

**PERSONNEL COMMITTEE**

**Monday, October 3, 2016**

**6:30 P.M.**

**McFarland Municipal Center  
Conference Room A**

AGENDA

1. CALL TO ORDER.
2. APPROVAL OF MINUTES
  - a. Motion to approve the draft minutes of the August 1, 2016 Personnel Committee meeting.
3. BUSINESS
  - a. Discussion and possible recommendation to the village board on organizational structure of administrative office.
  - b. Presentation and discussion of the 2017 Budget regarding personnel related issues.
4. ADJOURNMENT

- NOTES:** 1) Persons needing special accommodations should call 838-3153 at least 24 hours prior to the meeting.  
2) A quorum of the Village Board may attend this meeting for the purpose of gathering information relevant to their responsibilities as Village Trustees. No matters shall be considered nor shall any action be taken by said Village Board members at this meeting.  
3) More specific information about agenda items may be obtained by calling 838-3153.

*This agenda was posted, or caused to be posted, by my hand on the 30th day of September, 2016 at the following three (3) posting places in the Village of McFarland, to wit: McFarland Municipal Center, 5915 Milwaukee Street; E.D. Locke Public Library, 5920 Milwaukee Street; and the McFarland State Bank, 5990 Highway 51.*

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*Cassandra Suettinger, Clerk/Deputy Treasurer*

**VILLAGE OF MCFARLAND  
PERSONNEL COMMITTEE  
August 1, 2016**

**1. Call to order.**

President Brad Czebotar called the August 1, 2016 meeting of the Personnel Committee to order at 6:30 p.m. in Conference Room A of the McFarland Municipal Center.

Members present: President Brad Czebotar and Trustee Dan Kolk; citizen members Ken Machtan, Peter Morehouse, and Steven Kilpatrick.

Members absent: Chris Spanos

Staff present: Clerk/Deputy Treasurer Cassandra Suettinger and Police Chief Sherven

**2. Motion to approve the draft minutes of the June 6, 2016 Personnel Committee meeting.**

Motion by Czebotar, second by Kolk, to approve the minutes of the June 6, 2016 Personnel Committee meeting as amended. Motion carries

**3. Discussion and report on merit pay program administered effective July 1, 2016.**

Clerk Suettinger provided an overview of the merit pay program administered effective July 1, 2016. Chief Sherven provided a summary of how the administration went for his department. Overall, he reported it was a positive experience for him and his department. He felt it provided him the opportunity to provide merit for his employees.

The Committee requested Department Head meet as a group to discuss the program and provide feedback to the committee.

**4. Discussion and possible action on development of a new employee orientation program.**

The committee discussed development of an employee orientation program. Specifically the committee expressed the desire to create a program that is more than just a one-time sit down to review benefits. They noted this could be a longer program that spreads over months and encompasses mentors. The larger goal would be to help new employees become familiar with how they fit into the Village as an entire organization, and not just one position or department. Suggestions included a tour of the Village, a tour of other departments outside the department of the employee, providing a mentor, orienting new employees to the differences between the private sector and public sector.

The committee requested the Clerk look into creating a new employee orientation program. The committee requested the Clerk ascertain sample orientation programs from neighboring municipalities and follow up with the Village Administrator to discuss the program.

**5. Discussion on development of personnel transaction form.**

The committee reviewed the sample personnel transaction form that was used to administer the July 1, 2016 merit increases. Previously there was no transaction form to document wage increases, position descriptions, etc. The committee suggested omitting the employee signature

portion and adding a section to differentiate increases given by grid point increases versus increase for merit pay.

**6. Adjournment.**

**Motion** by Czebotar, seconded by Kilpatrick, and carried 5-0 by acclamation to adjourn the meeting at 7:36 p.m.

**Respectfully submitted,  
Cassandra Suettinger  
Clerk/Deputy Treasurer**

DRAFT



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## Memorandum

To: Personnel Committee

From: Matthew G. Schuenke, Village Administrator 

Date: September 30, 2016

Re: **Municipal Center Front Office Staffing Plan**

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### Executive Summary

The front office staffing for the McFarland Municipal Center has experienced some turn over within the last year due to resignations in order to retire and/or take different positions in other organizations. Temporary adjustments in work assignments as well as additional part-time assistance has helped to fill the void in the interim while a formal plan could be prepared to address these issues. With the departures, however, an opportunity has been created to better analyze the needs of the front office in order to align these needs with the open positions and existing resources. A summary of temporary changes was provided to the Committee in June with the intent to report back in the Fall to take formal action to address these areas as may be appropriate. This memorandum will review the various positions that make up the front office and provide a recommendation on formalizing the ongoing provision of services that these positions provide.

