Bayfield County Personnel Committee Meeting

Brett Rondeau, Chair
Fred Strand
Tom Snilsberg, Vice Chair
Dennis Pocernich
Marty Milanowski

** AMENDED 9/28/20 **

Dear County Board Members:

This letter is written to inform you of the Bayfield County Personnel Committee Meeting scheduled for 4:00pm Thursday, October 1, 2020. This meeting will be held in the County Board Room, Washburn WI, and is also available to access remotely. The public will be able to participate in the Meeting via voice either by using the internet link or phone number below.

(A maximum of 25 members of the public will be allowed in-person.)

Please contact Bayfield County at 715-373-6181 or 715-373-6100 if you have access questions prior to the meeting. During the meeting if you have connection issues please email markaa@bayfieldcounty.org.

Join Microsoft Teams Meeting
+1 715-318-2087 (Toll)
Conference ID: 423 303 055#

Notice is hereby given that a majority of the Bayfield County Board may be present at the meeting to gather information about a subject over which they have decision-making responsibility. This constitutes a meeting of the Bayfield County Board pursuant to State ex rel. Badke v. Greendale Village Bd., 173 Wis. 2d 553, 494 N.W.2d 408(1993), and must be noticed as such, although the County Board will not take any formal action at this meeting.

AGENDA

1. Call to order

2. Public Comment
3. Discussion and Possible Action Regarding Approval of Minutes of September 3, 2020

4. Discussion and Possible Action Regarding Courthouse HRA changes

5. Discussion and Possible action Regarding Offering Vision and Accident Insurances through ETF in 2021.

6. Discussion Regarding Temporary Emergency Leave Policy

7. COVID Workplace Updates;

8. Discussion and Possible Action Regarding Jailer Wages

9. The committee may enter in and out of closed session pursuant to Wisconsin Statutes:
   a. §19.85(1)(c,e) to consider employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility: and deliberating or negotiating the purchase of public property, vesting of public funds or conducting other specified business whenever competitive or bargain reasons require a closed session.
      i. Approve Closed Session Minutes of September 3, 2020
      ii. Consider written advice from legal counsel regarding employee grievance.

10. Reports
    a) Human Resources Report
    b) Personnel Financial Report for the month of September 2020

11. Adjourn

Should you have any questions in the meantime, please do not hesitate to contact my office.

Sincerely,

Mark Abeles-Allison
Mark Abeles-Allison
Bayfield County Administrator
Any person planning to attend a Bayfield County meeting that has a disability requiring special accommodations should contact 373-6100, 24-hours before the scheduled meeting, so appropriate arrangements can be made.

cc: Mr. Scott Fibert, Bayfield County Clerk
    Bayfield County Board of Supervisors
    The Daily Press, via email
Personnel Committee Narrative, October 1, 2020, 4:00pm

This will be an in-person and remote meeting in the County Board room.

Item 4: Bayfield County has a Health Reimbursement Plan for courthouse employees. We would like to discuss making several changes.

- A. Allow employees to access balances now. In the past we have limited this to $2000 per year for dental / vision. We propose removing the limits.
- B. Continue to require that employees only access HRA funds after the current deductibles are met.

Employees would need to be vested (5 years with the county) in order to access these funds.

Item 5. We would like to discuss offering Vision and Accident insurances through the State ETF plan. Rates are very competitive. This is voluntary / employee paid. Materials are attached in the packet.

Item 6: Bayfield County has a Temporary Emergency Leave program for use in “unforeseen emergencies and urgent situations”. Employees with no leave available can receive donated vacation leave from other employees in the event the employee has exhausted all available paid leave time. We would like to begin a discussion regarding parameters when this program can be used.

Item 7: A general update on COVID’s impact on the workforce will be shared including work from home and illness updates.

Item 8: The Personnel Committee will meet with representatives of WPPA Local 216 in closed session.

Item 9. An HR Report and end of month Personnel Financial report will be shared at the meeting.
Minutes of the
Bayfield County Personnel Committee Meeting
4:00 PM, September 3, 2020
Meeting was Held Remotely through Microsoft Teams and in person at the Bayfield County Board Room, Washburn, WI

Members Present: Dennis Pocernich, Tom Snilsberg, Fred Strand, Marty Milanowski, Brett Rondeau

Others Present: Mark Abeles-Allison County Administrator, Kristine Kavajecz-Human Resources Director, Kim Mattson, Scott Galetka

Meeting called to order at 4:00pm by Chairman Rondeau

Public Comment: None received.

