and the Employee Coronavirus (COVID-19) Pandemic Plan for approval.
2. Attended the special Operations Committee on July 14th where Patrick Glynn, Carlson Dettmann Consultant, presented to the committee.
3. Attended County Board on July 21st.
4. Attended the Ad Hoc Health Insurance Committee on July 7th and 21st.

5. Attended the Ad Hoc Criminal Justice Coordinator Committee on July 22nd.
6. Attended the weekly COVID-19 calls facilitated by Emergency Management.
7. Held the monthly conference call with The Horton Group on July 28th to discuss various benefit topics.
8. Held individual staff meetings to discuss and provide updates on the department's progress towards our 2020 goals.
9. Staff attended various meetings including:
 - a. SPAHRA Board meeting on July 7th.
 - b. Dynamic Leadership and Culture webinar on July 8th.
 - c. Webinar on HSA Administration and Compliance on July 23rd.
 - d. Met with employees from IT and Finance on June 25th to discuss addition of benefit enrollments to the Employee Self Service (ESS) portal.
 - e. Leading in Turbulent Times webinar on July 28th.

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. Responded to Employment Verifications and Deferred Comp Distribution requests.
5. Updated the Health Fund Balance document for June.
6. Communicated with employees, Anthem representatives, and The Horton Group regarding multiple claim concerns. Held a conference call with Anthem and The Horton Group on July 9th where Anthem informed us that their claims processing software is not working correctly and charges are being coded to Out-Of-Network and preventative services are being denied.
7. Tracked hours used under the FFCRA and processed approvals.
8. 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.
9. Participated in a discussion with Nationwide on July 7th to discuss the Post Employment Health Plan (PEHP) process for requesting reimbursements.
10. Created a report in HRMS to determine dependents on the Wood County insurance plans who are turning 26 years of age.
11. Completed the data collection for the Post-Employment Valuation including premium rates from 2018-2020, active/retire census data, medical/drug claims, stop-loss reimbursements and accumulated sick days.
12. Printed and collated New Hire Orientation Packets.
13. Provided instruction for CPR Renewals at Norwood on July 14th. Ordered supplies.
14. Created report showing employees from Norwood and Edgewater that are not on the Wood County Health Plan and provided data to Administrators for continuous COVID-19 testing protocols.
15. Met with several County employees to discuss steps taken for retirement.
16. Completed Form 720 and processed payment for PCORI fees.

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.

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	Dispatch	Dispatchers (2)	Names retrieved from Eligibility List previously established in March. Reaching out to inquire if still interested.
Replacements	Edgewater	CNA, RN, LPN and Dietary Assistant – (Multiple)	Ongoing recruitment- positions posted, applications reviewed, interviews, references, backgrounds, onboarding. Deadline 9/6/20.
Replacement	Edgewater	Student Recreational Therapist	Position posted, applications routed, interviews conducted, references conducted, offer extended and accepted. Filled 7/9/2020.
New-Grant funded	Health	Contact Tracers (8)	Position posted, applications reviewed, telephone interviews conducted. Offers extended and accepted. Filled 7/6 & 7/22/2020.
New-Grant funded	Health	LTE Public Health Nurses (6)	Position posted, applications reviewed, telephone interviews conducted. Offers extended and accepted. Filled 7/12 & 7/22/2020.
Replacement	Health	Public Health Nurse	Position posted, deadline 8/9/2020.
Replacement	Health	WIC Health Educator/ Nutritionist	Position posted, applications reviewed, references/background conducted, offer extended and accepted. Filled 8/3/2020.
Replacement	Highway	Shop Superintendent	Position posted, applications reviewed, interviews conducted. Offer extended to internal candidate, accepted. Filled 7/13/2020.
Replacement	Highway	Summer Help (Class B CDL Preferred)	Position posted, applications reviewed, references conducted. Offer extended and accepted. Filled 8/3/20
Replacement	Highway	Lead Mechanic	Position posted, deadline 7/26/2020.
Replacement	Human Services	Support & Service Coordinator	Position posted, applications being reviewed. Interviews being conducted.
Replacement	Human Services	CCS/CSP Manager	Position posted, interviews being conducted.
Replacement	Human Services	Social Worker – Initial Assessment (2)	Position posted, applications being reviewed, interviews conducted. One candidate selected, background/references completed. One position filled 7/13/2020.
Replacement	Human Services	Family Interaction Worker	Position posted, interviews conducted, references/background conducted. Offer extended and accepted. Filled 7/6/2020.
Replacement	Human Services	Family Resource Coordinator	Position posted, interviews conducted, references/background conducted. Offer extended and accepted. Filled 7/27/2020.
Replacement	Human Services	Social Worker – Initial Assessment	Position posted, interviews conducted. Filled internally 7/1/2020.
Replacement	Human Services	Crisis Interventionist	Position posted, interviews conducted. Final candidate selected. Conducting references/background.

Replacement	Human Services	Social Workers (2) – Family Services Ongoing	Positions posted, deadline 8/2/2020.
Replacement	Human Services	Administrative Services Assistant	Position posted, deadline 8/2/2020.
Replacement	Human Services	Secretary – Cornerstone	Position posted, deadline 8/2/2020.
Replacement	Maintenance	Maintenance Specialist	Position posted, 1 st & 2 nd interviews conducted – 7/22 & 7/28/2020.
New/Replacement	Norwood	COTA, Occupational Therapist, Dietary Aide, RN, LPN and CNA's Multiple	Ongoing recruitment by Norwood.
Replacement	Norwood	Cook (Full-time)	Position posted, interviews conducted. References/background conducted. Offer extended and accepted. Filled 7/27/2020.
Replacement	Norwood	Social Services Coordinator	Position posted, interviews conducted. References/background conducted. Offer extended and accepted. Filled 7/27/2020.
Replacement	Planning & Zoning	Code Technician	Position posted. Deadline 8/2/2020.
Replacements	Sheriff	Part-time Deputies (Reserves)	Position continually posted, deadline 8/3/2020. Eligibility list being established.
Replacement	Sheriff	Deputy Sheriff (3) & to establish Eligibility List	Position posted, applications reviewed, interviews conducted, background & references conducted. One position filled 7/27/2020. Civil Service Commission conducting interviews.
Replacement	Sheriff	Corrections Officers – Establish Eligibility List	Position continually posted, deadline 7/26/20. Eligibility list being established.
New	Sheriff	Criminal Justice Coordinator	Position posted. Deadline 8/9/2020.

Safety/Risk Management – News and Activities:

1. Continuing the process of updating the Safety and Risk Manual and associated appendices/forms (expected completion is August 2020).
2. Issued various certificates of insurance (COI) for requesting departments and external vendors throughout the month.
3. Managed open claims with Aegis throughout the month.
4. Working with Facilities, IT and Courthouse Security to develop Courthouse Emergency Action Plan.

NEW Workers' Compensation Claims (1)

1. 6/18/20 – Parks – Employee injured R knee slipping while weed cutting at South Park

OPEN Workers' Compensation Claims (1)

1. 1/26/20 – Edgewater – Employee slipped on ice on sidewalk leaving building

CLOSED Workers' Compensation Claims (3)

1. 4/12/20 – Edgewater – Employee strained lower back while transferring resident
2. 5/6/20 – Norwood – Employee broke R ring finger keeping wheelchair from rolling out of transport van after resident removed brake (surgery required)
3. 6/8/20 – Edgewater – Employee broke R big toe when object fell from shelf onto foot

First Aid Injuries (3)

1. 7/4/20 – Edgewater – Employee strained lower back catching resident from falling

2. 7/4/20 – Edgewater – Employee strained neck and shoulder trying to re-position resident
3. 7/19/20 – Sheriff's – Employee was potentially exposed to a communicable disease at a private residence

Property/Vehicle Damage Claims (4)

1. 6/25/20 – Highway – Damage to County residents' truck, boat trailer, and camper from potential overspray on road sealing operation (est. damage \$2,027.25) – UNDER INVESTIGATION
2. 7/9/20 – Human Services – Bus backed into private vehicle while picking up client (damage amount to vehicle unknown)
3. 7/15/20 – Sheriff's/Jail – Van was rear-ended in chain-reaction incident in construction zone (est. damage \$952.70) – WILL BE SUBROGATED
4. 7/16/20 – Parks & Forestry – Windshield was damaged by rock thrown from private vehicle, replacement needed (actual cost \$357.98)
5. 7/21/20 – Sheriff's – Windshield was damaged when Squad 2 was struck by rock thrown from private vehicle (repair or replace not yet known)

Liability Claims (0)

None

OPEN EEOC/ERD Claims (1)

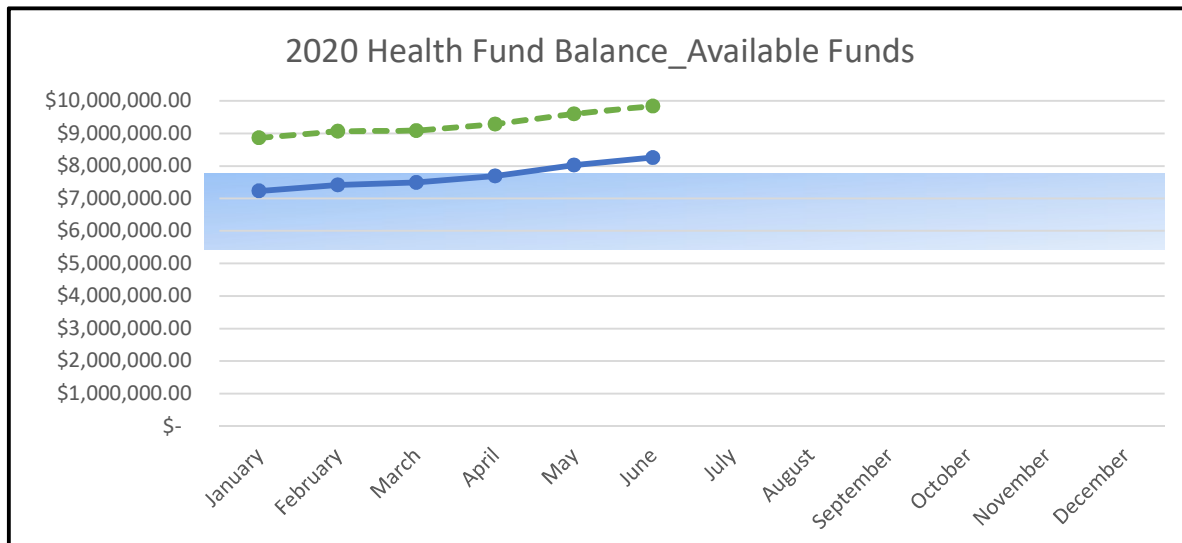
1. 6/21/19 - Related to a 2016 claim alleging violation of the Wisconsin Fair Employment Act- Wood County successfully defended the claim at the Initial Determination stage and again after a four-day Hearing to Determine Probable Cause. The Complainant has appealed to the Labor and Industry Review Commission (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.

Other

1. Continue to process an increased volume of Unemployment Insurance (UI) questionnaires due to the COVID-19 pandemic.
2. Worked with UI to provide additional information regarding multiple claims. Worked with various departments to compile information needed.
3. Worked with HR Director to develop Effective Performance Evaluations training module.
4. Worked with multiple departments to develop new job descriptions or to revise existing descriptions.
5. Received and processed multiple invoices for HR, Safety & Risk, and Wellness.
6. Facilitated New Hire Orientation on July 6th, 13th, 20th, and 27th.
7. Facilitated New Hire Orientation for LTE Contact Tracers on July 6th and 22nd.
8. Reviewed and obtained employment paperwork with new Health & Human Services Committee member on July 23rd.
9. Conducted exit interviews on July 8th and 15th including the benefit and payout information.
10. Reconciled and processed the June Unemployment Insurance payment.
11. Reconciled June work comp payment log.
12. Completed various verifications of employment.
13. Responded to multiple records requests.
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.

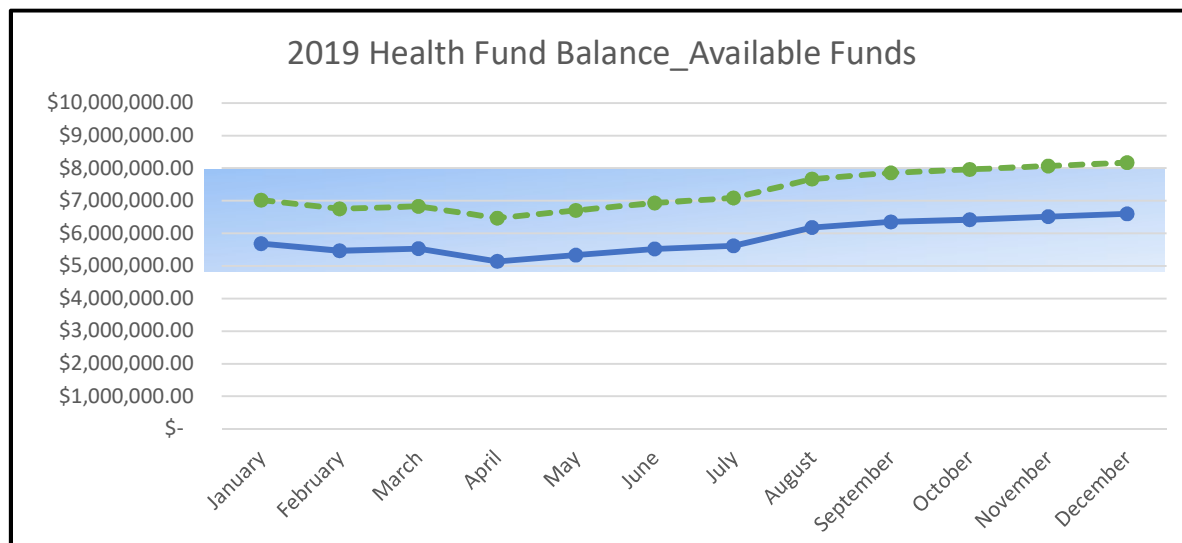
Health Fund Reserve Fund Balance

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			\$ 7,088,744.49	\$ 5,617,057.79
August			\$ 7,670,878.32	\$ 6,182,575.07
September			\$ 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

August 4, 2020

By: H. Gehrt

1. Attended Yubikey Web Ex put on by IT Department on July 1, 2020.
2. Attended Operations Committee meeting on July 7, 2020.
3. Attended Health Insurance Ad Hoc meeting on July 7, 2020.
4. Attended Operations Committee meeting on July 14, 2020.
5. Attended Wisconsin Counties Association Personnel, Finance and County Organization Steering Committee Web Ex on July 15, 2020.
6. Attended County Board meeting Web Ex on July 21, 2020.
7. Attended Health Insurance Ad Hoc meeting on July 21, 2020.
8. Went to Marshfield City Hall on July 22, 2020 to collect property taxes.
9. Attended Questica Budget Web Ex on July 28, 2020.
10. Attended County Board Web Ex on July 31, 2020.
11. The Department has been busy with 2nd installment tax collections this month.
12. July payments from the State of Wisconsin for shared revenue, first dollar credit, computer aid, and school levy were received in the amount of \$9,368,015.89.
13. I have been working on the Department budget as time allows due to property tax collection.



Wood County WISCONSIN

WELLNESS

Adam Fandre
Wellness Coordinator

Letter of Comments – August 2020

- July 31, 2020 marked the deadline for participants to complete their health coaching appointment in order to enroll in Wood County's Employee Wellness Program and qualify for any incentives offered. As of writing this, 458 participants have completed their health coaching appointment with me. Below you can find the number of completions for the three steps and how they compare to previous years.