### Historical Perspective

Included as Appendix A is the organizational chart from 2014 as means of reference prior to when a lot of changes within the office started to happen. At this time a transition was made from a part-time Bookkeeper to a full-time Senior Accountant. There were 7 people (5.5 FTE) in the front office. A majority of these employees were represented as of December 31, 2013; however, a new contract beginning in 2014 carved all but one of them out of this agreement. The Personnel Committee reviewed an updated organizational chart in January of this year that was eventually approved by the Village Board (Appendix B). This plan was later revised after further turnover in Staffing and some of the initial plan did not comply with Ordinance. The plan at that time would have taken the Village up to 6.0 FTE but stayed at 7 people with only one represented employee similar to what is in place numbers wise from 2014. An update was provided to the Committee on June 6<sup>th</sup> by the Finance Director which showed a temporary staffing solution (Appendix C) as a means to fill vacancies and experiment with a different format given the high amount of turnover experienced in the first half of the year. A month after this meeting and up to this point separate from this discussion, the Utility Clerk retired and the replacement for the position abruptly resigned requiring more oversight from the Finance Director. With the Administrator/Treasurer position filled, the remaining staffing for the front office is the same as it has been since the Committee reviewed the update. The proposed changes make adjustments to this format by establishing positions where necessary and making classification changes as appropriate to formalize this arrangement.

## **Staffing Proposal**

The following staffing proposal is put forth In Appendix D as a means to formalize the organization of the Administrative Office. Additionally, this plan addresses the ongoing role of the Utility Clerk position in order to address the temporary change that was made over the Summer.

- *Within the scope of direction to be provided under the Finance Director:*
  - Establish the position of Finance Clerk through a new job description and classify the position as regular part-time. This is a transition of the temporary staffing provided by the Accounts Payable Clerk and will be a shared position with the Library as the individual is currently employed there part-time as a Library Assistant I.
  - Classify the position of Utility Clerk as regular part-time with an indirect link to the Finance Director. The position will report to the Public Works Director but also have assigned duties from the Finance Director as they relate to utility billing and collections. Location will remain indefinitely at the Public Works Facility.
  
- *Within the scope of direction to be provided under the Clerk/Deputy Treasurer:*
  - Assign the duties of Deputy Clerk to a represented 40 hour EMT. This will replace the need for a separate Deputy Clerk position that was previously authorized.
  - Establish the full-time position of Clerk III/Administrative Assistant through a new job description and authorize the recruitment. This is a transition of the temporary staffing provided by the Administrative Assistant and what was formerly the vacant part-time Clerk III position.
  - The Emergency Management Director whom filled in as a temporary Administrative Assistant in 2016 and may be called upon again as needed going forward depending on availability of work and other staffing shortages that may be encountered.

## **Recommendation**

Village Staff recommends the Committee review this Organizational Chart and make a recommendation of approval to the Village Board as a means to formalize the staffing format of the Administrative Office.