Motion Milanowski, Snilsberg to approve minutes of the August 6, 2020 Personnel Committee meeting. Motion Carried (5-0)

Personnel Policies; Bereavement Leave Clarification regarding Step-parents:
Motion Milanowski, Snilsberg to remove step-grandchildren and add step-parent to the Funeral Leave policy. Motion Carried (5-0).

2021 Health Insurance and 2021/2022 Wellness Program: Motion Pocernich, Milanowski to approve continuation of the current Health Insurance and Wellness program into 2021. Motion Carried (5-0)

2021 Wages: Proposing a 0% wage scale indexing for 2021. Concern was expressed for employees at Step 11.

COVID Workplace Updates; Contingency and School Year Planning: Update was provided on the recent memo that was distributed and the plan for flexibility for telecommuting to accommodate virtual schooling needs.

Motion Pocernich, Milanowski to enter into closed session pursuant to Wisconsin Statutes:
   a. §19.85(1)(c,e) to consider employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility; and deliberating or negotiating the purchase of public property, vesting of public funds or conducting other specified business whenever competitive or bargain reasons require a closed session.
      i. Approve Closed Session Minutes of August 6, 2020
      ii. WPPA Negotiation Preparations and Negotiations with WPPA Local 216
      iii. Considering performance evaluation data.
Motion Carried. (5-0) Entered closed session at 4:25pm

Motion Milanowski, Snilsberg to return to open session. Motion Carried. (5-0) Returned to open session at 4:55pm.
WPPA representatives joined the meeting at 4:55pm. Rich Burghaus, Andy Mika, David Renz Jr, Chris Benton. Observers: Kellen McHale, Tony Budreau, Tristan Kern, Jared Jeffress, Dave Dawson, Matt Leino

Introductions were made around the room.

Abeles-Allison expressed appreciation for the work that the Sheriff’s Office does. Tumultuous times from a social and also economic aspect.

County shared their initial proposal.

WPPA asked for clarification on the requested 24-hour coverage:
What is the county’s intent for scheduling, number of hours per year, rotation (5-2, 5-3 example) Shift length. WPPA explained that this would have an impact on their initial proposal.

WPPA shared their initial proposal based on the current agreement, however, stated that this would change based on the county’s request to go to a 24-hour coverage schedule.

Suggestion by both groups to adjourn for the night and exchange information about the 24-hour schedule in advance of the next negotiation session so that WPPA can adjust their proposal based on that information. WPPA representatives left the meeting at 5:25pm.

Reports
a) Human Resources Report was reviewed by Kavajecz
b) Personnel Financial Report for the month of August 2020. Personnel expenses are currently about $182,000 over this time last year. Personnel expenses are falling within authorized budget at this time.

Meeting adjourned at 5:27pm.

Minutes respectfully submitted by Kristine Kavajecz
Delta Dental, in partnership with EyeMed Vision Care, brings you DeltaVision®, the new vision benefits administrator for State of Wisconsin Employees and Retirees starting January 1, 2021.

If you currently have vision insurance you will automatically be enrolled in DeltaVision in 2021. If you would like to add vision coverage, see page 7 for more information.

Δ DELTA DENTAL

DeltaVision®
Underwritten by Wyssta Insurance Company
Did you know

Almost 80% of employees say they deal with a visual disturbance that bothers their eyes every day at work. In fact, 53% of employees report taking one break per day to rest their eyes.¹

Why You Need Vision Insurance

Vision disorders are the second most prevalent health condition in the U.S., yet healthy vision couldn’t be more important. That’s why Delta Dental of Wisconsin is happy to bring you DeltaVision benefits that offer more flexibility, choice, and savings – so that it’s easy for you to access the vision care and services you need.

Protect your budget
You can save 70% or more off retail pricing by using vision benefits.

Protect your health
Nearly 30 million people require vision correction yet don’t use glasses or contacts.

Protect your family
Up to 25% of school-age children may have vision problems. Children need to see well to learn well.
How DeltaVision Provides You Value

Through our partnership with EyeMed, DeltaVision can help you and your family save money and maintain good eye health. DeltaVision's coverage for contact lenses and glasses, and discounts for services like laser vision correction, help you take care of your eyesight for less.