Completion of Qualifying Activities for Wellness Program			
	2018	2019	2020
Biometric Screening	420	478	501
Health Assessment	411	465	488
Health Coaching	403	448	458*

**Number is not final since the July 31, 2020 deadline takes place after this data is submitted.*

In my letter of comments for last month's meeting I mentioned that I would provide feedback to share with you from the coaching survey I send out to everyone who completes this. This information was submitted with my letter of comments/packet materials. If you have any questions regarding this, please let me know.

- The Quarter 2 Wellness Challenge, *Walk Around Washington*, wrapped up this month with employees totaling over 51 million combined steps – a number significantly higher than previous years. Points were awarded appropriately based on the challenge requirements and constructive feedback from participants was collected. The constructive feedback was overwhelmingly positive which was expected since this is by far one of the most popular challenges held each year.
- The Wellness Committee and I met on July 29, 2020 to discuss various aspects of the Wellness Program and ways this can be improved or better meet the needs of employees. Wellness Committee members have been providing updates and reminders to their respective departments for various activities and deadlines to help keep participants on track. Much of our discussion also focused on ways employees can be supported in this unusually stressful year as a result of the pandemic. Challenges and activities moving forward will focus on being "low maintenance" and focus on mental health and resiliency.
- With the flu season fast approaching I have reached out to the various departments heads whose staff typically assist with offering flu shots to employees and family members to see if this is still feasible during the COVID-19 pandemic. Unfortunately, due to the high workloads and regulations as a result of the COVID-19 pandemic, staff availability is very limited. I have reached out to leadership at Aspirus to see if staff from Aspirus Occupational Health would be able to assist with administering flu shots. I expect to hear from them by early August and will know more at that time.
- I am continuing to connect with new hires on a weekly basis to provide a brief overview of Wood County's Employee Wellness Program and the three activities that must be completed in order to enroll in this program and qualifying for any cash and premium incentives. The process for this is a bit different than previous years since new hire orientation is being held virtually. However, feedback from new hires over the past couple months have stated this process is very straight forward and easy to understand.

Respectfully submitted,
Adam Fandre

COUNTY BOARD CLAIMS

June-20

Jun-20

Paid July 20

CLAIMANT	MONTH	PER DIEM \$	MILEAGE \$	EALS/PK	TOTAL \$
			HOTEL \$		
Robert Ashbeck	June-20	350.00	94.30		\$444.30
Allen Breu	June-20	365.00	34.50		\$399.50
William Clendenning	June-20	715.00	32.20		\$747.20
Ken Curry	June-20	515.00	59.80		\$574.80
Michael Feirer	June-20	415.00	73.60		\$488.60
Adam Fischer	June-20	610.00	201.25		\$811.25
Jake Hahn	June-20	430.00	101.20		\$531.20
Brad Hamilton	June-20	450.00	32.20		\$482.20
John Hokamp	June-20	300.00	8.63		\$308.63
David La Fontaine	June-20	350.00	173.65		\$523.65
Bill Leichtnam	June-20	450.00	82.80		\$532.80
Lance Pliml	June-20	1,000.00	23.00		\$1,023.00
Dennis Polach	June-20	300.00	0.00		\$300.00
Donna Rozar	June-20	510.00	175.95		\$685.95
Lee Thao	June-20	300.00	5.18		\$305.18
Laura Valenstein	June-20	300.00	0.00		\$300.00
Ed Wagner	June-20	315.00	113.85		\$428.85
William Winch	June-20	350.00	37.95		\$387.95
Joe Zurfluh	June-20	300.00	18.97		\$318.97
Lee Garrels	Jun-20	50.00	25.99		\$75.99
Beverly Ghiloni	Jun-20	50.00	5.75		\$55.75
Carmen Good	Jun-20	50.00	0.00		\$50.00
Thomas Heiser	Jun-20	50.00	5.75		\$55.75
Leland Kauth	Oct 19/July 20	100.00	6.93		\$106.93
Diane Lieber	June-20	60.00	0.00		\$60.00
Michael Meyers	Oct 19/July 20	130.00	80.85		\$210.85
Mitchell Waite	June-20	50.00			\$50.00
		\$ 8,865.00	\$ 1,394.30	\$ -	\$10,259.30

Chairman

Operations Committee

Committee Report

County of Wood

Report of claims for: COUNTY CLERK

For the period of: JULY 2020

For the range of vouchers: 06200073 - 06200078 06200090 - 06200110

Voucher	Vendor Name	Nature of Claim	Doc Date	Amount	Paid
06200074	OFFICE ENTERPRISES INC	Ink Tank for Postage Machine	05/27/2020	\$225.04	P
06200075	POSTMASTER - WISCONSIN RAPIDS	PO Box Fee - 1 yr	06/01/2020	\$1,310.00	P
06200076	GRIMM BOOK BINDERY INC	CB Proceeding Binding	06/02/2020	\$58.50	P
06200077	WISCONSIN COUNTIES ASSOCIATION	WCA Conference Registrations	06/05/2020	\$1,305.00	P
06200078	AMAZON CAPITAL SERVICES	Office Supplies	06/09/2020	\$35.59	P
06200090	VERIZON	Monthly Modem Fee	06/19/2020	\$218.04	P
06200091	QUADIENT LEASING USA INC	Lease - Mail Machine	07/02/2020	\$1,552.86	P
06200092	ELECTION SYSTEMS & SOFTWARE	Coding - Partisan Primary	06/30/2020	\$2,261.04	P
06200093	ELECTION SYSTEMS & SOFTWARE	Ballots - Partisan Primary	06/30/2020	\$11,793.99	P
06200094	ELECTION SYSTEMS & SOFTWARE	Ballots - Partisan Primary	06/30/2020	\$436.07	P
06200095	STAPLES ADVANTAGE	Office Supplies	07/08/2020	\$104.66	P
06200096	ELECTION SYSTEMS & SOFTWARE	2020 CIP - Hardware	07/10/2020	\$33,863.00	P
06200097	ELECTION SYSTEMS & SOFTWARE	2020 CIP - Thumbdrives	07/02/2020	\$5,866.34	P
06200098	STAPLES ADVANTAGE	Office Supplies	07/15/2020	\$24.29	P
06200099	STAPLES ADVANTAGE	Office Supplies	07/15/2020	\$29.69	P
06200100	AMAZON CAPITAL SERVICES	Envelopes - Elections	07/14/2020	\$24.49	P
06200101	QUALITY PLUS PRINTING INC	Business Cards - Clendenning	07/13/2020	\$50.00	P
06200102	WISCONSIN MEDIA	VAR ADS 6/1 - 6/30/2020	07/20/2020	\$405.66	P
06200103	NATIONAL BAND AND TAG CO	2021 DOG TAGS	07/20/2020	\$792.00	P
06200104	UNITED MAILING SERVICE	MAIL FEES JUNE 1 - 30, 2020	07/20/2020	\$1,411.36	P
06200105	WISCONSIN RAPIDS COMMUNITY MEDIA	County Brd DVD - May/June	07/21/2020	\$40.00	P
06200106	US BANK	VISA Charges - July 2020	07/17/2020	\$78.15	P
06200107	ELECTION SYSTEMS & SOFTWARE	Ballot Paper	07/21/2020	\$147.70	P
06200108	UNITED PARCEL SERVICE	REPLENISH UPS ACCT JULY 27 20	07/27/2020	\$200.00	P
06200109	AMAZON CAPITAL SERVICES	Election Supplies	07/25/2020	\$45.44	P
06200110	VERIZON	Monthly Modem Fee	07/29/2020	\$183.84	P
Grand Total:				\$62,462.75	

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: JULY 2020

For the range of vouchers: 14200143 - 14200174

Voucher	Vendor Name	Nature of Claim	Doc Date	Amount	Paid
14200143	ARPIN PUBLIC LIBRARY	2020 2ND INSTALLMENT TAX AID	07/01/2020	\$15,993.50	P
14200144	CHARLES AND JOANNE LESTER LIBRARY	2020 2ND INSTALLMENT TAX AID	07/01/2020	\$33,425.00	P
14200145	MARSHFIELD PUBLIC LIBRARY	2020 2ND INSTALLMENT TAX AID	07/01/2020	\$151,709.50	P
14200146	MCMILLAN MEMORIAL LIBRARY	2020 2ND INSTALLMENT TAX AID	07/01/2020	\$290,421.00	P
14200147	PITTSVILLE COMMUNITY LIBRARY	2020 2ND INSTALLMENT TAX AID	07/01/2020	\$16,666.50	P
14200148	UW - MARSHFIELD WOOD COUNTY	2020 2ND INSTALLMENT TAX AID	07/01/2020	\$25,453.50	P
14200149	VESPER PUBLIC LIBRARY	2020 2ND INSTALLMENT TAX AID	07/01/2020	\$8,073.50	P
14200150	BLITT AND GAINES PC	GARNISHMENT PAYMENT	07/02/2020	\$256.45	P
14200151	MUTUAL OF OMAHA INSURANCE COMPANY	LONG TERM DISABILITY INSURANCE	07/02/2020	\$2,186.66	P
14200152	MUTUAL OF OMAHA INSURANCE COMPANY	SHORT TERM DISABILITY INSUR	07/02/2020	\$3,873.00	P
14200153	MUTUAL OF OMAHA INSURANCE COMPANY	BASIC LIFE/SUPP(VOL) LIFE INS	07/02/2020	\$3,907.72	P
14200154	ST MICHAELS HOSPITAL OF STEVENS POINT INC	GARNISHMENT PAYMENT	07/02/2020	\$159.94	P
14200155	SCHUELKE SUSAN A	GARNISHMENT PAYMENT	07/02/2020	\$73.64	P
14200156	DIVERSIFIED SERVICES NETWORK INC	2019 INDIRECT COST ALLOCATION	07/02/2020	\$7,960.00	P
14200157	TRUE IT LLC	DYNAMICS SUPPORT	06/29/2020	\$100.00	P
14200158	AGING RESOURCE CENTER OF CENTRAL WISCONSIN	3RD QTR 2020 TAX LEVY	07/06/2020	\$49,569.50	P
14200159	BLITT AND GAINES PC	GARNISHMENT PAYMENT	07/16/2020	\$344.03	P
14200160	MUTUAL OF OMAHA INSURANCE COMPANY	BASIC LIFE/SUPP (VOL) LIFE INS	07/16/2020	\$3,949.76	P
14200161	MUTUAL OF OMAHA INSURANCE COMPANY	SHORT TERM DISABILITY INSUR	07/16/2020	\$3,972.63	P
14200162	MUTUAL OF OMAHA INSURANCE COMPANY	LONG TERM DISABILITY INSURANCE	07/16/2020	\$2,239.13	P
14200163	SCHUELKE SUSAN A	GARNISHMENT PAYMENT	07/16/2020	\$73.64	P
14200164	WIPFLI LLP	ASSIST W/ YEAR END STATEMENTS	07/07/2020	\$3,025.00	P
14200165	WI SCTF	CHILD SUPPORT R&D FEES JULY 20	07/16/2020	\$295.00	P
14200166	LEWIS HAILIE	7/16/20 DIRECT DEPOSIT RETURN	07/22/2020	\$71.00	P
14200167	AATRIX SOFTWARE INC	EFILING PACKAGE	07/23/2020	\$799.00	P
14200168	BLITT AND GAINES PC	GARNISHMENT PAYMENT	07/30/2020	\$252.47	
14200169	MUTUAL OF OMAHA INSURANCE COMPANY	LONG TERM DISABILITY INSURANCE	07/30/2020	\$2,218.01	
14200170	MUTUAL OF OMAHA INSURANCE COMPANY	SHORT TERM DISABILITY INSUR	07/30/2020	\$3,938.86	
14200171	MUTUAL OF OMAHA INSURANCE COMPANY	BASIC LIFE/SUPP (VOL) LIFE INS	07/30/2020	\$3,887.58	
14200172	SCHUELKE SUSAN A	GARNISHMENT PAYMENT	07/30/2020	\$73.64	
14200173	UW - MARSHFIELD WOOD COUNTY	REIMBURSEMENT FOR CIP EXPENSES	07/20/2020	\$10,835.00	
14200174	WIPFLI LLP	PREP FINANCIAL STATEMENTS	07/21/2020	\$4,000.00	

Grand Total:

\$649,804.16

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: JULY 2020

For the range of vouchers: 17200059 - 17200066

Voucher	Vendor Name	Nature of Claim	Doc Date	Amount	Paid
17200059	BLUE WATER BENEFITS CONSULTING LLC	2020 Q2 Reporting	06/29/2020	\$947.40	P
17200060	NORTHWOODS LASER & EMBROIDERY	Retirement & Service Plaques	07/11/2020	\$71.75	P
17200061	NATIONWIDE TRUST CO FSB	PEHP	07/16/2020	\$6,965.47	P
17200062	AMAZON CAPITAL SERVICES	Office Supplies	07/05/2020	\$59.99	P
17200063	WI DEPT OF WORKFORCE DEVELOPMENT	Unemployment Charges-June 2020	06/30/2020	\$7,624.78	P
17200064	HORTON GROUP INC THE	Consulting Fees - July 2020	07/08/2020	\$2,083.33	P
17200065	US BANK	P Card Charges	07/22/2020	(\$264.39)	
17200066	VISIBILITY SOFTWARE LLC	CyberRecruiter Renewal 2020-21	06/26/2020	\$5,768.28	P
Grand Total:				\$23,256.61	

Signatures

Committee Chair:

Committee Member:

Committee Member:

Committee Member:

Committee Member:

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Committee Member:

Committee Member:

Committee Report

County of Wood

Report of claims for: RISK MANAGEMENT

For the period of: JULY 2020

For the range of vouchers: 23200019 - 23200021

Voucher	Vendor Name	Nature of Claim	Doc Date	Amount	Paid
23200019	TJ'S AUTO & COLLISION REPAIR	Vehicle Damage - Squad #19	06/25/2020	\$841.35	P
23200020	TJ'S AUTO & COLLISION REPAIR	Vehicle Damage - Squad #15	07/13/2020	\$1,923.50	P
23200021	SAFELITE AUTOGLASS	Vehicle Damage - Parks	07/21/2020	\$357.98	P
Grand Total:				\$3,122.83	