**ADMINISTRATION**

ADMINISTRATOR / TREASURER  
*Don Peterson*

CLERK / DEPUTY TREASURER  
*Tracey Berman*

\*EMT / CLERK I (2)  
*Tom Immes (also EMS)*  
*Renee Noltemeyer (also EMS)*

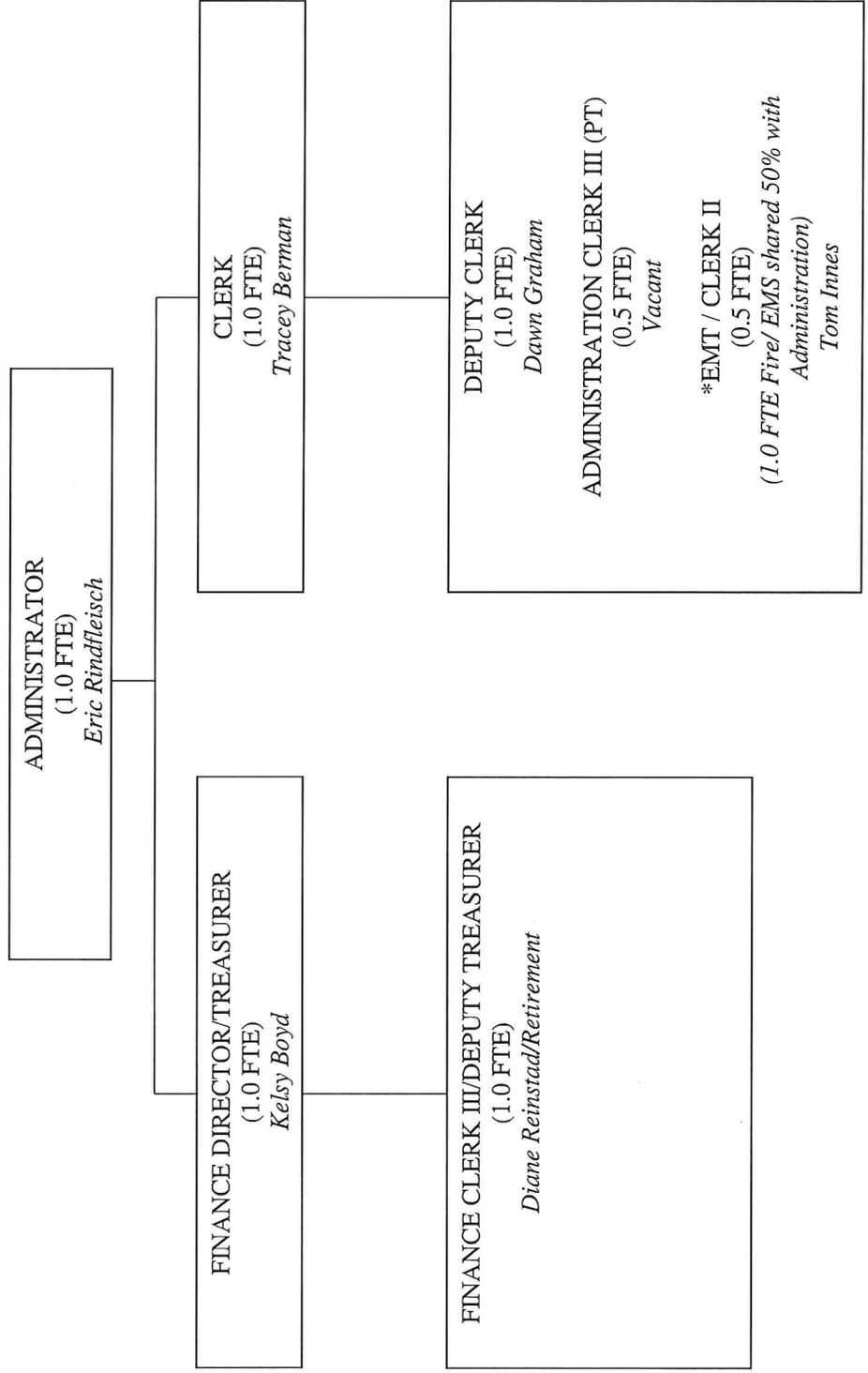
\*CLERK III (PT)  
*Diane Reinstad*

\*DEPUTY CLERK  
*Dawn Graham*

SENIOR ACCOUNTANT  
*Vacant*

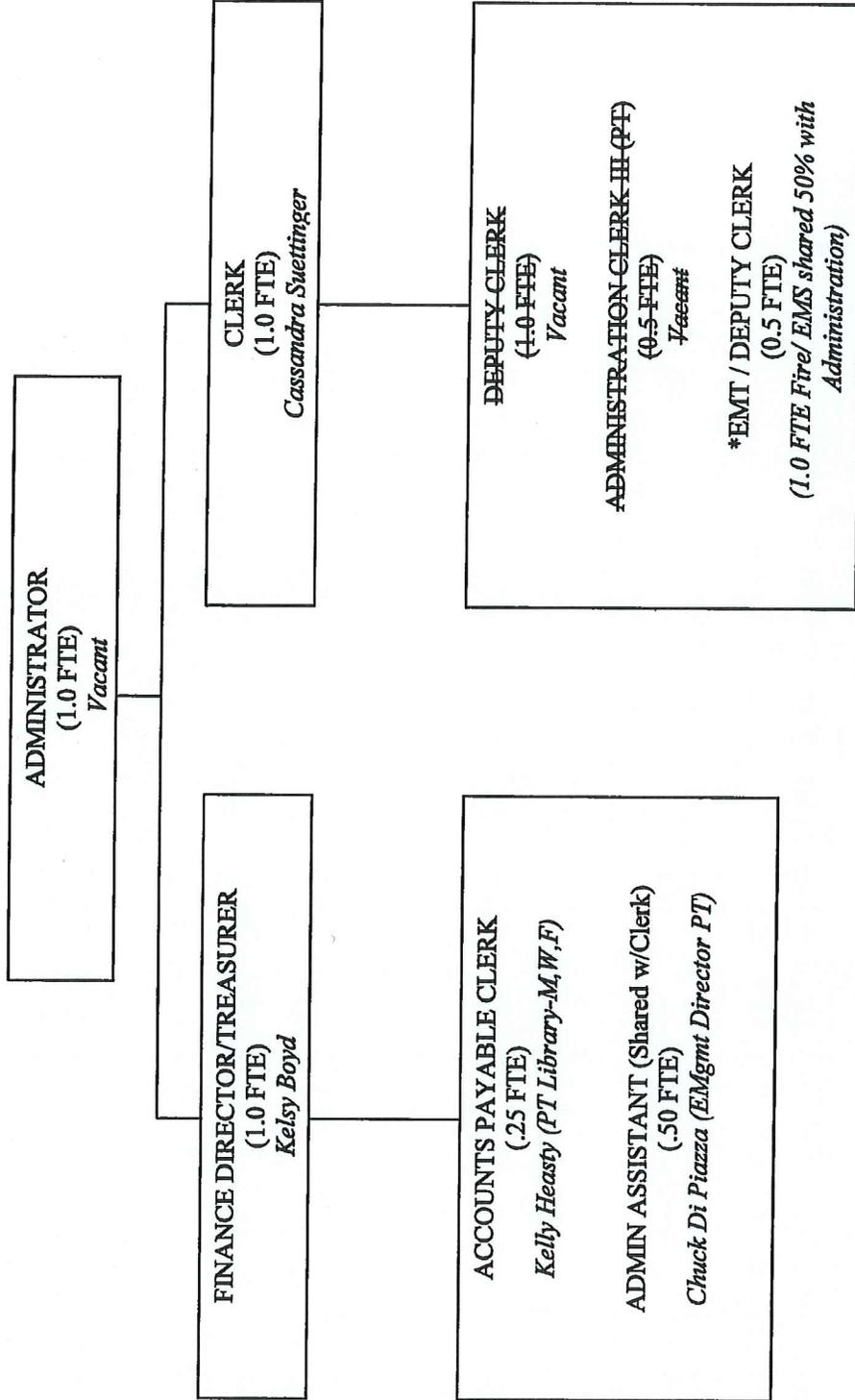
\* AFSCME represented.