With easy enrollment and plenty of provider choices, DeltaVision delivers the best value in vision care - when you want it and where you want it - from a respected leader in vision benefit plans.

Greater convenience
With a mix of independent providers and national retail chains, DeltaVision has the greatest night and weekend access of any vision plan.

Bigger savings
Even after you receive savings on your first pair of corrective eyewear, you can still save 40% off a second pair of glasses, 15% off conventional contact lenses, and 20% off all products that the plan doesn't cover.

Freedom of choice
DeltaVision members can select from any frame option, any lens, or any contact lens without limitations.

Save at thousands of providers nationwide including:

- Independent Provider Network
- LensCrafters
- Pearle Vision
- Optical
- Walmart
<table>
<thead>
<tr>
<th>Vision Benefits</th>
</tr>
</thead>
<tbody>
<tr>
<td>Insight</td>
</tr>
<tr>
<td>$150/$150</td>
</tr>
<tr>
<td>$15/$25</td>
</tr>
<tr>
<td>12 months (child - 6 months)/12 months/24 months (child - 12 months)</td>
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<tr>
<td>To age 26</td>
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<table>
<thead>
<tr>
<th>Network Benefit</th>
<th>Out-of-Network Reimbursement</th>
</tr>
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<tbody>
<tr>
<td>Exam with Dilation as Necessary</td>
<td>Member pays $15, plan pays balance</td>
</tr>
<tr>
<td>Retinal Imaging</td>
<td>Member pays up to $39</td>
</tr>
<tr>
<td>Standard Contact Lens* Fit and Follow-Up</td>
<td>Member pays up to $40</td>
</tr>
<tr>
<td>Premium Contact Lens** Fit and Follow-Up</td>
<td>10% discount off retail</td>
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<tr>
<td>Frames (any available frame at provider location)</td>
<td>$150 allowance, then 20% off balance</td>
</tr>
<tr>
<td>Laser Vision Correction (Lasik or PRK)</td>
<td>15% off retail price or 5% off promotional price</td>
</tr>
<tr>
<td>Plastic Lenses</td>
<td></td>
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<tr>
<td>Single Vision</td>
<td>Member pays $25, plan pays balance</td>
</tr>
<tr>
<td>Bifocal</td>
<td>Member pays $25, plan pays balance</td>
</tr>
<tr>
<td>Trifocal</td>
<td>Member pays $25, plan pays balance</td>
</tr>
<tr>
<td>Standard Progressive</td>
<td>Member pays $25</td>
</tr>
<tr>
<td>Premium Progressive</td>
<td>Member pays $95-$200</td>
</tr>
<tr>
<td>Lens Options</td>
<td></td>
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<tr>
<td>UV Coating</td>
<td>Member pays $0</td>
</tr>
<tr>
<td>Tint (solid and gradient)</td>
<td>Member pays $15</td>
</tr>
<tr>
<td>Standard Scratch Resistance</td>
<td>Member pays $0</td>
</tr>
<tr>
<td>Standard Polycarbonate</td>
<td>Member pays $0 child/$35 adult</td>
</tr>
<tr>
<td>Anti-Reflective Coating</td>
<td>Member pays $45-$85</td>
</tr>
<tr>
<td>Other Add-Ons and Services</td>
<td>20% off retail</td>
</tr>
<tr>
<td>Contact Lenses - In lieu of glasses (Contact lens allowance covers materials only)</td>
<td>$150 allowance, then 15% off balance</td>
</tr>
<tr>
<td>Conventional</td>
<td>$150 allowance</td>
</tr>
<tr>
<td>Disposable</td>
<td>Paid in full by plan</td>
</tr>
<tr>
<td>Medically Necessary***</td>
<td></td>
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</tbody>
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<table>
<thead>
<tr>
<th>Monthly Premium</th>
</tr>
</thead>
<tbody>
<tr>
<td>Individual</td>
</tr>
<tr>
<td>Individual + Child(ren)</td>
</tr>
<tr>
<td>Individual + Spouse</td>
</tr>
<tr>
<td>Family</td>
</tr>
</tbody>
</table>

* Lenses that are spherical power only, soft lens materials, including planned replacement and conventional lenses. Lenses are to be used in a daily wear (removed prior to sleep) mode only.
** Includes all lens powers and designs other than spherical powers (i.e., toric, multifocal), etc., made of wear that are extended or overnight schedules, and rigid or gas-permeable materials.
*** Medically necessary contacts require authorization from a vision doctor when some conditions are present. Please contact the plan for more information.