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: JULY 2020

For the range of vouchers: 28200172 - 28200213

Voucher	Vendor Name	Nature of Claim	Doc Date	Amount	Paid
28200172	CITY OF MARSHFIELD	JUNE SPECIALS CHARGES	07/01/2020	\$4,272.08	P
28200173	CITY OF NEKOOSA TREASURER	JUNE SPECIAL CHARGES	07/01/2020	\$1,490.38	P
28200174	CITY OF PITTSVILLE TREASURER	JUNE SPECIAL CHARGES	07/01/2020	\$197.60	P
28200175	CITY OF WISCONSIN RAPIDS	JUNE SPECIAL CHARGES	07/01/2020	\$656.94	P
28200176	STAPLES ADVANTAGE	OFFICE SUPPLIES	07/01/2020	\$16.79	P
28200177	TOWN OF CARY	JUNE SPECIAL CHARGES	07/01/2020	\$101.64	P
28200178	TOWN OF PORT EDWARDS	JUNE SPECIAL CHARGES	07/01/2020	\$178.92	P
28200179	TOWN OF SARATOGA	JUNE SPECIAL CHARGES	07/01/2020	\$1,960.67	P
28200180	TOWN OF GRAND RAPIDS	JUNE SPECIAL CHARGES	07/01/2020	\$2,402.30	P
28200181	TOWN OF RICHFIELD	JUNE SPECIAL CHARGES	07/01/2020	\$1,005.46	P
28200182	TOWN OF ROCK TREAS LISA ANDERSON	JUNE SPECIAL CHARGES	07/01/2020	\$272.28	P
28200183	VILLAGE OF ARPIN TREASURER	JUNE SPECIAL CHARGES	07/01/2020	\$481.72	P
28200184	VILLAGE OF BIRON	TAX DEED UTILITIES	07/01/2020	\$174.05	P
28200185	VILLAGE OF HEWITT	JUNE SPECIAL CHARGES	07/01/2020	\$877.20	P
28200186	VILLAGE OF PORT EDWARDS TREAS	JUNE SPECIAL CHARGES	07/01/2020	\$288.30	P
28200187	VILLAGE OF RUDOLPH	JUNE SPECIAL CHARGES	07/01/2020	\$1,261.48	P
28200188	CARLSON RONALD G JR	TAX OVERPAYMENT REFUND	07/08/2020	\$8.00	P
28200189	CITY OF WISCONSIN RAPIDS	TAX DEED SPECIALS	07/08/2020	\$123.16	P
28200190	HILL JEFFREY OR ROCHELLE	TAX OVERPAYMENT REFUND	07/08/2020	\$195.62	P
28200191	K & W GLASS INC	TEMPERED GLASS	07/08/2020	\$858.94	P
28200192	KONOPACKI SHERRY	REFUND OF P&P FEE	07/08/2020	\$6.81	P
28200193	STATE OF WISCONSIN TREASURER	2ND QTR PROBATE & BIRTH FEES	07/08/2020	\$21,731.67	P
28200194	STAPLES ADVANTAGE	OFFICE SUPPLIES	07/08/2020	\$19.10	P
28200195	WE ENERGIES	TAX DEED UTILITIES	07/08/2020	\$20.00	P
28200196	WI DEPT OF ADMINISTRATION	JUNE WI LAND INFO	07/08/2020	\$10,276.00	P
28200197	MARSHFIELD UTILITIES	TAX DEED UTILITIES	07/22/2020	\$33.56	P
28200198	STATE OF WISCONSIN TREASURER	JUNE CLERK OF COURTS REVENUES	07/22/2020	\$127,001.18	P
28200199	STAPLES ADVANTAGE	OFFICE SUPPLIES	07/22/2020	\$41.30	P
28200200	WATER WORKS & LIGHTING COMM	TAX DEED UTILITIES	07/22/2020	\$81.92	P
28200201	WOODTRUST BANK	JUNE MONTHLY SERVICES FEES	07/22/2020	\$183.99	P
28200202	CITY OF WISCONSIN RAPIDS	TAX DEED SPECIALS	07/29/2020	\$100.00	
28200203	CORELOGIC	TAX OVERPAYMENT REFUND	07/29/2020	\$166.18	
28200204	CORELOGIC	TAX OVERPAYMENT REFUND	07/29/2020	\$21,912.14	
28200205	CORELOGIC	TAX OVERPAYMENT REFUND	07/29/2020	\$150.54	

Committee Report - County of Wood

TREASURER - JULY 2020

28200172 - 28200213

Voucher	Vendor Name	Nature of Claim	Doc Date	Amount	Paid
28200206	CORELOGIC	TAX OVERPAYMENT REFUND	07/29/2020	\$1,499.15	
28200207	DOMTAR INDUSTRIES	TAX OVERPAYMENT REFUND	07/29/2020	\$82.45	
28200208	HANSEN RONALD OR SANDRA	TAX OVERPAYMENT REFUND	07/29/2020	\$165.65	
28200209	POESCHEL KENNETH F	TAX OVERPAYMENT REFUND	07/29/2020	\$11.93	
28200210	LATOURELL CORAL	TAX OVERPAYMENT REFUND	07/29/2020	\$49.66	
28200211	MILLER BEN OR MARY	TAX OVERPAYMENT REFUND	07/29/2020	\$30.00	
28200212	TOWN OF SARATOGA	TAX DEED SPECIALS	07/29/2020	\$6,527.54	
28200213	TOWN OF GRAND RAPIDS	TAX DEED SPECIALS	07/29/2020	\$609.29	
Grand Total:				\$207,523.59	

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: JULY 2020

For the range of vouchers: 34200007 - 34200007

Voucher	Vendor Name	Nature of Claim	Doc Date	Amount	Paid
34200007	ASPIRUS OCCUPATIONAL HEALTH	Advisor/Mileage/HRA/Bios/Labs	07/01/2020	\$6,795.50	P
Grand Total:				\$6,795.50	

Signatures

Committee Chair: _____

Committee Member: _____

Committee Member: _____

Committee Member: _____

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Committee Member: _____

Committee Member: _____

**HEALTH INSURANCE ADHOC COMMITTEE
MEETING MINUTES**

DATE: Tuesday, July 7, 2020
TIME: 11:00 a.m. (or immediately following Operations Committee)
LOCATION: Courthouse – Room 114
PRESENT: Bill Clendenning, Adam Fischer, Lance Pliml, Donna Rozar
EXCUSED: Ken Curry

OTHERS PRESENT (for all or part of the meeting): Kim McGrath, Kelli Quinnell, Heather Gehrt, Lisa Keller, Ed Newton, Jodi Pingel, Jordon Bruce, Amy Kaup, Shawn Becker, Tim Deaton (The Horton Group)

The meeting was called to order by Supervisor Rozar at 10:55 a.m.

Public Comments: None.

There were no changes requested to the minutes from the last meeting and they were approved as presented.

Tim Deaton presented updated renewal projections. Mr. Deaton explained that the updated projected decrease is 7.86%, which equates to approximately \$800,000. Based on the projected decrease, Mr. Deaton performed a premium equivalents analysis and presented it to the Committee as well as presenting HSA contribution modeling. Discussion ensued at length.

Motion (Clendenning/Pliml) to make a recommendation to the Operations Committee that they implement a combination of premium reduction and HSA contributions for 2021 health insurance. Motion carried unanimously.

Rozar stated that she will draft a document capturing all of the recommendations that the Committee has made since its creation and bring it to the next meeting to review before it is forwarded to the Operations Committee.

The next meeting is Tuesday, July 21, 2020 at 11:00 a.m. (or immediately following the County Board meeting).

Chair Rozar declared the meeting adjourned at 11:51 a.m.

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

**HEALTH INSURANCE ADHOC COMMITTEE
MEETING MINUTES**

DATE: Tuesday, July 21, 2020
TIME: 11:00 a.m. (or immediately following Operations Committee)
LOCATION: Courthouse – IT Conference Room

PRESENT: Bill Clendenning, Adam Fischer, Ken Curry, Lance Pliml, Donna Rozar

OTHERS PRESENT (for all or part of the meeting): Kim McGrath, Kelli Quinnell, Heather Gehrt, Lisa Keller, Ed Newton, Jodi Pingel, Jordon Bruce, Amy Kaup, Randy Dorshorst, Reuben Van Tassel, Chad Schooley, Marissa Laher

The meeting was called to order by Supervisor Rozar at 11:07 a.m.

Public Comments: None.

There were no changes requested to the minutes from the last meeting and they were approved as presented.

Rozar stated that she and Clendenning attended a Towns Association meeting and the possibility of joining other municipalities to create a health insurance consortium was discussed. Discussion ensued.

Motion (Fischer/Clendenning) to recommend that the Operations Committee explore over the next 12 months the option of creating a health insurance consortium. Motion carried unanimously.

Rozar asked the Committee if they had any changes that should be made to the document that she created detailing the recommendations the Committee is making to the Operations Committee. Rozar indicated that she would add in some additional information that was included in the July 7, 2020 Committee minutes as well as making a change to correct the number of meetings the Committee held. Human Resources Director McGrath asked if further clarification could be added to the recommendation that discussed paying employees to not take the County's health insurance to clarify that it was not being recommended at this time as it is not feasible. Fischer asked for a status update on the repayment of the General Fund from the Health Fund. Treasurer Gehrt indicated that the first large quarterly payment has been made and that the Health Fund now reimburses the General Fund monthly so that it doesn't fall behind again.

Motion (Fischer/Clendenning) to approve the recommendations for the Operations Committee with the discussed edits. Motion (Clendenning/Fischer) to amend the motion to add the recommendation that the Operations Committee disband the Health Insurance Adhoc Committee. Amendment carried unanimously. Amended motion carried unanimously.

Rozar thanked the Committee members for their hard work and contributions over the past six months. Rozar will send the recommendation document to Committee members to review one final time after edits are made before it is placed in the Operations Committee packet.

Chair Rozar declared the meeting adjourned at 11:27 a.m.

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

HEALTH INSURANCE AD HOC COMMITTEE REPORT TO OPERATIONS COMMITTEE

July 21, 2020

Committee members: Supervisors Bill Clendenning, Ken Curry, Adam Fischer, Lance Pliml, and Donna Rozar, Chair

The Health Insurance Ad Hoc Committee was created by a motion (Clendenning/Fischer) at the January Executive Committee meeting with members appointed during the February Executive Committee meeting. The first Ad Hoc meeting was held February 18, 2020. The following vision, goals, and objections were agreed upon by Committee members.

Vision

Provide quality, cost-effective, and sustainable health insurance for Wood County employees

Goals

Be sensitive to the needs of employees

Reimburse the general fund \$1.5 million from the health fund

Objectives

Examine the current plan, evaluate the effectiveness of the current plan, and provide recommendations to the Operations Committee

Since February, the Committee continued to meet, gathering information to achieve the above criteria. The Committee heard presentations by the Human Resources Director Kim McGrath, Human Services Director Brandon Vruwink (on the vacant position policy), Michael LaMont from WCA on insurance Industry projections and updates, and Tim Deaton, The Horton Group. Details of these presentations can be found in the meeting minutes posted on the County website.

The following recommendations are made to the Operations Committee:

- 1) Reimburse the general fund \$1.5 million from the health fund (in progress-quarterly payments are being made until the total amount is reimbursed)
- 2) No longer make the County Health Insurance Program available to retired employees after 18 months (recommendation accepted by the Operations Committee)
- 3) Explore the possibility of buying employees out of the PHEP plan (not considered feasible at this time because of cost and not sent as a formal recommendation to the OC)
- 4) Paying employees not to take the County's insurance plan if other insurance is available to them (not considered feasible at this time because of cost and not sent as a formal recommendation to the OC)

- 5) Implement a combination of premium reduction and HSA contributions for 2021 health insurance (recommended to be considered during the budget process)
- 6) Explore expanding the size of our insurance pool over the next 12 months
- 7) Disband the Health Insurance Ad Hoc Committee

The concern by Human Services regarding vacant positions will be managed by the Health and Human Services Committee during budget considerations.

This Ad Hoc Committee met 8 times and had its last meeting July 21, 2020.

July 27, 2020

Mr. Ed Newton, Deputy Finance Director
Wood County
400 Market Street
Wisconsin Rapids, WI 54495

Re. Municipal Advisory Services Agreement

Dear Mr. Newton:

On behalf of Robert W. Baird & Co. Incorporated (“we” or “Baird”), we wish to thank you for the opportunity to serve as municipal advisor to Wood County, WI (“you” or the “Client”) with respect to the proposed issuance of approximately \$4,000,000 General Obligation Promissory Notes, 2020 (the “Securities”). Upon your acceptance, this engagement letter (“Agreement”) will establish the mutual terms and conditions under which Baird will provide municipal advisory services to the Client in connection with the proposed issuance(s) or other financing (the “Financing”), effective on the date this Agreement is executed by Client (the “Effective Date”).

1. Scope of Services.

(a) Municipal Advisory Services to be Provided by Baird. The Client hereby engages Baird to serve as municipal advisor with respect to the Financing, and in such capacity Baird agrees to provide advice as to the structure, timing, terms and other matters regarding the Financing, including the following services, if and as requested by the Client:

- Evaluate possible options, vehicles and structures or alternatives for the Financing
- Assist Client in establishing the structure, timing, terms and other similar matters concerning the Financing
- Advise the Client as to the methods and types of Financing that are available and appropriate to the Client
- Assist the Client in developing and designing the terms and features of the plan of Financing and prepare the financing schedule
- Provide assistance as to scheduling, coordinating and meeting procedural requirements relating to any required bond referendum, other than through cash or in-kind contributions with respect to such referendum
- Consult and meet with representatives of Client and its agents or consultants with respect to the Financing
- Review recommendations made by other parties to Client with respect to the Financing
- Review financial and other information regarding Client, the proposed Financing and any source of repayment of or security for the Financing
- Consult with and/or advise Client on actual or potential changes in market place practices, market conditions, regulatory requirements or other matters that may have an impact on Client and its financing plans
- Advise the Client as to strategies for obtaining the Financing
- Review financial and other information regarding the Client, the Financing

- Assist in the preparation and/or review and distribution of documents pertaining to the Financing,
- Work with bond counsel and other transaction participants to prepare and/or review necessary authorizing documentation of Client and other documents necessary to finalize and close the Financing
- Respond to questions and requests from bidders, underwriters or potential investors and other possible Financing sources
- If applicable, in a negotiated sale assist in the selection of one or more underwriters for the Financing
- In a negotiated sale, coordinate pre-pricing discussions, supervise the sale process, advise Client on matters relating to retail or other order periods and syndicate priorities, review the order book, advise on the acceptability of the underwriter's pricing and offer to purchase
- Advise Client with respect to recommendations made by the underwriters and other interactions between Client and the underwriters
- Review required underwriter disclosures to Client
- If applicable, arrange and facilitate visits to, and prepare materials for, credit ratings agencies and insurers and other liquidity providers
- Make arrangements for printing, advertising and other vendor services necessary or appropriate in connection with the Financing
- Advise Client with regard to any continuing disclosure undertaking required to be entered into in connection with the Financing, including advising on the selection of a dissemination agent
- Assist Client in selecting legal and other professionals (such as trustee, escrow agent, accountant, feasibility consultant, etc.) to work on the Financing
- Work with bond counsel and other transaction participants to prepare and/or review necessary authorizing documentation of Client and other documents necessary to finalize and close on the Financing
- Prepare a closing memorandum or settlement statement for, and otherwise coordinate or assist with, the closing and delivery of the Financing and transfer of funds
- Such other usual and customary financial advisory services as may be requested by the Client

- (b) Limitations on Scope of Services The Scope of Services is subject to the following limitations:
- i.) The Scope of Services is limited solely to the services described herein and is subject to any limitations set forth within the description of the Scope of Services.
 - ii.) Unless otherwise provided in the Scope of Services described herein, Baird is not responsible for preparing any preliminary or final official statement, or for certifying as to the accuracy or completeness of any preliminary or final official statement, other than with respect to any information about Baird provided by Baird for inclusion in such documents.
 - iii.) The Scope of Services does not include tax, legal, accounting or engineering advice with respect to the Financing or in connection with any opinion or certificate rendered by counsel or any other person at closing, and does not include review or advice on any feasibility study.

2. Regulatory Duties. Under MSRB Rule G-23, Baird will not be able to serve as underwriter or placement agent for any notes, bonds or other securities to be issued and sold as part of the Financing. Baird is registered as a municipal advisor with the Securities Exchange Commission and Municipal Securities Rulemaking Board. As financial advisor to the Client in connection with the proposed Financing, Baird will have fiduciary duties, including a duty of care and a duty of loyalty. Baird is required to act in the Client's best interests without regard to its own financial and other interests.

MSRB Rule G-42 requires that Baird make a reasonable inquiry as to the facts that are relevant to Client's determination whether to proceed with a course of action or that form the basis for and advice provided by Baird to Client. The rule also requires that Baird undertake a reasonable investigation to determine that it is not basing any recommendation on materially inaccurate or incomplete information. Baird is also required under the rule to use reasonable diligence to know the essential facts about Client and the authority of each person acting on Client's behalf.

Client agrees to cooperate, and to cause its agents to cooperate, with Baird in carrying out these regulatory duties, including providing to Baird accurate and complete information and reasonable access to relevant documents, other information and personnel needed to fulfill such duties. In addition, Client agrees that, to the extent Client seeks to have Baird provide advice with regard to any recommendation made by a third party, Client will provide to Baird written direction to do so as well as any information it has received from such third party relating to its recommendation.