### ADMINISTRATION & FINANCE



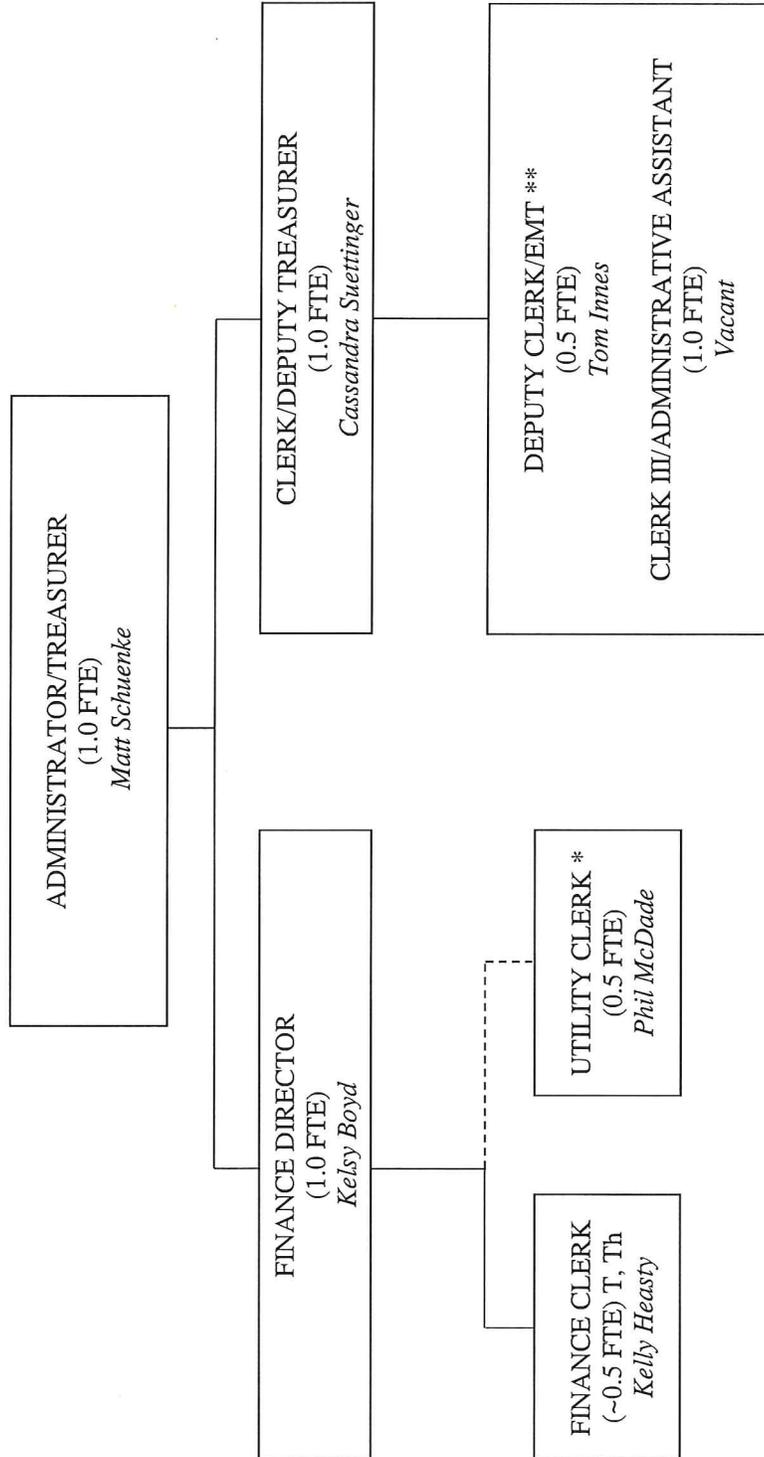
\* AFSCME represented.

# ADMINISTRATION & FINANCE



\* AFSCME represented.

### ADMINISTRATION



\* Reports to Public Works Director but also has assigned duties from Finance Director related to Utility Billing and Collections.

\*\* AFSCME represented.

\*\*\* Emergency Management Director may be accessed at peak times to fill in shortages going forward as was experienced in 2016.