Supplemental Vision plans are available for State employees, State and Local retirees, and local employees if their employer chooses to provide them.

www.deltadentalwi.com/state-of-wi-vision
DeltaVision: More Than Just Glasses

See what else is included with your vision benefits.

Additional savings

Exclusive savings, discounts, and rebates on vision care and services above and beyond your vision benefit are available exclusively to you through EyeMed's online member portal. New and updated offers are added quarterly and annually, so there's always more ways to benefit. Go to EyeMed.com/Member, sign in or create an account*, and then click on “Special Offers.”

Diabetic benefits

Regular eye exams assist with the early detection of diabetes and high blood pressure, and can help treat or prevent glaucoma (an eye condition that can cause blindness), diabetic retinopathy (a complication of diabetes that affects the eyes), and macular degeneration (an incurable eye disease and leading cause of vision loss).

The diabetic benefit allows for an office visit and diagnostic testing twice per year, to monitor signs of diabetic ocular changes. Medical follow-up exams, retinal imaging, extended ophthalmoscopy, gonioscopy, and scanning laser procedures are also covered benefits.

Blue light lenses

Cell phones, tablets, laptops, and TVs illuminate our world. But these digital devices cause blue light exposure. And the effects of blue light are eye-opening – blurry vision, difficulty focusing, dry and irritated eyes, headaches, and even macular degeneration. Blue light-filtering lenses or anti-reflective coatings can help.

These special lens treatments provide protection from UV rays and harmful high energy blue light, without altering or distorting color perception. DeltaVision members now have the option to purchase lenses and lens coatings with blue light-filtering technology.
In-Network Options at Your Fingertips

In addition to America’s largest network of independent providers and top optical retailers, you can use your vision benefits to purchase contacts and glasses online. The best part is that your benefits are applied at check-out.

Glasses.com boasts a huge selection of frames and lenses, and photo-realistic and geometrically accurate 3D virtual “try on” technology.

ContactsDirect.com offers a wide selection of top-selling brands including Acuvue and Air Optix. Its user-friendly experience allows members to view their eligibility and available allowance.

TargetOptical.com is a spot for one-stop shoppers who trust Target’s brand, style, and value.

LensCrafters.com offers top-name brands like Oakley, Versace, Coach, Michael Kors, Prada, and the latest in exam and fitting technology.

Ray-Ban.com offers iconic eyeglasses and sunglasses for every style to find an authentic Ray-Ban look.

You must have a valid prescription within the last 12 months in order to purchase prescription contact lenses and frames online. Don’t have an up-to-date prescription? Simply schedule an eye exam online through the provider locator at www.deltadentalwi.com/state-of-wi-vision.
**DID YOU KNOW...**

you can access your vision benefit information* 24/7? Visit www.deltadentalwi.com/state-of-wi-vision to:

- View benefits
- View/print your Explanation of Benefits
- Locate a provider
- Check claim status

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**Start Saving With DeltaVision**

Focus on the importance of vision benefits.

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**How do I contact a benefit advisor?**

Call our dedicated phone number at 855-544-6035

Monday - Saturday

6:30 a.m. - 10 p.m. (CST),

Sunday 10 a.m. - 7 p.m.

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**How do I enroll in the plan?**

If you currently have vision insurance you will automatically be enrolled for 2021. If you would like to add vision coverage for you or a family member during open enrollment, September 28 - October 23, 2020 visit www.deltadentalwi.com/state-of-wi/enroll.

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**When will I receive my ID card?**

You will receive an ID card from EyeMed after you enroll in the supplemental vision plan or if you currently have vision insurance and are auto-enrolled in DeltaVision. However you do not need an ID card to receive services*.

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*after your effective date
If you have any questions, please contact a Benefit Advisor or visit our website.

855-544-6035 | www.deltadentalwi.com/state-of-wi-vision

Delta Dental complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex. This information is available in different formats. Please contact Delta Dental via phone or email if you would like to request information in an alternate format.