3. Fees and Expenses. For its financial advisory services, Baird shall be entitled to a fee (the "Municipal Advisory Fee") to be paid by the Client equal \$15,000. The Municipal Advisory Fee shall be paid upon completion of the Financing. While this form of compensation is customary in the municipal securities market, it presents a conflict of interest because it may give Baird an incentive to recommend to the Client a Financing that is unnecessary or to recommend that the size of the transaction be larger than is necessary.

In addition to the Municipal Advisory Fee, the Client shall pay to Baird a fee equal to \$4,000 as compensation for its services in assisting in the preparation of the official statement and providing various financial analyses, and to reimburse for Baird's payment of I-Deal Prospectus (electronic sale notification and bidding system), printing and mailing/distribution charges. The Client shall also reimburse Baird for all out-of-pocket costs and expenses it reasonably incurs in connection with the services it provides hereunder.

4. Term and Termination. The term of this engagement shall extend from the date of this Agreement to the closing of the Financing. Notwithstanding the foregoing, either party may terminate Baird's engagement at any time without liability or penalty upon at least 30 days' prior written notice to the other party. If Baird's engagement is terminated by the Client, the Client agrees to compensate Baird for the services provided and to reimburse Baird for its out-of-pocket expenses incurred until the date of termination and if within 12 months following such termination the Client completes the Financing the Client shall pay Baird the Financial Advisory Fee.

5. Limitation of Liability. The Client agrees that neither Baird nor its employees, officers, agents or affiliates shall have any liability to the Client in the absence of willful misconduct, bad faith, gross negligence or reckless disregard of obligations or duties hereunder for any act or omission in the course of, or connected with, rendering services hereunder, or for any error of judgment or mistake of law, or for any loss arising out of any issuance of municipal securities, or for any financial or other damages resulting from Client's election to act or not to act, as the case may be, contrary to any advice or recommendation provided by Baird to Client. No recourse shall be had against Baird for loss, damage, liability, cost or expense (whether direct, indirect or consequential) of Client arising out of or in defending, prosecuting, negotiating or responding to any inquiry, questionnaire, audit, suit, action, or other proceeding brought or received from the Internal Revenue Service in connection with any Financing/Offering or otherwise relating to the tax treatment of any Financing/Offering, or in connection with any opinion or certificate rendered by counsel or any other party. Notwithstanding the foregoing, nothing contained in this paragraph or elsewhere in this Agreement shall constitute a waiver by Client of any of its legal rights under applicable U.S. federal securities laws or any other laws whose applicability is not permitted to be contractually waived, nor shall it constitute a waiver or diminution of Baird's fiduciary duty to Client under Section 15B(c)(1) of the Securities Exchange Act of 1934, as amended, and the rules thereunder.

6. Required Disclosures. Accompanying this letter is a disclosure document describing the material conflicts of interest and information regarding certain legal events and disciplinary history related to the securities proposed to be sold in the Financing as required by MSRB Rule G-42.

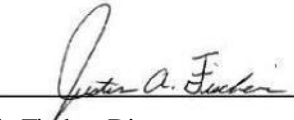
7. Miscellaneous. This Agreement shall be governed and construed in accordance with the laws of the State of Wisconsin. This Agreement shall be binding upon and inure to the benefit of Client and Baird, their respective successors and permitted assigns; provided however, neither party may assign or transfer any of its rights or obligations hereunder without the prior written consent of the other party. This Agreement contains the entire agreement between the parties relating to the rights granted herein and obligations assumed herein. This Agreement and the Scope of Services provided hereunder may not be amended, supplemented or modified except by means of a written instrument executed by both parties hereto. This Agreement may be executed in counterparts, each of which shall be an original, but which taken together, shall constitute one and the same instrument.

If there is any aspect of this Agreement that you believe requires further clarification, please do not hesitate to contact us. If the foregoing is consistent with your understanding of our engagement, please sign and return the enclosed copy of this letter. The undersigned represents and warrants that (s)he has full legal authority to execute this Agreement on behalf of Client.

Again, we thank you for the opportunity to assist you with the Financing and the confidence you have placed in us.

Very truly yours,

ROBERT W. BAIRD & CO. INCORPORATED

By: 
Justin Fischer, Director

Accepted this 29th day of July, 2020

WOOD COUNTY

By: 
Ed Newton, Deputy Finance Director

MUNICIPAL ADVISOR DISCLOSURE STATEMENT PURSUANT TO MSRB RULE G-42

On behalf of Robert W. Baird & Co. Incorporated (“we” or “Baird”), we wish to thank you for the opportunity to continue to serve as municipal advisor to you (the “Client”) in connection with our current Financial Advisory Agreement (the “Agreement”). This Disclosure Statement will serve as written documentation required by Municipal Securities Rulemaking Board (“MSRB”) Rule G-42, as set forth in MSRB Notice 2016-03, of certain terms, disclosures and other items of information related to Baird’s municipal advisory relationship as of the date of this document. All capitalized terms not otherwise defined herein shall have the meanings assigned to them in the Agreement.

REQUIRED DISCLOSURES. MSRB Rule G-42 requires that Baird make a reasonable inquiry as to the facts that are relevant to Client’s determination whether to proceed with a course of action or that form the basis for and advice provided by Baird to Client. The rule also requires that Baird undertake a reasonable investigation to determine that it is not basing any recommendation on materially inaccurate or incomplete information. Baird is also required under the rule to use reasonable diligence to know the essential facts about Client and the authority of each person acting on Client’s behalf.

In carrying out these regulatory duties, Baird will request the cooperation and assistance of Client, including providing to Baird accurate and complete information and reasonable access to relevant documents, other information and personnel needed to fulfill such duties. In addition, Client agrees that, to the extent Client seeks to have Baird provide advice with regard to any recommendation made by a third party, Client will provide to Baird written direction to do so as well as any information it has received from such third party relating to its recommendation.

In addition, MSRB Rule G-42 requires that Baird provide you with the following disclosures of material conflicts of interest and of information regarding certain legal events and disciplinary history.

Disclosures of Conflicts of Interest. MSRB Rule G-42 requires that municipal advisors provide to their clients disclosures relating to any actual or potential material conflicts of interest, including certain categories of potential conflicts of interest identified in Rule G-42, if applicable. If no such material conflicts of interest are known to exist based on the exercise of reasonable diligence by the municipal advisor, municipal advisors are required to provide a written statement to that effect.

Accordingly, Baird makes the following disclosures with respect to material conflicts of interest in connection with the Services under the Agreement, together with explanations of how Baird addresses or intends to manage or mitigate each conflict. To that end, with respect to all of the conflicts disclosed below in this Municipal Advisor Disclosure Statement, Baird mitigates such conflicts through its adherence to its fiduciary duty to Client, which includes a duty of loyalty to Client in performing all municipal advisory activities for Client. This duty of loyalty obligates Baird to deal honestly and with the utmost good faith with Client and to act in Client’s best interests without regard to Baird’s financial or other interests. In addition, because Baird is a broker-dealer with significant capital due to the nature of its overall business, the success and profitability of Baird is not dependent on maximizing short-term revenue generated from individualized recommendations to its clients but instead is dependent on long-term profitability built on a foundation of integrity, quality of service and strict adherence to its fiduciary duty. Furthermore, Baird’s municipal advisory supervisory structure, leveraging our long-standing and comprehensive broker-dealer supervisory processes and practices, provides reasonable and industry standard safeguards against individual representatives of Baird potentially departing from their regulatory duties due to personal interests. The disclosures below describe, as applicable, any additional mitigations that may be relevant with respect to any specific conflict disclosed below.

Baird is a full service securities firm and as such Baird and its affiliates may from time to time provide advisory, brokerage, consulting and other services and products to its clients, including municipalities, other institutions, and individuals and the Client, certain Client officials or employees, and potential purchasers of the Securities for which Baird may receive customary compensation; however, such services are not related to the proposed offering. Such

services may also include the buying and selling of new issue and outstanding securities and providing investment advice in connection with securities (including the Securities), may be undertaken on behalf of , or as counterparty to, Client, personnel of Client, and current or potential investors in the securities of Client. Baird may have previously served as underwriter, placement agent or financial advisor on other bond offerings and financings for or for the benefit of Client and expects to serve in such capacities in the future. Baird may have previously or is currently providing consulting services to the Client that are not related to the Securities or any particular offering. Baird may also be engaged from time to time by the Client to manage investments for the Client (including the proceeds from the proposed offering) through a separate contract that sets forth the fees to be paid to Baird. Baird manages various mutual funds, and from time to time those funds may own bonds and other securities issued by or for the benefit of Client (including the Securities). Additionally, clients of Baird may from time to time purchase, hold and sell bonds and other securities issued by or for the benefit of the Client (including the Securities). These other clients may, from time to time and depending on the specific circumstances, have interests in conflict with those of Client, such as when their buying or selling of Client's securities may have an adverse effect on the market for Client's securities, and the interests of such other clients could create the incentive for Baird to make recommendations to Client that could result in more advantageous pricing for the other clients. Furthermore, any potential conflict arising from Baird effecting or otherwise assisting such other clients in connection with such transactions is mitigated by means of such activities being engaged in on customary terms through departments of Baird that operate independently from Baird's municipal advisory business, thereby reducing the likelihood that the interests of such other clients would have an impact on the services provided by Baird to Client under this Agreement.

In the ordinary course of fixed income trading business, Baird may purchase, sell, or hold a broad array of investments and may actively trade securities and other financial instruments, including the Securities and other municipal bonds, for its own account and for the accounts of customers, with respect to which Baird may receive a mark-up or mark-down, commission or other remuneration, and therefore Baird could have interests in conflict with those of Client with respect to the value of Client's Securities while held in inventory. Such investment and trading activities may involve or relate to the Financing or Offerings or other assets, securities and/or instruments of the Client and/or persons and entities with relationships with the Client. In particular, Baird or its affiliates may submit orders for and acquire Client's securities issued in an Offering under the Agreement from members of the underwriting syndicate, either for its own account or for the accounts of its customers. This activity may result in a conflict of interest with Client in that it could create the incentive for Baird to make recommendations to Client that could result in more advantageous pricing of Client's bond in the marketplace. Any such conflict is mitigated by means of such activities being engaged in on customary terms through departments of Baird that operate independently from Baird's municipal advisory business, thereby reducing the likelihood that such investment activities would have an impact on the services provided by Baird to Client under the Agreement.

Baird serves a wide variety of other clients that may from time to time have interests that could have a direct or indirect impact on the interests of Client. For example, Baird serves as municipal advisor to other municipal advisory clients and, in such cases, owes a regulatory duty to such other clients just as it does to Client under the Agreement. These other clients may, from time to time and depending on the specific circumstances, have competing interests, such as accessing the new issue market with the most advantageous timing and with limited competition at the time of the offering. In acting in the interests of its various clients, Baird could potentially face a conflict of interest arising from these competing client interests. In other cases, as a broker-dealer that engages in underwritings of new issuances of municipal securities by other municipal entities, the interests of Baird to achieve a successful and profitable underwriting for its municipal entity underwriting clients could potentially constitute a conflict of interest if, as in the example above, the municipal entities that Baird serves as underwriter or municipal advisor have competing interests in seeking to access the new issue market with the most advantageous timing and with limited competition at the time of the offering. None of these other engagements or relationships would impair Baird's ability to fulfill its regulatory duties to Client.

While we do not believe that the following creates a conflict of interest on Baird's part, we note that spouses or other relatives of Baird Associates may serve as an officer, employee or official of Client. Client may wish to consider any impact such circumstances may have on how it conducts its activities with Baird under this Agreement.

Fees that are based on the size of the issue are contingent upon the completion of the Financing. While this form of compensation is customary in the municipal securities market, it presents a conflict of interest because it may give

Baird an incentive to recommend to the Client a Financing that is unnecessary or to recommend that the size of the transaction be larger than is necessary. This conflict of interest is mitigated by the general mitigations described herein.

Fees based on a fixed amount are usually based upon an analysis by Client and Baird of, among other things, the expected duration and complexity of the transaction and the Services to be performed by Baird. This form of compensation presents a potential conflict of interest because, if the transaction requires more work than originally contemplated, Baird may suffer a loss. Thus, Baird may recommend less time-consuming alternatives, or fail to do a thorough analysis of alternatives. This conflict of interest is mitigated by the general mitigations described herein.

Hourly fees are calculated with the aggregate amount equaling the number of hours worked by Baird's personnel times an agreed-upon hourly billing rate. This form of compensation presents a potential conflict of interest if Client and Baird do not agree on a reasonable maximum amount at the outset of the engagement, because Baird does not have a financial incentive to recommend alternatives that would result in fewer hours worked. This conflict of interest is mitigated by the general mitigations described herein.

Baird is registered with the Municipal Securities Rulemaking Board ("MSRB") and the SEC. The MSRB website is www.msrb.org. Two investor brochures, Information for Municipal Securities Investors and Information for Municipal Advisory Clients, describe the protections that may be provided by the MSRB's rules. The brochures are available on the MSRB website. The MSRB website also contains information about how to file a complaint with an appropriate regulatory authority.

Disclosures of Information Regarding Legal Events and Disciplinary History. MSRB Rule G-42 requires that municipal advisors provide to their clients certain disclosures of legal or disciplinary events material to its client's evaluation of the municipal advisor or the integrity of the municipal advisor's management or advisory personnel.

Accordingly, Baird sets out below required disclosures and related information in connection with such disclosures. Baird discloses the following legal or disciplinary events that may be material to Client's evaluation of Baird or the integrity of Baird's management or advisory personnel:

- Baird was among numerous municipal securities underwriters and municipal issuers that voluntarily participated in the Municipal Continuing Disclosure Cooperation Initiative (MCDC) facilitated by the Securities and Exchange Commission (SEC) in March 2014. Under the MCDC, underwriters and issuers were requested to submit reports to the SEC identifying municipal securities offerings for which the official statement did not accurately describe prior instances of the issuer's material non-compliance with its continuing disclosure requirements required by SEC Rule 15c2-12. By voluntarily participating in the MCDC, Baird and other underwriters and issuers agreed to accept standardized settlement terms. In June 2015, the SEC issued Orders to 36 participating municipal underwriters, including Baird, setting forth the agreed upon settlement terms. Subsequently, the SEC issued similar Orders to additional participating underwriters. Each Order, including the one applicable to Baird, contains a finding, which the underwriter neither admits nor denies, that Baird did not conduct adequate due diligence to ensure that the issuers' representations in the official statements about their past compliance with continuing disclosures were accurate and therefore violated Section 17(a)(2) of the Securities Act of 1933. Each Order requires the underwriter to cease and desist from committing or causing any violations or future violations of Section 17(a)(2), to pay a civil monetary penalty (which, in Baird's case, is \$500,000), to retain an independent consultant to review Baird's municipal underwriting due diligence policies and procedures, and to adopt the consultant's final recommendations for changes in or improvements to those policies and procedures. The details of this matter are available in item 11.C (2), 11.C (4) and 11.C (5) and the accompanying Regulatory Action DRP on Form ADV available at <http://www.adviserinfo.sec.gov>.
- In August 2013, Baird was involved in a regulatory matter with respect to Municipal Securities Rulemaking Board (MSRB) Rule G-14 involving trade reporting of municipal bond transactions executed by Baird for internal money managers on behalf of their clients. Baird reported the transactions on a bunched order quantity basis instead of individually by amount of allocation. Baird has since reviewed its municipal bond trade reporting methodology in this context and has revised its processes to more clearly

reflect the requirements of the rule interpretations. The details of this matter are available in item 11.E (2) and the accompanying Regulatory Action DRP on Form ADV available at <http://www.adviserinfo.sec.gov>.