## Memorandum

To: Personnel Committee

From: Matthew G. Schuenke, Village Administrator/Treasurer

Date: September 30, 2016

Re: **2017 Budget Personnel Summary**

### Executive Summary

The Administrative Transmittal of the draft 2017 Budget was made to the Village Board at its meeting on September 26<sup>th</sup>. The Village Board is responsible for reviewing this document with assistance from Staff and various Committees as appropriate in order to ultimately approve the document in November following Public Hearing. They will begin their review on October 10<sup>th</sup>. The information provided to the Personnel Committee is an excerpt from the transmittal memorandum to the board summarizing the major issues within the budget. Additionally, further commentary will be provided where appropriate on items relative to personnel issues.

### 2017 Budget Overview

#### 110 General Fund

Please note some of the highlights from the 2017 General Fund Budget as they relate to Personnel:

- 51-1111 – Village Board: The previous Village Board budget included 2.5 hours per week for a Volunteer Coordinator position. The funding for those hours has been shifted to the Senior Outreach budget as the Case Worker has taken on these responsibilities.
- 51-2161 – Legal: An increase is recommended in the Legal Budget to account for labor negotiations next year as the current contract with the two unions will expire at the end of 2017. Typically notice is received from the Union in the Summer preceding the expiration of the contract in order to begin bargaining.
- 51-4141 – General Administration: The current Administrative Office Staffing is reflected in the 2017 Budget which is also its own agenda item at the October 3<sup>rd</sup> Personnel Committee meeting. The funding provided for in the draft budget is sufficient to staff the layout that is recommended.

- Wage Adjustment: A new line item is recommended for inclusion in the budget to provide some funding within each Department to use for wage adjustments for their employees. The amount is calculated at 2% of the total non-represented wages for the Department and may be used during the year for merit pay, grid steps, and other adjustments as may be approved during the year. The budget merely establishes a funding pool from which to draw from as is needed in the future. Funds will then be administered in compliance with the Compensation and Benefits Manual as appropriate. This funding pool is recommended to be separated from a general increase to address cost of living adjustments. The wages or salaries line item currently includes a 1.7% cost of living adjustment which was determined using the 5 year average of the COLA set by the Social Security Administration. This is reflected within all budgets that have personnel costs.
- WRS Retirement – The total General contribution went from 13.20% to 13.60% with the Employee Share up to 6.8% from 6.6% the previous year. The Employer Share for the General category is paid at the same rates as the Employees. The Protective contribution went from 16.09% to 17.60% with the Employee’s share the same as the General category. The Employer Share when up by 1.31% from 9.49% to 10.8% due to changes in the calculations for duty disability as determined by the State. All Employees will be paying the full Employee share of WRS by July 1, 2017 when the next step is achieved in the current contract for Police Officers as they are the remaining unit only paying a portion of this cost.
- Social Security (Medicare) – The contribution for Social Security is unchanged at 6.2% and for Medicare is the same at 1.45%.
- Life Insurance – Each Fringe Benefits line item within Personnel Expenses includes some funding to pay for basic life insurance plus some supplemental coverage as elected by the Employee. This is a relatively small number that saw a modest increase in the Spring.
- Income Continuation – Some funding for income continuation will be included for eligible employees in 2017; however, the State has already notified municipalities that there will be a “holiday” again in 2017 where by they do not charge premiums. The Village has experienced a holiday for the last several years and any savings from not paying go into unreserved fund balance. The costs, similar to Life Insurance, are modest and it is recommended to keep some funding in place in order to avoid a catch up later when they do start charging again.

- Health Insurance: For both single and family plans, the cost increase is very modest averaging around 2% for next year as part of the State Plan (see attached). The Village has been part of this plan for many years and it is recommended to continue this relationship for the time being; however, one thing to look at is the Employee versus Employer funding responsibilities. Since the State started setting the maximum payments by municipalities at 88% of the plans offered in this County, it has also determined the minimum share contributed by Employees. The lowest cost premium next year for both single and family plans is less than the maximum payment by the Village yielding no minimum Employee payment. At the very least the Village Board needs to be aware of this equation and discuss possible changes to it in order to have more local control of Employee contributions as they may be necessary. This is reflected within all budgets that have personnel costs.
- 51-4195 – Insurance Administration: The State sets the Experience Modification for all employers in this State based on their claims and actual utilization of Worker’s Compensation. The Village incurred a significant loss in 2015 with the death of an employee while working. This higher cost is reflected in the current budget and will be present around this level for at least the next three years.
- 52-1010 – Police Department: The current contract costs and wage obligations are reflected in the salary line item within this Department. Additionally, by July 1<sup>st</sup> of next year all officers will be paying the full employee share of WRS and the reduction of this cost for the Village is reflected in the lower fringe benefits cost. No new officers are proposed within this budget; however, an increase in overtime costs is recommended to address this need as it has arisen more than expected in 2015 and 2016 for a variety of reasons.
- 55-5510 – Senior Outreach: It is proposed to transition the Case Manager from 32 hours per week to a full 40 hours per week changing her classification to full-time. Additionally, there is a slight increase proposed for the part-time Case Worker as this position will pick up the responsibilities of the Volunteer Coordinate at 2.5 hours per week. The remainder of the Specialized and Nutrition Services remain essentially the same.
- 52-7230 – Community Development: The salary increase is attributed to the addition of a part-time Code Inspector position and transferring the commercial Electrical Inspector from the Fire Budget. The Code Inspector is forecasted at about 8 hours per week and will be shared with the City of Monona under a similar relationship as the Building Inspector. This will help to address ongoing property maintenance and nuisances that are currently addressed by existing Staff as time allows.
- 53-3030 – Public Works: As has been used in 2016, it is recommended for the Utility Clerk position be reduced to regular part-time at about 20 hours per week. Most of this savings would be reflected in the Utilities anyway but does factor in to the overall Staffing needs of the Department.

- 55-6050 – Parks: There is currently a vacancy in the Public Works Department for a regular part-time Crew Person. Parks is one of the services overseen by Public Works and it is recommended to transition this position to full-time as a dedicated Parks Maintenance position. Seasonal Staff would remain the same but this would help to provide a dedicated Parks Employee year round to address these responsibilities while also receiving assistance and providing assistance to Public Works as needed.

#### *200 Communications and Technology Fund*

Formerly titled the Cable Fund, this budget shows a significant increase for 2017 in order to shift levy dollars from the General Fund in order to pay for the Communications Specialist that was hired in 2016. This also includes an increase in hours from 15 to 20 per week for this position as it continues to take on more responsibility. Funds will still be allocated to the website and its ongoing maintenance, but in a more centralized approach with Department Staff taking on a more lead role to update the content and maintain its use going forward.

#### *900 Library Fund*

The general operations of the Library occur within its own fund that is managed by Library Staff and overseen by the Library Board once the budget has been authorized by the Village Board. Slight changes to the scheduling of Staff has resulted in some increased salary and fringe benefit costs; otherwise, an increase of almost 5.5% is recommended which translates into about a 5% increase for the property tax levy as the Library does bring in other funds from Dane County.

A full copy of the entire draft 2017 Budget that has been prepared thus far is available for review on the Village's website. Please contact me with any questions.

Matt Schuenke  
(608) 838-3153  
[matt.schuenke@mcfarland.wi.us](mailto:matt.schuenke@mcfarland.wi.us)

## 2016 Premiums - Wisconsin Public Employers Group Health Insurance Program

<sup>3</sup> = Tier 3 Plan \* = Not In Calculation - Plan Not Qualified in County  
AND/OR 1st Year in Service Area (marked with ^)