- In June 2013, Baird was involved in a regulatory matter involving a small number of transactions in comparison to Baird's total fixed income trading volume with respect to the purchase of municipal securities for its own account from customers and/or sold municipal securities for its own account to customers that was allegedly not fair and reasonable, taken into account all relevant factors related to MSRB Rules G-17 and G-30(A). Baird has taken steps to address this matter, including improving its systems to better monitor and document Baird's compliance with its best execution obligations; providing additional training to Baird's fixed income traders on their obligations to document the prices, quotations or indications received from counterparties to reflect for firm records the pricing in markets at the time of each transaction; and providing additional training to traders on their best execution obligations. The details of this matter are available in item 11.E (2) and the accompanying Regulatory Action DRP on Form ADV available at <http://www.adviserinfo.sec.gov>.
- In November 2011, Baird was involved in a regulatory matter involving late submissions to the MSRB and the Electronic Municipal Market Access (EMMA). In response, all personnel in the municipal underwriting and public finance departments responsible for the filings attended additional MSRB training on primary market and advance refunding MSRB G-32 submissions, and Baird has amended its MSRB G-32 procedures by publishing additional guidance to appropriate personnel and installing new mechanisms to monitor the required filing and closing dates. The details of this matter are available in item 11.E (2) and the accompanying Regulatory Action DRP on Form ADV available at <http://www.adviserinfo.sec.gov>.
- The SEC permits certain items of information required on Form MA or MA-I to be provided by reference to such required information already filed by Baird in its capacity as a broker-dealer on Form BD or Form U4 or as an investment adviser on Form ADV, as applicable. If any of the above DRPs provides that a DRP has been filed on Form ADV, BD, or U4 for the applicable event, information provided by Baird on Form BD or Form U4 is publicly accessible through reports generated by BrokerCheck at <http://brokercheck.finra.org>, and Baird's most recent Form ADV is publicly accessible at the Investment Adviser Public Disclosure website at <http://www.adviserinfo.sec.gov>. For purposes of accessing such BrokerCheck reports or Form ADV, Baird's CRD number is 8158.

How to Access Form MA and Form MA-I Filings. Baird's most recent Form MA and each most recent Form MA-I filed with the SEC are available on the SEC's EDGAR system at <https://www.sec.gov/cgi-bin/browse-edgar?CIK=0000009211>.

Most Recent Change in Legal or Disciplinary Event Disclosure. The date of the last material change to a legal or disciplinary event disclosure on any Form MA or Form MA-I filed by Baird with the SEC is March 28, 2016, which change consists of the MCDC disclosure described above in Section 5(b)(i) in the annual filing.

Future Supplemental Disclosures. Baird has not identified any additional potential or actual conflicts of interest or legal and disciplinary events that require disclosure. If material events arise in the future, we will provide you with supplemental disclosures about them.

If there is any aspect of the foregoing disclosures that requires further clarification, please do not hesitate to contact us. In addition, please consult your own financial and/or municipal, legal, accounting, tax and other advisors as you deem appropriate.

June 17, 2016



Wood County

*Tentative Financing Timetable**

July 2020							August 2020							September 2020							October 2020						
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
				1	2	3	4						1			1	2	3	4	5					1	2	3
5	6	7	8	9	10	11	2	3	4	5	6	7	8	6	7	8	9	10	11	12	4	5	6	7	8	9	10
12	13	14	15	16	17	18	9	10	11	12	13	14	15	13	14	15	16	17	18	19	11	12	13	14	15	16	17
19	20	21	22	23	24	25	16	17	18	19	20	21	22	20	21	22	23	24	25	26	18	19	20	21	22	23	24
26	27	28	29	30	31		23	24	25	26	27	28	29	27	28	29	30				25	26	27	28	29	30	31
							30	31																			

Tuesday, July 28, 2020.....	Baird e-mails Official Statement Disclosure Questionnaire to the County for the preparation of the Preliminary Official Statement ("POS").
Friday, August 7, 2020	Requested information returned to Baird for the preparation of the POS.
Monday, August 10, 2020	Draft POS to Support Banker and Banker for review.
Thursday, August 13, 2020	Comments received from Support Banker and Banker. Draft POS e-mailed to County, Bond Counsel and Moody's Investors Service.
Thursday, August 20, 2020	Comments received from the County. Comments and legal documents received from Bond Counsel.
Week of August 24, 2020.....	Moody's conference call scheduled.
Tuesday, September 1, 2020.....	Executive Committee considers the Plan of Finance.
Friday, September 4, 2020.....	Moody's rating report received.
Tuesday, September 8, 2020.....	Baird due diligence call. Preliminary Official Statement distributed.
Monday, September 14, 2020.....	Competitive sale at 10:00am CT.
Tuesday, September 15, 2020	County Board meeting to award the Notes at 9:30am CT.
To be determined	Settlement Date.

**Baird will be closed on Monday, September 7, 2020 in observance of Labor Day.*

Wood County Working Group

**Issuer:**

WOOD COUNTY
400 Market Street
Wisconsin Rapids, WI 54494

Mr. Ed Newton, Deputy Finance Director
Phone: (715) 421-8463; E-mail: enewton@co.wood.wi.us

Mr. Trent Miner, County Clerk*
Phone: (715) 421-8460; E-mail: ctyclerk@co.wood.wi.us

Ms. Heather Gehrt, County Treasurer *
Phone: (715) 421-8484; E-mail: treasurer@co.wood.wi.us

Financial Advisor:

BAIRD
777 East Wisconsin Avenue
Milwaukee, WI 53202

Mr. Justin Fischer, Director
Phone: (414) 765-3635 or (800) 792-2473, ext. 3635
E-mail: jfischer@rwbaird.com

Support Banker:
Mr. Jordan Masnica (800) 792-2473 ext. 7501
E-mail: jmasnica@rwbaird.com

OS Analyst:
Ms. Katherine Voss (800) 792-2473, ext. 7702
E-mail: kvoss@rwbaird.com

Bond Counsel:

QUARLES & BRADY LLP
411 East Wisconsin Avenue
Milwaukee, WI 53202

Ms. Rebecca Speckhard
Phone: (414) 277-5761; E-mail: rebecca.speckhard@quarles.com

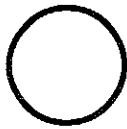
Ms. Sue Weber
Phone: (414) 277-5782; E-mail: sue.weber@quarles.com

Rating Agency:

MOODY'S INVESTORS SERVICE
100 N. Riverside Plaza, Suite 2220
Chicago, IL 60606

To be determined
Phone: (312) 706-99
E-mail: @moodys.com

**Paying Agent contact.*



RESOLUTION#

Introduced by Operations Committee
Page 1 of 1

ITEM#
DATE August 4, 2020
Effective Date Upon passage and publication

Committee

EN

Motion:

Adopted:

1st

Lost:

2nd

Tabled:

No:

Yes:

Absent:

Number of votes required:

☐ Majority

☒ Three-Fourths

Reviewed by: PAK, Corp Counsel

Reviewed by: EN, Deputy Finance Dir.

INTENT & SYNOPSIS: Initial resolution authorizing the issuance of general obligation promissory notes in an amount not to exceed \$6,000,000 for Highway Projects and Capital Improvement Projects

FISCAL NOTE: Proceeds from general obligation promissory notes not to exceed \$6,000,000 designated as follows:

Highway Projects - \$2,350,000
Capital Improvement - \$3,650,000

		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			

BE IT RESOLVED, by the County Board of Supervisors of Wood County, Wisconsin that there shall be issued, pursuant to Section 67.12(12), Wisconsin Statutes, general obligation promissory notes in an amount not to exceed \$6,000,000 for the public purpose of financing highway projects and capital improvement projects. There be and there hereby is levied on all the taxable property in the County a direct, annual tax in such years and in such amounts as are sufficient to pay when due the principal and interest on such notes.

{ }

ED WAGNER (Chairman)

ADAM FISCHER

DONNA ROZAR

MICHAEL FEIRER

LANCE PLIML

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

County Clerk

County Board Chairman

7/27/2020

County of Wood
DETAILED INCOME STATEMENT W/SUBTOTALS
All Departments
Friday, July 31, 2020

	Actual	2020 Budget	Variance	Variance %
REVENUES				
Taxes				
41110 General Property Taxes	\$16,097,351.34	\$27,595,459.50	(\$11,498,108.16)	(41.67%)
41150 Forest Cropland/Managed Forest Land	63,793.79	25,000.00	38,793.79	155.18%
41220 General Sales and Retailers' Discount	106.69	220.00	(113.31)	(51.50%)
41221 County Sales Tax	2,509,287.39	6,138,000.00	(3,628,712.61)	(59.12%)
41230 Real Estate Transfer Fees	64,229.04	142,000.00	(77,770.96)	(54.77%)
41800 Interest and Penalties on Taxes	202,500.32	394,000.00	(191,499.68)	(48.60%)
41910 Payments in Lieu of Taxes		18,500.00	(18,500.00)	(100.00%)
Total Taxes	18,937,268.57	34,313,179.50	(15,375,910.93)	(44.81%)
Intergovernmental Revenues				
43240 Federal Aid-Cares Act Funding	595,214.94		595,214.94	0.00%
43410 State Aid-Shared Revenue	460,325.53	3,064,207.00	(2,603,881.47)	(84.98%)
43420 Personal Property Aid	272,398.42	272,398.42		0.00%
43430 State Aid-Other State Shared Revenues	220,567.48	291,141.00	(70,573.52)	(24.24%)
43511 State Aid-Victim Witness	29,246.34	74,000.00	(44,753.66)	(60.48%)
43512 State Aid-Courts	291,010.02	377,280.00	(86,269.98)	(22.87%)
43514 State Aid-Court Support Services	88,678.00	75,775.00	12,903.00	17.03%
43516 State Aid-Modernization Grants	35,864.00	58,120.00	(22,256.00)	(38.29%)
43521 State Aid - Law Enforcement	170,946.34	146,000.00	24,946.34	17.09%
43523 State Aid-Other Law Enforcement	17,037.00	18,000.00	(963.00)	(5.35%)
43528 State Aid-Emergency Government		93,250.00	(93,250.00)	(100.00%)
43531 State Aid-Transportation	1,892,691.60	2,194,425.00	(301,733.40)	(13.75%)
43534 State Aid-LRIP		218,258.00	(218,258.00)	(100.00%)
43549 State Aid-Private Sewage		7,000.00	(7,000.00)	(100.00%)
43551 State Aid-Health Grants	17,931.28	83,252.00	(65,320.72)	(78.46%)
43554 State Aid-Health WIC Program	115,896.00	395,065.00	(279,169.00)	(70.66%)
43557 State Aid-Health Consolidated Contract	26,721.00	70,944.62	(44,223.62)	(62.34%)
43560 State Aid-Grants	12,306.00	68,167.00	(55,861.00)	(81.95%)
43561 State Aids	5,768,086.83	13,290,580.00	(7,522,493.17)	(56.60%)
43567 State Aid-Transportation	243,658.97	242,594.00	1,064.97	0.44%
43568 State Aid-Child Support	273,342.43	1,109,455.78	(836,113.35)	(75.36%)
43571 State Aid-UW Extension	1,344.00	11,500.00	(10,156.00)	(88.31%)
43572 State Aid-ATV Maintenance	305,253.75	6,826.00	298,427.75	4,371.93%
43574 State Aid-Snowmobile Trail Maint		254,677.00	(254,677.00)	(100.00%)
43576 State Aid-Parks	76,610.00	76,610.00		0.00%
43581 State Aid-Forestry	49,133.95	74,898.00	(25,764.05)	(34.40%)
43586 State Aid-Land Conservation	53,467.22	1,036,484.86	(983,017.64)	(94.84%)
43640 State Aid-Co Share Managed Forest Lands		20,000.00	(20,000.00)	(100.00%)
43690 State Aid-Forestry Roads	3,653.91	3,300.00	353.91	10.72%
Total Intergovernmental	11,021,385.01	23,634,208.68	(12,612,823.67)	(53.37%)
Licenses and Permits				
44100 Business and Occupational Licenses	323,482.72	377,750.00	(54,267.28)	(14.37%)
44101 Utility Permits	19,090.00	1,050.00	18,040.00	1,718.10%
44102 Driveway Permits		860.00	(860.00)	(100.00%)
44200 DNR & ML Fees	32,253.95	54,511.00	(22,257.05)	(40.83%)
44201 Dog License Fund		1,000.00	(1,000.00)	(100.00%)
44260 Moving Permits		1,025.00	(1,025.00)	(100.00%)
44300 Sanitary Permit Fees	43,800.00	71,300.00	(27,500.00)	(38.57%)
44411 County Planner Plat Review Fees	5,300.00	7,500.00	(2,200.00)	(29.33%)
44412 Wisconsin Fund Application Fees		150.00	(150.00)	(100.00%)
44413 Shoreland zoning Fees & Permits	5,910.29	33,825.00	(27,914.71)	(82.53%)
44415 HT Database Annual Fee	4,960.00	118,750.00	(113,790.00)	(95.82%)
Total Licenses and Permits	434,796.96	667,721.00	(232,924.04)	(34.88%)
Fines, Forfeits and Penalties				
45110 Ordinances Violations	1,320.49	1,700.00	(379.51)	(22.32%)
45115 County Share of Occupational Driver	40.00	200.00	(160.00)	(80.00%)
45120 County Share of State Fines and Forfeitures	71,096.49	152,000.00	(80,903.51)	(53.23%)
45123 County Parks Violation Fee	300.00	750.00	(450.00)	(60.00%)
45130 County Forfeitures Revenue	44,550.07	94,000.00	(49,449.93)	(52.61%)
45191 Private Sewage Fines	11,519.00	15,000.00	(3,481.00)	(23.21%)
Total Fines, Forfeits and Penalties	128,826.05	263,650.00	(134,823.95)	(51.14%)
Public Charges for Services				

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County of Wood
DETAILED INCOME STATEMENT W/SUBTOTALS
All Departments
Friday, July 31, 2020