**IYC Local Traditional; No Dental - P12**  
88% of the Tier 1 Qualified Plans' Average Premium

	Single Coverage			Family Coverage		
	Maximum Employer Share	Minimum Employee Share	Total Single Premium	Maximum Employer Share	Minimum Employee Share	Total Family Premium
<b>CALUMET</b>						
ANTHEM BLUE PREFERRED NORTHEAST	698.63	15.37	714.00	1,738.82	37.38	1,776.20
* ARISE HEALTH PLAN	698.63	363.07	1,061.70	1,738.82	906.58	2,645.40
<sup>3</sup> * HUMANA - EASTERN	698.63	493.17	1,191.80	1,738.82	1,231.88	2,970.70
NETWORK HEALTH NORTHEAST	698.63	61.47	760.10	1,738.82	152.58	1,891.40
UNITEDHEALTHCARE OF WISCONSIN	698.63	208.97	907.60	1,738.82	521.38	2,260.20
* WEA TRUST - EAST	698.63	119.27	817.90	1,738.82	297.08	2,035.90
<sup>3</sup> STANDARD PLAN - BALANCE OF STATE	698.63	520.67	1,219.30	1,738.82	1,303.18	3,042.00
<b>CHIPPEWA</b>						
GUNDERSEN HEALTH PLAN	804.30	-	804.30	2,001.90	-	2,001.90
HEALTHPARTNERS HEALTH PLAN	836.51	75.29	911.80	2,083.49	187.21	2,270.70
<sup>3</sup> HUMANA - WESTERN	836.51	410.19	1,246.70	2,083.49	1,024.41	3,107.90
<sup>3</sup> SECURITY HEALTH PLAN	836.51	227.09	1,063.60	2,083.49	566.71	2,650.20
WEA TRUST - NORTHWEST CHIPPEWA VALLEY	836.51	206.59	1,043.10	2,083.49	515.41	2,598.90
WEA TRUST - NORTHWEST MAYO CLINIC HLTH SYS	836.51	206.59	1,043.10	2,083.49	515.41	2,598.90
<sup>3</sup> STANDARD PLAN - BALANCE OF STATE	836.51	382.79	1,219.30	2,083.49	958.51	3,042.00
<b>CLARK</b>						
* ARISE ASPIRUS	809.37	205.43	1,014.80	2,015.64	512.56	2,528.20
<sup>3</sup> GHC OF EAU CLAIRE	809.37	218.43	1,027.80	2,015.64	545.06	2,560.70
GUNDERSEN HEALTH PLAN	804.30	-	804.30	2,001.90	-	2,001.90
HEALTHPARTNERS HEALTH PLAN	809.37	102.43	911.80	2,015.64	255.06	2,270.70
<sup>3</sup> SECURITY HEALTH PLAN	809.37	254.23	1,063.60	2,015.64	634.56	2,650.20
WEA TRUST - NORTHWEST CHIPPEWA VALLEY	809.37	233.73	1,043.10	2,015.64	583.26	2,598.90
<sup>3</sup> STANDARD PLAN - BALANCE OF STATE	809.37	409.93	1,219.30	2,015.64	1,026.36	3,042.00
<b>COLUMBIA</b>						
DEAN HEALTH INSURANCE	634.85	102.45	737.30	1,579.35	255.05	1,834.40
GHC OF SOUTH CENTRAL WISCONSIN	634.85	23.05	657.90	1,579.35	56.55	1,635.90
PHYSICIANS PLUS	634.85	80.55	715.40	1,579.35	200.35	1,779.70
UNITY HEALTH INSURANCE - COMMUNITY	634.85	43.75	678.60	1,579.35	108.35	1,687.70
WEA TRUST - EAST	634.85	183.05	817.90	1,579.35	456.55	2,035.90
<sup>3</sup> STANDARD PLAN - BALANCE OF STATE	634.85	584.45	1,219.30	1,579.35	1,462.65	3,042.00
<b>CRAWFORD</b>						
GUNDERSEN HEALTH PLAN	677.91	126.39	804.30	1,687.00	314.90	2,001.90
HEALTH TRADITION HEALTH PLAN	677.91	25.19	703.10	1,687.00	61.90	1,748.90
HEALTHPARTNERS HEALTH PLAN	677.91	233.89	911.80	1,687.00	583.70	2,270.70
MEDICAL ASSOCIATES HEALTH PLANS	662.20	-	662.20	1,646.70	-	1,646.70
* UNITY HEALTH INSURANCE - COMMUNITY	677.91	0.69	678.60	1,687.00	0.70	1,687.70
* WEA TRUST - NORTHWEST MAYO CLINIC HLTH SYS	677.91	365.19	1,043.10	1,687.00	911.90	2,598.90
<sup>3</sup> STANDARD PLAN - BALANCE OF STATE	677.91	541.39	1,219.30	1,687.00	1,355.00	3,042.00
<b>DANE</b>						
DEAN HEALTH INSURANCE	590.36	146.94	737.30	1,468.12	366.28	1,834.40
GHC OF SOUTH CENTRAL WISCONSIN	590.36	67.54	657.90	1,468.12	167.78	1,635.90
PHYSICIANS PLUS	590.36	125.04	715.40	1,468.12	311.58	1,779.70
UNITY HEALTH INSURANCE - UW HEALTH	590.36	29.84	620.20	1,468.12	73.58	1,541.70
WEA TRUST - SOUTH CENTRAL	590.36	33.14	623.50	1,468.12	81.78	1,549.90
<sup>3</sup> STANDARD PLAN - DANE	590.36	539.64	1,130.00	1,468.12	1,350.68	2,818.80