		2020			
		Actual	Budget	Variance	Variance %
46110	County Clerk-Passport Fees	11,420.00	22,000.00	(10,580.00)	(48.09%)
46121	Treasurer Fees-Redemption Notices	6,677.00	4,000.00	2,677.00	66.93%
46122	Property Conversion Charges	2,018.92	1,000.00	1,018.92	101.89%
46130	Register of Deeds-Fees	170,027.88	262,000.00	(91,972.12)	(35.10%)
46131	Register of Deeds-Laredo Tapestry	5,715.40	47,000.00	(41,284.60)	(87.84%)
46135	Land Record-Fees	49,600.00	92,880.00	(43,280.00)	(46.60%)
46140	Court Fees	97,478.64	155,000.00	(57,521.36)	(37.11%)
46141	Court Fees and Costs-Marriage Counseling	5,570.07	12,295.00	(6,724.93)	(54.70%)
46142	Court/Juvenile	21,105.16	22,000.00	(894.84)	(4.07%)
46143	Other Professional Reimbursements	16,019.23	17,736.00	(1,716.77)	(9.68%)
46144	Circuit Court Branch I	11,095.69	28,600.00	(17,504.31)	(61.20%)
46146	Circuit Court Branch III	4,914.00	12,000.00	(7,086.00)	(59.05%)
46191	Public Charges-Clerk	3,300.00	6,800.00	(3,500.00)	(51.47%)
46192	Public Chgs-Temp Licenses	3,029.95	7,000.00	(3,970.05)	(56.72%)
46194	County Clerk Copy Fees	130.37	275.00	(144.63)	(52.59%)
46195	Public Chgs-Map & Data Sales	91.25	100.00	(8.75)	(8.75%)
46196	Public Chgs-Human Resources	773,128.12	1,557,476.00	(784,347.88)	(50.36%)
46210	Sheriff-Public Charges	1,181.88	325.00	856.88	263.66%
46211	Sheriff Revenue-Civil Process Fees	31,599.65	62,000.00	(30,400.35)	(49.03%)
46212	Sheriff Cost Reimbursement/Witness Fees	27,268.15	53,000.00	(25,731.85)	(48.55%)
46214	Reserve Deputy Revenue	4,303.52	14,000.00	(9,696.48)	(69.26%)
46215	Sheriff Escort Service	13,070.43	31,000.00	(17,929.57)	(57.84%)
46216	Restitution	278.98	200.00	78.98	39.49%
46217	OWI Restitution	862.22	1,750.00	(887.78)	(50.73%)
46221	Public Chgs-Coroner Cremation	37,600.00	60,000.00	(22,400.00)	(37.33%)
46230	Death Certificates	14,300.00	15,000.00	(700.00)	(4.67%)
46241	Jail Surcharge	13,090.42	31,000.00	(17,909.58)	(57.77%)
46242	Huber/Electronic Monitoring	119,143.60	357,678.00	(238,534.40)	(66.69%)
46243	Inmate Booking/Processing Fee	6,233.95	17,000.00	(10,766.05)	(63.33%)
46244	Other County Transports	10,286.89	18,000.00	(7,713.11)	(42.85%)
46245	Jail Stay Fee	22,674.21	37,000.00	(14,325.79)	(38.72%)
46291	Public Chgs-ID Cards		100.00	(100.00)	(100.00%)
46330	Public Chgs-Ho Chunk/AODA		27,500.00	(27,500.00)	(100.00%)
46510	Public Chgs-Crisis Stabalization	127,687.71	477,695.00	(350,007.29)	(73.27%)
46520	Institutional Care-Private Pay	275,767.98	952,868.00	(677,100.02)	(71.06%)
46521	Institutional Care-Other Pay	299.00	4,146.00	(3,847.00)	(92.79%)
46525	Public Chgs- Medicare	1,267,067.92	3,210,503.00	(1,943,435.08)	(60.53%)
46526	Public Chgs- Medicaid	1,888,671.14	5,717,200.00	(3,828,528.86)	(66.97%)
46527	Public Chgs-Veterans EW	37,174.89		37,174.89	0.00%
46530	Public Charges	2,784,630.00	6,207,995.00	(3,423,365.00)	(55.14%)
46531	Public Chgs- Private Insurance	520,034.98	1,470,262.00	(950,227.02)	(64.63%)
46532	Public Chgs-County Responsible	51,261.06	154,607.00	(103,345.94)	(66.84%)
46533	Public Chgs-NW Mental Health Inpatient	28,015.68	200,182.00	(172,166.32)	(86.00%)
46534	Public Chgs-NW Mental Health Inpatient	1,037,747.51	1,745,238.00	(707,490.49)	(40.54%)
46536	Third Party Awards & Settlements	160,500.00	410,828.00	(250,328.00)	(60.93%)
46537	Contractual Adjustment	(2,036,936.32)	(4,428,250.00)	2,391,313.68	(54.00%)
46590	Provision for Bad Debts-Edgewater	(22,999.98)	(92,000.00)	69,000.02	(75.00%)
46621	Child Support-Genetic Tests	2,873.96	3,750.00	(876.04)	(23.36%)
46623	Child Support-Filing Fees	51.00	80.00	(29.00)	(36.25%)
46624	Child Support-Service Fees	7,103.73	12,000.00	(4,896.27)	(40.80%)
46721	Public Chgs-Parks	345,041.31	550,000.00	(204,958.69)	(37.27%)
46772	UW-Extension Project Revenue	16,996.00	3,050.00	13,946.00	457.25%
46813	County Forest Revenue	170,816.74	385,000.00	(214,183.26)	(55.63%)
46825	Land Conservation Fees & Sales	38,266.97	70,860.00	(32,593.03)	(46.00%)
46826	Private Sewage Charges	6,530.00	15,250.00	(8,720.00)	(57.18%)
	Total Public Charges for Services	8,189,816.86	20,044,979.00	(11,855,162.14)	(59.14%)
	Intergovernmental Charges for Services				
47210	Intergovernmental Charges	296,838.00	558,200.00	(261,362.00)	(46.82%)
47230	State Charges	610,636.96	1,702,757.00	(1,092,120.04)	(64.14%)
47231	State Charges-Highway	149,715.89	232,838.00	(83,122.11)	(35.70%)
47232	State Charges-Machinery	19,075.49		19,075.49	0.00%
47250	Intergovernmental Transfer Program Rev	317,250.00	627,900.00	(310,650.00)	(49.47%)
47300	Local Gov Chgs	248,528.34	594,327.00	(345,798.66)	(58.18%)
47320	Local Gov Chgs-Public Safety	17,178.46	30,000.00	(12,821.54)	(42.74%)

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County of Wood
DETAILED INCOME STATEMENT W/SUBTOTALS
All Departments
Friday, July 31, 2020

		2020		
	Actual	Budget	Variance	Variance %
47330	Local Gov Chgs-Transp	534,958.58	1,329,550.00	(794,591.42) (59.76%)
47332	Local Gov Chgs-Roads		420,187.00	(420,187.00) (100.00%)
47333	Local Gov Chgs-Bridges	(11,773.74)	78,103.00	(89,876.74) (115.07%)
47350	Local Gov Chgs-Hlth & Human Svcs	18,355.50	69,000.00	(50,644.50) (73.40%)
47351	Local Gov Chgs-Other Governments	6,270.00	70,640.00	(64,370.00) (91.12%)
47391	Local Gov Chgs-BNI (Materials)	999.39	2,500.00	(1,500.61) (60.02%)
47392	Local Gov Chgs-BNI (Staff)		850.00	(850.00) (100.00%)
47393	Local Gov Chgs-Work Relief	643.00	10,000.00	(9,357.00) (93.57%)
47395	Local Gov Chgs-EM Vehicles	761.51	5,000.00	(4,238.49) (84.77%)
47396	Local Gov Chgs-EM Equipment	50.00	800.00	(750.00) (93.75%)
	Total Charges to Other Governments	2,209,487.38	5,732,652.00	(3,523,164.62) (61.46%)
Interdepartmental Charges for Services				
47410	Dept Charges-Hlth Benefits & Other	6,275,251.77	10,282,100.00	(4,006,848.23) (38.97%)
47411	Dept Charges-Purchasing	19,580.62	40,200.00	(20,619.38) (51.29%)
47412	Dept Charges-Insurance	294,648.55	500,000.00	(205,351.45) (41.07%)
47413	Dept Charges-Gen Govt	621,425.59	1,127,105.00	(505,679.41) (44.87%)
47415	Dept Charges-Systems	183,406.60	322,905.00	(139,498.40) (43.20%)
47421	Dept Charges-Public Safety	6,845.83	22,100.00	(15,254.17) (69.02%)
47430	Dept Charges-Bldg Rent	531,889.75	908,643.00	(376,753.25) (41.46%)
47435	Dept Charges-Sheriff Lockup Rent	9,333.31	16,000.00	(6,666.69) (41.67%)
47438	Dept Charges-Riverblock Rent	347,941.72	600,708.00	(252,766.28) (42.08%)
47440	Dept Charges	3,298.00	3,200.00	98.00 3.06%
47460	Dept Charges-Drug Court	34,000.00	73,000.00	(39,000.00) (53.42%)
47470	Dept Charges-Highway	581,072.38	2,169,804.00	(1,588,731.62) (73.22%)
	Total Interdepartmental Charges	8,908,694.12	16,065,765.00	(7,157,070.88) (44.55%)
	Total Intergovernmental Charges for Services	11,118,181.50	21,798,417.00	(10,680,235.50) (49.00%)
Miscellaneous				
48000	Miscellaneous	2,905.57		2,905.57 0.00%
48100	Interest	56.15	20.00	36.15 180.75%
48110	Interest-Capital Projects	4.61	10.00	(5.39) (53.90%)
48113	Unrealized Gain/Loss on Investment	79,754.61	25,500.00	54,254.61 212.76%
48114	Interest-Investment	1,174,308.63	145,000.00	1,029,308.63 709.87%
48115	Interest-General Investment	74,936.83	100,000.00	(25,063.17) (25.06%)
48116	Interest-Section 125 & Health	1,028.45	475.00	553.45 116.52%
48117	Interest-Clerk of Courts	179.54	250.00	(70.46) (28.18%)
48200	Rental Income	55,826.59	94,503.00	(38,676.41) (40.93%)
48300	Gain/Loss-Sale of Property	222,245.84	42,000.00	180,245.84 429.16%
48320	Gain/Loss-Sale of Surplus Property	8,923.38	500.00	8,423.38 1,684.68%
48340	Gain/Loss-Sale of Salvage and Waste	3,853.20	6,700.00	(2,846.80) (42.49%)
48440	Insurance Recoveries-Other	100,944.76	912,000.00	(811,055.24) (88.93%)
48500	Donations	118,883.83	132,885.00	(14,001.17) (10.54%)
48502	Donations-Veterans Loan Repayment	186.50		186.50 0.00%
48503	Donations-Services ATV Club		6,000.00	(6,000.00) (100.00%)
48540	Donations & Contributions	40,873.67	21,500.00	19,373.67 90.11%
48830	Recovery of PYBD & Contractual Adj	31,956.31	35,000.00	(3,043.69) (8.70%)
48860	Revenue from Meals	3,129.31	18,000.00	(14,870.69) (82.61%)
48880	Food Vending Machine Income	936.00	3,500.00	(2,564.00) (73.26%)
48900	Other Miscellaneous Revenue	2,851.33	68,200.00	(65,348.67) (95.82%)
48901	Other/Miscellaneous Revenue	2,921.99	2,000.00	921.99 46.10%
48910	Vending/Cafeteria Revenue	2,266.34	8,850.00	(6,583.66) (74.39%)
48920	Vending Machine Revenue	2,162.25	4,000.00	(1,837.75) (45.94%)
48940	Canteen Income	235.45	30.00	205.45 684.83%
48970	Rental Income- NHC, Health Annex	13,580.07	24,459.70	(10,879.63) (44.48%)
48980	Misc/Other Workshop Revenue	2.01	100.00	(97.99) (97.99%)
48990	Other Operating Income	768.00	1,700.00	(932.00) (54.82%)
48991	Copier Revenue	988.25	1,800.00	(811.75) (45.10%)
	Total Miscellaneous	1,946,709.47	1,654,982.70	291,726.77 17.63%
Other Financing Sources				
49110	Proceeds from Long-Term Debt	2,946.00	4,904,600.00	(4,901,654.00) (99.94%)
49210	Transfer from General Fund		341,000.00	(341,000.00) (100.00%)
49220	Transfer from Special Revenue	2,006,758.67	6,138,000.00	(4,131,241.33) (67.31%)
49240	Transfer from Capital Projects	275,542.35		275,542.35 0.00%
49270	Transfer from Internal Service		190,126.00	(190,126.00) (100.00%)

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County of Wood
DETAILED INCOME STATEMENT W/SUBTOTALS
All Departments
Friday, July 31, 2020

	Actual	2020 Budget	Variance	Variance %
49720 Norwood-Transfer from Building Maintenance	79,160.91		79,160.91	0.00%
Total Other Financing Sources	2,364,407.93	11,573,726.00	(9,209,318.07)	(79.57%)
TOTAL REVENUES	54,141,392.35	113,950,863.88	(59,809,471.53)	(52.49%)

EXPENDITURES**General Government**

51120 Committees & Commissions	100,195.41	201,711.11	101,515.70	50.33%
51212 Circuit Court Branch I	221,965.46	422,010.23	200,044.77	47.40%
51213 Circuit Court Branch II	64,547.91	125,769.36	61,221.45	48.68%
51214 Circuit Court Branch III	66,511.57	127,042.60	60,531.03	47.65%
51215 Drug Court	117,931.76	222,928.00	104,996.24	47.10%
51217 Clerk of Courts-Divorce Mediation	11,275.00	25,000.00	13,725.00	54.90%
51220 Family Court Commissioner	32,499.96	65,600.00	33,100.04	50.46%
51221 Clerk of Courts	706,045.55	1,513,161.98	807,116.43	53.34%
51231 Coroner	89,015.11	160,208.09	71,192.98	44.44%
51240 Justice Coordinator	5,064.00	44,585.57	39,521.57	88.64%
51310 District Attorney	238,854.11	498,235.63	259,381.52	52.06%
51315 Victim Witness Program	82,866.62	154,636.29	71,769.67	46.41%
51320 Corporation Counsel	157,550.74	316,881.64	159,330.90	50.28%
51330 Child Support	525,516.92	1,053,042.75	527,525.83	50.10%
51333 Child Support - 5 County	72,322.79	177,475.34	105,152.55	59.25%
51420 County Clerk	205,856.29	358,199.57	152,343.28	42.53%
51424 County Clerk-Postage Meter	8,357.12	14,000.00	5,642.88	40.31%
51430 Health Benefit Payments	4,160,187.86	12,563,707.00	8,403,519.14	66.89%
51431 Health-Wellness	117,753.11	189,588.00	71,834.89	37.89%
51433 Human Resources-Labor Relations	1,497.50	30,000.00	28,502.50	95.01%
51435 Human Resources-Personnel	287,320.80	525,606.74	238,285.94	45.34%
51436 Human Resources-Programs		12,000.00	12,000.00	100.00%
51440 County Clerk-Elections	92,269.07	107,591.16	15,322.09	14.24%
51450 Data Processing	1,098,907.44	1,818,374.16	719,466.72	39.57%
51451 Voice over IP	89,240.14	141,500.00	52,259.86	36.93%
51452 PC Replacement	115,228.68	169,640.00	54,411.32	32.07%
51453 Co Clerk-Inform & Commun	2,803.75	18,500.00	15,696.25	84.84%
51510 Finance	235,104.04	502,458.01	267,353.97	53.21%
51520 Treasurer	233,259.49	460,901.93	227,642.44	49.39%
51550 Purchasing	2,506.30	5,144.00	2,637.70	51.28%
51590 Contingency		435,000.00	435,000.00	100.00%
51591 Efficiency	2,500.00	25,000.00	22,500.00	90.00%
51592 Initiatives		25,000.00	25,000.00	100.00%
51611 Bldg Maint-Courthouse and Jail	605,097.47	1,082,017.33	476,919.86	44.08%
51630 Bldg Maint-Unified Svcs Building	5,139.87	10,188.00	5,048.13	49.55%
51640 Bldg Maint-Joint Use Building	3,463.59	12,188.00	8,724.41	71.58%
51650 Bldg Maint-Sheriff Lockup	1,414.58	5,388.00	3,973.42	73.75%
51670 Bldg Maint-River Block	258,154.09	661,932.66	403,778.57	61.00%
51710 Register of Deeds	278,642.08	479,034.83	200,392.75	41.83%
51711 Register of Deeds-Redaction	8,289.46	15,800.00	7,510.54	47.54%
51931 Property and Liability Insurance	528,628.72	606,505.50	77,876.78	12.84%
51933 Workers Comp Insurance	283,542.20	467,466.49	183,924.29	39.34%
51934 Sick Leave Conversion	62,301.94	500,000.00	437,698.06	87.54%
Total General Government	11,179,628.50	26,351,019.97	15,171,391.47	57.57%