## 2017 Premiums - Wisconsin Public Employers Group Health Insurance Program

3 = Tier 3 Plan \* = Not In Calculation - Plan Not Qualified in County

**IYC Local Traditional; No Dental - P12**  
88% of the Tier 1 Qualified Plans' Average Premium

	Single Coverage			Family Coverage		
	Maximum Employer Share	Minimum Employee Share	Total Single Premium	Maximum Employer Share	Minimum Employee Share	Total Family Premium
<b>CRAWFORD</b>						
<sup>3</sup> * ARISE HEALTH PLAN	631.16	468.74	1,099.90	1,556.57	1,168.99	2,725.56
GUNDERSEN HEALTH PLAN	631.16	45.44	676.60	1,556.57	110.69	1,667.26
HEALTH TRADITION HEALTH PLAN	631.16	56.54	687.70	1,556.57	138.49	1,695.06
HEALTHPARTNERS HEALTH PLAN	631.16	244.24	875.40	1,556.57	607.69	2,164.26
MEDICAL ASSOCIATES HEALTH PLANS	629.20	-	629.20	1,548.76	-	1,548.76
* UNITY HEALTH INSURANCE - COMMUNITY	631.16	48.24	679.40	1,556.57	117.69	1,674.26
<sup>3</sup> * WEA TRUST - NORTHWEST MAYO CLINIC HEALTH SYSTEM	631.16	465.54	1,096.70	1,556.57	1,160.99	2,717.56
<sup>3</sup> IYC ACCESS HEALTH PLAN - BALANCE OF STATE	631.16	652.20	1,283.36	1,556.57	1,644.43	3,201.00
<b>DANE</b>						
DEAN HEALTH INSURANCE	614.88	154.42	769.30	1,515.90	383.16	1,899.06
GHC OF SOUTH CENTRAL WISCONSIN	614.88	61.82	676.70	1,515.90	151.66	1,667.56
PHYSICIANS PLUS	614.88	126.12	741.00	1,515.90	312.36	1,828.26
UNITY HEALTH INSURANCE - UW HEALTH	607.90	-	607.90	1,495.56	-	1,495.56
<del><sup>3</sup> IYC ACCESS HEALTH PLAN - DANE</del>	<del>614.88</del>	<del>571.50</del>	<del>1,186.38</del>	<del>1,515.90</del>	<del>1,442.68</del>	<del>2,958.58</del>
<b>DODGE</b>						
<sup>3</sup> ARISE HEALTH PLAN	697.46	402.44	1,099.90	1,722.34	1,003.22	2,725.56
DEAN HEALTH INSURANCE	697.46	71.84	769.30	1,722.34	176.72	1,899.06
<sup>3</sup> HUMANA - EASTERN	697.46	422.04	1,119.50	1,722.34	1,052.22	2,774.56
NETWORK HEALTH - NORTHEAST	697.46	69.64	767.10	1,722.34	171.22	1,893.56
PHYSICIANS PLUS	697.46	43.54	741.00	1,722.34	105.92	1,828.26
UNITEDHEALTHCARE OF WISCONSIN	697.46	240.64	938.10	1,722.34	598.72	2,321.06
UNITY HEALTH INSURANCE - COMMUNITY	679.40	-	679.40	1,674.26	-	1,674.26
WEA TRUST - EAST	697.46	163.04	860.50	1,722.34	404.72	2,127.06
<sup>3</sup> IYC ACCESS HEALTH PLAN - BALANCE OF STATE	697.46	585.90	1,283.36	1,722.34	1,478.66	3,201.00
<b>DOOR</b>						
ANTHEM BLUE PREFERRED NORTHEAST	726.07	8.53	734.60	1,793.87	18.39	1,812.26
<sup>3</sup> ARISE HEALTH PLAN	726.07	373.83	1,099.90	1,793.87	931.69	2,725.56
* DEAN HEALTH INSURANCE - PREVEA360	726.07	18.03	744.10	1,793.87	42.19	1,836.06
<sup>3</sup> HUMANA - EASTERN	726.07	393.43	1,119.50	1,793.87	980.69	2,774.56
NETWORK HEALTH - NORTHEAST	726.07	41.03	767.10	1,793.87	99.69	1,893.56
UNITEDHEALTHCARE OF WISCONSIN	726.07	212.03	938.10	1,793.87	527.19	2,321.06
WEA TRUST - EAST	726.07	134.43	860.50	1,793.87	333.19	2,127.06
<sup>3</sup> IYC ACCESS HEALTH PLAN - BALANCE OF STATE	726.07	557.29	1,283.36	1,793.87	1,407.13	3,201.00
<b>DOUGLAS</b>						
GHC OF EAU CLAIRE	798.69	141.11	939.80	1,975.39	349.87	2,325.26
HEALTHPARTNERS HEALTH PLAN	798.69	76.71	875.40	1,975.39	188.87	2,164.26
<sup>3</sup> HUMANA - WESTERN	798.69	493.01	1,291.70	1,975.39	1,229.67	3,205.06
<sup>3</sup> SECURITY HEALTH PLAN - CENTRAL	798.69	303.01	1,101.70	1,975.39	754.67	2,730.06
<sup>3</sup> * WEA TRUST - NORTHWEST CHIPPEWA VALLEY	798.69	298.01	1,096.70	1,975.39	742.17	2,717.56
<sup>3</sup> IYC ACCESS HEALTH PLAN - BALANCE OF STATE	798.69	484.67	1,283.36	1,975.39	1,225.61	3,201.00

**WRS Employer Rates  
Current / Future Rates Inquiry**

09/01/2016

This page allows you to view current and future employer rates.

Employer Selection:

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Employer Name MCFARLAND, VILLAGE OF

Employer Number 1252-000

General							
Calendar Year	Employee Required	Benefit Adjust	Employer Required	Prior Service	Duty Disability	Sick Leave	Total
2016	6.60	0.00	6.60	0.00	0.00	0.00	13.20
2017	6.80	0.00	6.80	0.00	0.00	0.00	13.60

Elected Officials, Judges, State Executive Pay Plan							
Calendar Year	Employee Required	Benefit Adjust	Employer Required	Prior Service	Duty Disability	Sick Leave	Total
2016	6.60	0.00	6.60	0.00	0.00	0.00	13.20
2017	6.80	0.00	6.80	0.00	0.00	0.00	13.60

Protective with Social Security							
Calendar Year	Employee Required	Benefit Adjust	Employer Required	Prior Service	Duty Disability	Sick Leave	Total
2016	6.60	0.00	9.40	0.00	0.09	0.00	16.09
2017	6.80	0.00	10.60	0.00	0.20	0.00	17.60

Protective without Social Security							
Calendar Year	Employee Required	Benefit Adjust	Employer Required	Prior Service	Duty Disability	Sick Leave	Total
2016	6.60	0.00	13.20	0.00	0.09	0.00	19.89
2017	6.80	0.00	14.90	0.00	0.20	0.00	21.90