Public Safety

52110 Sheriff-Administration	1,406,472.05	2,710,818.04	1,304,345.99	48.12%
52130 Radio Engineer	102,259.16	245,943.76	143,684.60	58.42%
52131 Sheriff-Indian Law Enforce	7,379.31	35,008.00	27,628.69	78.92%
52140 Sheriff-Traffic Police	1,618,467.46	3,384,848.35	1,766,380.89	52.18%
52150 Sheriff-Civil Svc Comm		1,000.00	1,000.00	100.00%
52220 Sheriff- Courthouse Security	181,561.78	355,282.20	173,720.42	48.90%
52510 Emer Mgmt-SARA Title III	21,598.07	53,406.66	31,808.59	59.56%
52520 Emergency Management	156,810.55	279,329.16	122,518.61	43.86%
52601 Dispatch	908,750.33	1,818,934.65	910,184.32	50.04%
52530 Emer Mgmt-Bldg Numbering	3,263.47	3,000.00	(263.47)	(8.78%)
52540 Emer Mgmt-Work Relief	96,744.92	182,418.37	85,673.45	46.97%
52710 Sheriff-Jail	1,524,193.47	2,918,595.09	1,394,401.62	47.78%

7/27/2020

County of Wood
DETAILED INCOME STATEMENT W/SUBTOTALS
All Departments
Friday, July 31, 2020

		2020		
		Actual	Budget	Variance
				Variance %
52712	Sheriff-Electronic Monitoring	100,851.58	221,737.00	120,885.42
52713	Sheriff-PT Transp/Safekeeper	636,860.77	1,395,617.49	758,756.72
52721	Sheriff-Jail Surcharge		100,000.00	100,000.00
	Total Public Safety	6,765,212.92	13,705,938.77	6,940,725.85
				50.64%
	Public Works-Highway			
53110	Hwy-Administration	210,665.67	351,879.80	141,214.13
53120	Hwy-Engineer	138,259.39	254,866.05	116,606.66
53191	Hwy-Other Administration	205,080.35	335,532.33	130,451.98
53210	Hwy-Employee Taxes & Benefits	(891,586.75)	1,753,982.36	2,645,569.11
53220	Hwy-Field Tools	8,977.01	(1,839.92)	(10,816.93)
53230	Hwy-Shop Operations	164,679.41	247,343.16	82,663.75
53232	Hwy-Fuel Handling	(10,721.11)	(23,105.00)	(12,383.89)
53240	Hwy-Machinery Operations	(596,926.26)	92,274.18	689,200.44
53260	Hwy-Bituminous Ops	69,597.06	230,793.04	161,195.98
53262	Hwy-Bituminous Ops	21,864.91		(21,864.91)
53266	Hwy-Bituminous Ops	512,283.27	1,856,661.62	1,344,378.35
53270	Hwy-Buildings & Grounds	97,357.67	181,404.12	84,046.45
53290	Hwy-Salt Brine Operations	20,725.04		(20,725.04)
53291	Hwy-Salt Brine Operations	(28,627.33)	150.00	28,777.33
53281	Hwy-Acquisition of Capital Assets	54,438.99		(54,438.99)
53310	Hwy-Maintenance CTHS		21,950.55	21,950.55
53311	Hwy-Maint CTHS Patrol Sectn	1,202,984.33	1,907,786.45	704,802.12
53312	Hwy-Snow Remov	588,221.86	829,981.54	241,759.68
53313	Hwy-Maintenance Gang	36,580.82	103,111.16	66,530.34
53314	Hwy-Maint Gang-Materials	6,682.36	2,900.00	(3,782.36)
53320	Hwy-Maint STHS	682,250.44	1,442,910.19	760,659.75
53330	Hwy-Local Roads	612,966.41	1,195,139.14	582,172.73
53340	Hwy-County-Aid Road Construction	26,876.08	456,930.91	430,054.83
53341	Hwy-County-Aid Bridge Construction	81,935.42	131,193.61	49,258.19
53490	Hwy-State & Local Other Services	253,826.62	555,188.46	301,361.84
	Total Public Works-Highway	3,468,391.66	11,927,033.75	8,458,642.09
				70.92%
	Health and Human Services			
54121	Health-Public Health	1,023,411.19	1,815,457.59	792,046.40
54122	Health-WIC Program	207,732.24	395,065.34	187,333.10
54128	Health-Public Health Grants	41,592.09	70,945.11	29,353.02
54129	Humane Officer	23,586.27	37,046.01	13,459.74
54130	Health-Dental Sealants	34,221.17	96,706.13	62,484.96
54132	Adams-Juneau Sanitation	187,374.27	361,362.23	173,987.96
54210	Edgewater-Nursing	2,154,334.99	4,419,757.32	2,265,422.33
54211	Edgewater-Housekeeping	79,449.98	170,353.00	90,903.02
54212	Edgewater-Dietary	367,041.21	729,116.85	362,075.64
54213	Edgewater-Laundry	40,436.92	54,222.00	13,785.08
54214	Edgewater-Maintenance	190,653.16	392,493.45	201,840.29
54217	Edgewater-Activities	96,067.35	182,474.54	86,407.19
54218	Edgewater-Social Services	91,418.43	168,537.90	77,119.47
54219	Edgewater-Administration	385,234.55	747,104.60	361,870.05
54220	Wood Haven TBI		865,793.39	865,793.39
54315	Mental Health/AODA Ho Chunk		27,500.00	27,500.00
54317	Human Services Crisis Stabilization	179,405.69	368,723.73	189,318.04
54319	Unified Board-Waiver Funded Clients	29,762.63		(29,762.63)
54324	Norwood-SNF-CMI	619,573.69	1,057,662.21	438,088.52
54325	Norwood SNF TBI	515,882.24	937,316.58	421,434.34
54326	Norwood-Inpatient	1,673,989.91	3,519,245.86	1,845,255.95
54350	Norwood-Dietary	624,355.70	1,159,410.65	535,054.95
54351	Norwood-Plant Ops & Maint	401,775.36	747,059.72	345,284.36
54363	Norwood-Medical Records	122,837.97	226,162.81	103,324.84
54365	Norwood-Administration	707,937.76	1,234,224.03	526,286.27
54401	Human Services-Child Welfare	1,838,706.58	4,349,551.57	2,510,844.99
54405	Human Services-Youth Aids	1,471,251.40	3,359,534.37	1,888,282.97
54410	Human Services-Child Care	64,385.99	169,244.90	104,858.91
54413	Human Services-Transportation	180,695.21	475,599.23	294,904.02

7/27/2020

County of Wood
DETAILED INCOME STATEMENT W/SUBTOTALS
All Departments
Friday, July 31, 2020

		2020		
		Actual	Budget	Variance
				Variance %
54420	Human Services-ESS	864,812.86	1,529,765.90	664,953.04
54425	Human Services-FSET	1,694,671.87	3,365,867.16	1,671,195.29
54435	Human Services-LIEAP	50,425.11	108,806.93	58,381.82
54440	Human Services-Birth to Three	268,779.68	548,250.16	279,470.48
54445	Human Services-Childrens COP	22,322.60	72,995.09	50,672.49
54450	Human Services-Childrens Waivers	196,337.36	363,058.61	166,721.25
54455	Human Services-CSP	259,083.21	524,732.64	265,649.43
54460	Human Services-OPC MH	782,906.19	1,716,242.99	933,336.80
54465	Human Services-CCS	1,150,192.37	2,539,278.90	1,389,086.53
54470	Human Services-Crisis Legal Svc	551,371.78	1,108,473.36	557,101.58
54475	Human Services-MH Contr COP	295,869.31	1,344,677.00	1,048,807.69
54480	Human Services-OPC AODA	228,829.04	448,401.72	219,572.68
54485	Human Services-OPC Day Treatment	41,474.65	77,283.03	35,808.38
54495	Human Services-AODA Contract	7,697.30	126,100.00	118,402.70
54500	Human Services-Administration	1,872,373.37	3,360,917.96	1,488,544.59
54611	Aging-Committee on Aging		198,278.00	198,278.00
54710	Veterans-Veterans Relief	1,944.84	7,697.75	5,752.91
54720	Veterans-Veterans Service Officer	185,802.15	343,488.63	157,686.48
54730	Veterans Relief Donations		300.00	300.00
54740	Veterans-Care of Veterans Graves		2,865.00	2,865.00
54750	Veterans-WDVA Grant	2,916.76	13,000.00	10,083.24
	Total Health and Human Services	21,830,924.40	45,938,151.95	24,107,227.55
	Culture, Recreation and Education			
55112	County Aid to Libraries	1,051,557.32	1,047,953.00	(3,604.32)
55210	County Parks	871,671.56	1,753,237.98	881,566.42
55441	Maintenance Snowmobile Trails	82,785.92	254,677.00	171,891.08
55442	ATV Maintenance	10,034.04	11,481.00	1,446.96
55443	Powers Bluff		100.00	100.00
55460	Marshfield Fairgrounds	25,000.00	25,000.00	
55620	UW-Extension	229,681.00	519,625.08	289,944.08
55630	UW-Extension Center-Marshfield	50,907.00	50,907.00	
55650	UW-Extension Junior Fair	32,000.00	32,000.00	
55660	UW-Extension Projects	731.54	17,700.00	16,968.46
	Total Culture, Recreation and Education:	2,354,368.38	3,712,681.06	1,358,312.68
	Conservation and Development			
56111	State Forestry Roads	4,625.85	7,000.00	2,374.15
56121	Land Conservation	121,184.85	277,575.74	156,390.89
56122	DATCP Grant	122,381.67	277,701.93	155,320.26
56123	Wildlife Damage Abatement	69,060.82	139,382.85	70,322.03
56125	Non-Metalic Mining Reclamation	24,525.83	40,563.50	16,037.67
56126	MDV	1,044.16	25,925.91	24,881.75
56128	Mill Creek	24,617.92	604,421.06	579,803.14
56310	County Planner	214,799.38	397,469.20	182,669.82
56320	Land Record	59,903.00	408,482.15	348,579.15
56340	Surveyor	12,161.53	44,262.00	32,100.47
56730	Transp & ED-Airport Aid		20,000.00	20,000.00
56740	Payment in Lieu of Tax	(18,535.66)	77,344.10	95,879.76
56750	Transp & Economic Develop	32,773.90	140,825.00	108,051.10
56780	CDBG-ED	33,116.12	60,000.00	26,883.88
56911	State Wildlife Habitat		2,500.00	2,500.00
56913	Park & Forestry Capital Proj	30,738.31	44,330.00	13,591.69
56943	Private Sewage System	69,546.92	271,313.94	201,767.02
	Total Conservation and Development	801,944.60	2,839,097.38	2,037,152.78
	Capital Outlay			
57114	Cap Projects-Finance		10,000.00	10,000.00
57119	Cap Projects-Maintenance	300,000.00	375,000.00	75,000.00
57120	Cap Projects-Gen Government	87.96	375,000.00	374,912.04
57121	Cap Projects-Parks	1,566.00	27,000.00	25,434.00
57127	Cap Projects-Computers	416,231.24	898,555.00	482,323.76
57210	Cap Projects-Communications		18,000.00	18,000.00
57213	Cap Projects-Emergency Management	231.93	125,105.00	124,873.07

7/27/2020

County of Wood
DETAILED INCOME STATEMENT W/SUBTOTALS
All Departments
Friday, July 31, 2020

		Actual	2020 Budget	Variance	Variance %
57310	Highway Capital Projects	1,100,579.93	2,132,862.32	1,032,282.39	48.40%
57412	Cap Projects-Edgewater	275,542.35	320,080.00	44,537.65	13.91%
57420	Cap Projects-Norwood	78,022.28	344,250.00	266,227.72	77.34%
57521	Cap Projects-Parks	22,142.30	477,505.00	455,362.70	95.36%
57622	Cap Projects-Planning and Zoning		40,000.00	40,000.00	100.00%
57640	UW Remodeling/Construction	15,106.95	64,000.00	48,893.05	76.40%
57940	Depreciation & Amortization	234,819.93		(234,819.93)	0.00%
	Total Capital Outlay	2,444,330.87	5,207,357.32	2,763,026.45	53.06%
	Debt Service				
58140	Debt Service Principal-Highway		3,785,000.00	3,785,000.00	100.00%
58240	Debt Service Interest-Highway	299,332.08	600,548.50	301,216.42	50.16%
58295	Paying Agent & Fiscal Charges		42,835.00	42,835.00	100.00%
	Total Debt Service	299,332.08	4,428,383.50	4,129,051.42	93.24%
	Other Financing Uses				
59210	Transfers to General Fund	2,006,758.67	6,669,126.00	4,662,367.33	69.91%
59270	Transfer to Internal Service		(187,012.00)	(187,012.00)	100.00%
	Total Other Financing Uses	2,006,758.67	6,482,114.00	4,475,355.33	69.04%
	TOTAL EXPENDITURES	51,150,892.08	120,591,777.70	69,440,885.62	57.58%
	NET INCOME (LOSS) *	2,990,500.27	(6,640,913.82)	9,631,414.09	(145.03%)



Wood County WISCONSIN

WELLNESS

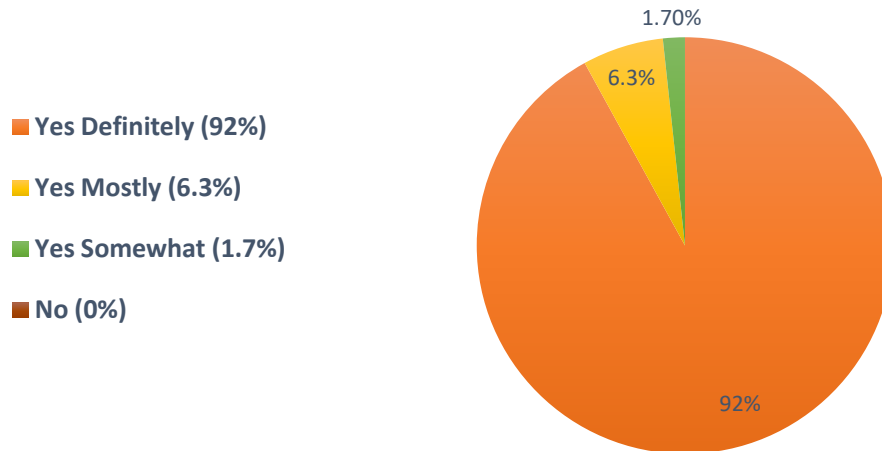
Adam Fandre

Wellness Coordinator

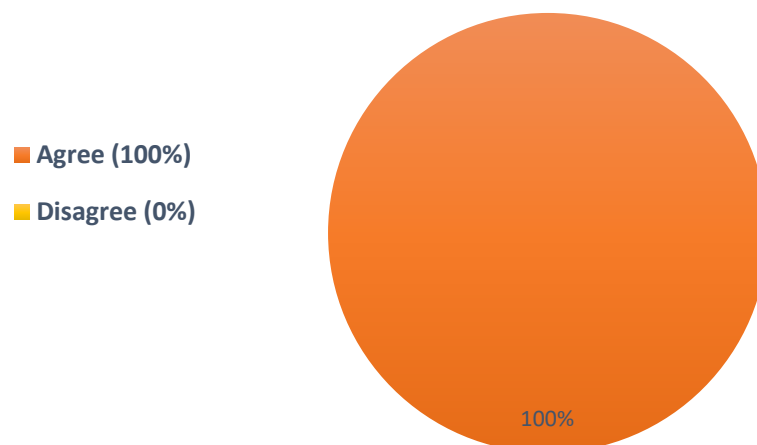
Health Coaching Feedback

Research shows that health coaching is one of the most effective ways for long-lasting behavior change which is ultimately the key to improving and maintaining health and wellbeing. As such, one of my goals is to continually improve in this area to ensure the time I spend with participants reviewing their health and setting goals is meaningful and effective. One of the ways I do this is by sending a survey with closed and open-ended questions to all employees who complete the health coaching activity in order to receive candid feedback about their experience, what they would like to see improve, what other resources they think would be valuable and so on. Below you can find the results of the survey. A total of 173 participants completed the survey.

Were you able to schedule your health coaching appointment in a timely manner?



The health coach displayed empathy and respected my individual wellness journey





Wood County WISCONSIN

WELLNESS

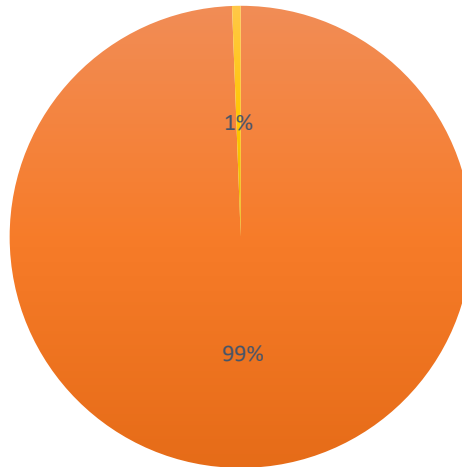
Adam Fandre

Wellness Coordinator

Health Coaching Feedback Continued

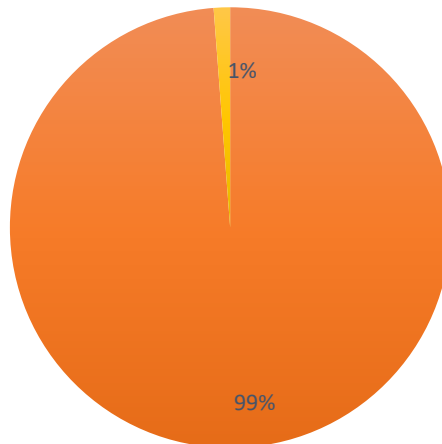
Throughout the coaching session(s) the health coach was engaged and motivational

- Agree (99%)
- Disagree (1%)



The health coach assisted me in obtaining useful advice, resources, or health care services that help support my lifestyle choices

- Agree (98.8%)
- Disagree (1.2%)





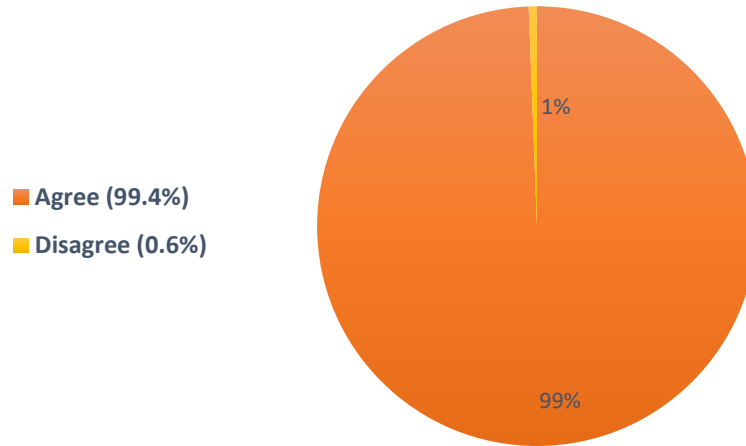
Wood County WISCONSIN

WELLNESS

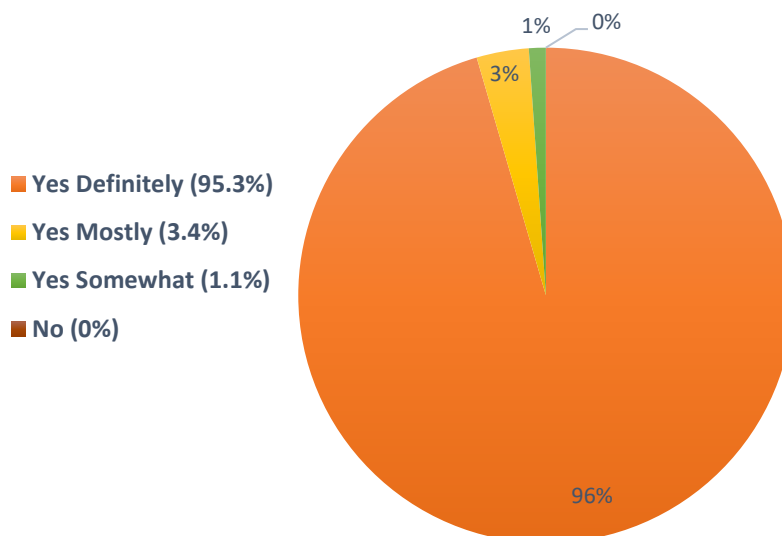
Adam Fandre
Wellness Coordinator

Health Coaching Feedback Continued

The health coach helped me develop my personal goals and next steps in my action plan



Did the health coach listen carefully to you?





Wood County WISCONSIN

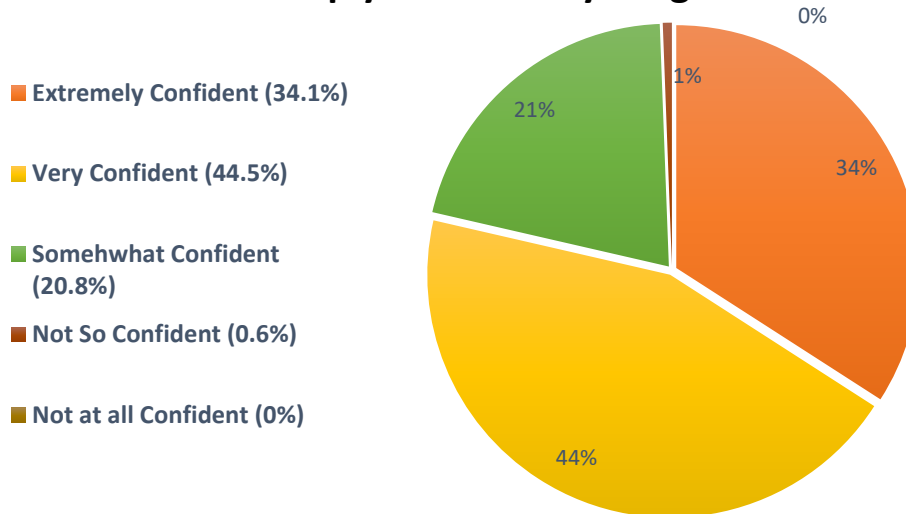
WELLNESS

Adam Fandre

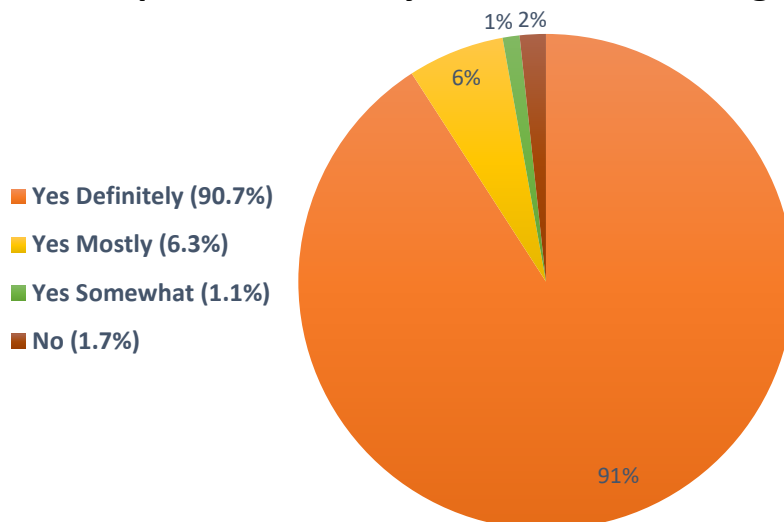
Wellness Coordinator

Health Coaching Feedback Continued

How confident are you that health coaching will help you achieve your goals?



Did you know what to do if you had more questions after your health coaching session?



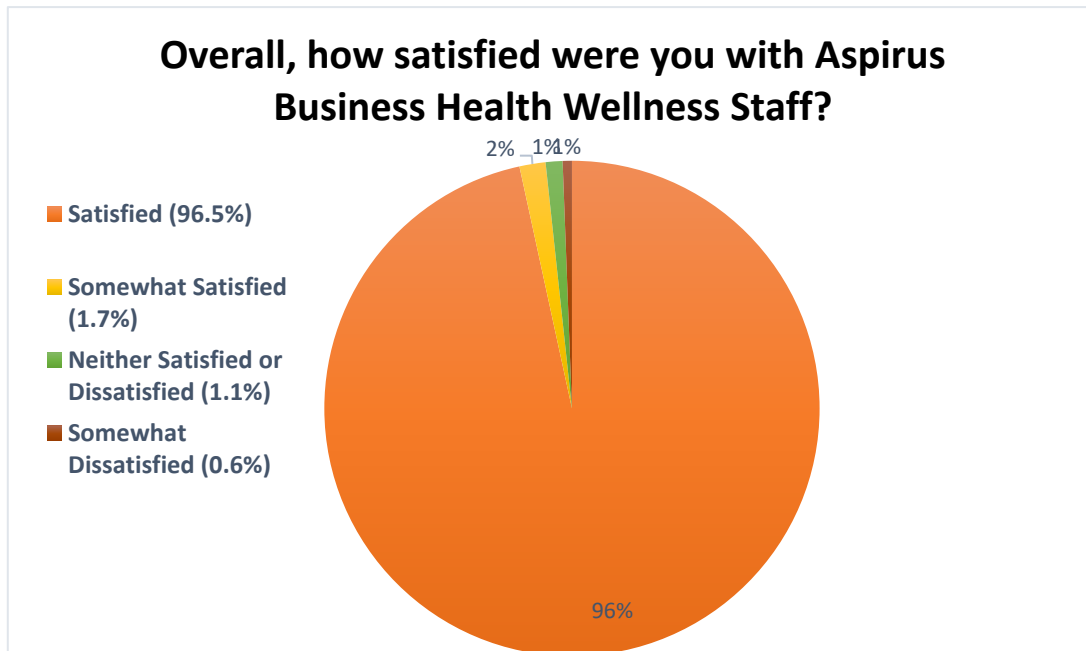


Wood County WISCONSIN

WELLNESS

Adam Fandre
Wellness Coordinator

Health Coaching Feedback Continued



What comments do you have about your health coach?

- Adam does a great job
- Adam is great.
- We are lucky to have Adam!!
- Adam is very supportive and encouraging. Feel comfortable with him in discussing my goals and struggles meeting them. Thank You, Adam
- He's perfect for his job.
- Adam is very easy to talk with.
- Adam is always very helpful and motivational.
- Positive, Friendly, Professional
- He is a good listener and humble.
- Adam is very personable and listens when you talk
- He is competent and passionate about his work, and he genuinely cares about the employees he works with.
- Adam listens and never makes you feel lazy or bad if you didn't meet a goal all the way.
- Adam is very pleasant person to work with both on my personal health and the overall health of Wood County.



Wood County WISCONSIN

WELLNESS

Adam Fandre

Wellness Coordinator

Health Coaching Feedback Continued

- Adam was very knowledgeable, organized, friendly, present, thorough.
- Adam is very easy to talk to
- Thank you for always being so helpful!
- Always very friendly and helpful
- Good job
- very empathetic, very understanding, very professional
- Adam responds to emails in a timely fashion and I feel like he really listens.
- Adam is resourceful and provides thoughtful feedback. I feel comfortable with honest conversation and setting achievable goals with his guidance.
- Always responsive. No issues.
- thank you
- He is very nice and listens to what you have to say.
- He is great. His encouraging words have been the best from all the health coaches I've met with. They all were good, but he is so understanding and positive.
- Keep up the great work.
- Adam is the best
- Like the ability for the comparisons & he has the knowledge about where you should be.
- I usually don't fill out surveys, but I really appreciate Adam as a health coach. He is great at what he does, and I feel very comfortable going to him for any questions.
- very nice man
- Great job Adam, as always!!
- He is doing fine. no issues
- Very approachable and easy to talk to
- Adam is great.
- Adam is always very kind and very helpful
- he's great
- Adam is wonderful to work with and very knowledgeable in what he does. He is very positive and encouraging. He makes me feel good about myself.
- He is awesome!
- EXCELLENT. He is REAL, connects very well with me, and others, and due to this, is very motivating. Please keep him in this role, as it is detrimental whenever coaches leave, and we have to "start fresh" with someone else who doesn't know us or our struggles that we have or are overcoming.
- Very informative and helpful
- Adam is great. He has helped me so much with my challenges.
- Great guy. Keep up the good work.
- Helpful and answers any questions I have
- Adam is a very good health coach, he listens, offers good advice and compliments on success. Thank you, Adam!
- Very easy to talk to.



Wood County WISCONSIN

WELLNESS

Adam Fandre

Wellness Coordinator

Health Coaching Feedback Continued

- Adam is always friendly, helpful and straight forward with the information. Always a good experience with him.
- Nothing other than it was a pleasant experience
- You are doing a great job Adam!
- helpful
- He is very friendly and always pleasant.
- He is great
- Adam seems to have a tough job managing all the staff in Wood Co. He makes it look enjoyable and easy though.
- Great job
- He is great.
- informative and helpful
- Very easy to work with
- Professional and easy to talk to, he does a good job.
- you do a great job
- He does a good job.
- Great
- Thank you for being so organized, punctual and supportive.
- I think the coaching and sessions fit the program well
- Thank you, Adam!
- He's the best of the best!
- Adam does a great job and listens to what I have to say and provides encouragement for gains made no matter how small they are.
- He did a very good job
- Adam is great.
- Thanks for keeping us on task!
- Adam is easy to talk to and engaging.
- Adam is very good at what he does. Always motivating!!
- I already said them. He is great!
- very polite and helpful
- Adam is very respectful and easy to talk to.
- Keep up the good work.
- Thanks for all you do!!
- Adam is very easy to talk to and I appreciate that.
- I feel that my health coach is easy to talk to, listens to my concerns, and makes it a point to be available to answer any questions that come up either about the wellness program in general, or anything relating to my specific plan/results.
- He is informative and helpful.
- He is friendly and nice



Wood County WISCONSIN

WELLNESS

Adam Fandre

Wellness Coordinator

Health Coaching Feedback Continued

- Thank you, Adam, for all you do for our health and wellbeing. Keep it up!
- Very personable, positive, approachable, easy to talk to
- Easy to talk to and he always listens to you
- Adam is a very respectful and professional person.
- Adam is very nice to work with. He helps me make goals to strive for.
- Adam does a fantastic job and he deserves a raise :)
- Very friendly and helpful
- Adam is top-notch.
- Our Health Coach, Adam, is very good at what he does. He takes his job serious and it comes out in his professional work and Health Coaching.
- Very personable and understanding.
- Keep up the great work! Thanks for all you do.
- Adam is perfect for this role
- He does a good job!
- Adam is a great listener and very supportive. He is very knowledgeable on the topics of health and wellness and gave was able to provide answers to all of my questions.
- Professional
- Thank you for supporting my health goals.
- Adam is a very nice, and positive person. He is a very good fit for his job.
- He takes time to listen to your concerns.
- Adam is great.
- Adam is very helpful, professional and personable. I appreciate his genuine, open approach to the wellness program!
- It is helpful that the health coach checks in with me and relays information relevant to my current well-being.
- Adam does a fantastic job and does his best to work with my schedule, even though he has so many other clients to consider.
- Very professional and knowledgeable. Good job!
- Nothing additional - very helpful
- Adam is knowledgeable and willing to adapt to my special elderly needs.
- Thank you for taking the time to listen to me and work with me while setting my goals.
- Easy to get a hold of, sometimes took a few days to respond. Very positive and understanding.
- Adam makes me feel comfortable
- He is very nice and attentive.
- Friendly. Easy to talk to.
- good job and knowledgeable