ATENCIÓN: Si habla español, tiene a su disposición servicios gratuitos de asistencia lingúística. Llame al 844-337-8583.

Tipos de EEEV: Vog las koj hais tus (Hmoob), oss key pab boog tus, maaj key pab dawm rau koj. Hu rau 844-337-8583.
DeltaVision Overview - DeltaVision Plan Details

DeltaVision®
Could You Benefit From a Vision Plan?

The DeltaVision plan offers flexibility, choice, and savings — so that it's easy for you to access the vision care and services you need. Vision benefits can help you:

- Conserve your budget — you can save 70% or more off retail pricing by using vision benefits.
- Protect your health — nearly 30 million people require vision correction yet don't use glasses or contacts.
- Look after your family — up to 25% of school-age children may have vision problems. Children need to see well to learn well.

Plan Details

DeltaVision's coverage for contact lenses and glasses, and discounts for services like laser vision correction, help you take care of your eyesight for less.

With plenty of provider choices, DeltaVision delivers the best value in vision care from a respected leader in vision benefit plans.

Benefit Summary
<table>
<thead>
<tr>
<th>What is Covered</th>
<th>EyeMed Insight Network</th>
<th>Out-Of-Network</th>
</tr>
</thead>
<tbody>
<tr>
<td>Deductible</td>
<td>None</td>
<td>None</td>
</tr>
<tr>
<td>Annual Exam with Dilation as Necessary</td>
<td>$15 (twice/year for children)</td>
<td>Up to $45</td>
</tr>
<tr>
<td>Retinal Imaging Copay</td>
<td>Up to $39</td>
<td>Not covered</td>
</tr>
<tr>
<td>Frames</td>
<td>$0 copay; $150 allowance, 20% off balance over $150</td>
<td>Up to $70</td>
</tr>
<tr>
<td></td>
<td>See below for lens options</td>
<td>See below for lens options</td>
</tr>
<tr>
<td>Lenses Benefit Frequency – based on calendar year</td>
<td>12 months</td>
<td>12 months</td>
</tr>
<tr>
<td>Frames Benefit Frequency – based on calendar year</td>
<td>24 months (adult)</td>
<td>24 months (adult)</td>
</tr>
<tr>
<td></td>
<td>12 months for child</td>
<td>12 months for child</td>
</tr>
</tbody>
</table>

**Eyeglasses**

<p>| | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
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</tr>
</thead>
<tbody>
<tr>
<td>Single vision</td>
<td>$25 copay</td>
<td>Up to $30</td>
</tr>
<tr>
<td>Bifocal</td>
<td>$25 copay</td>
<td>Up to $50</td>
</tr>
<tr>
<td>Trifocal</td>
<td>$25 copay</td>
<td>Up to $65</td>
</tr>
<tr>
<td>Lenticular</td>
<td>$25 copay</td>
<td>Up to $100</td>
</tr>
</tbody>
</table>
# Lens Upgrades

<table>
<thead>
<tr>
<th>Service</th>
<th>Cost</th>
<th>Coverage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Polycarbonate lenses</td>
<td>$35 adult, $0 child</td>
<td>Not covered</td>
</tr>
<tr>
<td>Ultraviolet (UV) coating</td>
<td>$0</td>
<td>Up to $9</td>
</tr>
<tr>
<td>Scratch protection coating</td>
<td>$0</td>
<td>Up to $9</td>
</tr>
<tr>
<td>Anti-reflective coating</td>
<td>$45-$85</td>
<td>Not covered</td>
</tr>
<tr>
<td>Tinting of plastic lenses</td>
<td>$15</td>
<td>Not covered</td>
</tr>
<tr>
<td>High-index lenses</td>
<td>20% off retail price</td>
<td>Not covered</td>
</tr>
<tr>
<td>Progressive lenses</td>
<td>Standard: $0, Premium: $95-$200</td>
<td>Up to $50</td>
</tr>
<tr>
<td>Photosensitive lenses</td>
<td>$33</td>
<td>Not covered</td>
</tr>
<tr>
<td>Polarized lenses</td>
<td>20% off retail price</td>
<td>Not covered</td>
</tr>
<tr>
<td>Other Add-Ons</td>
<td>20% off retail price</td>
<td>Not covered</td>
</tr>
</tbody>
</table>
Contact Lenses – covered only in lieu of eyeglasses lenses

Conventional contacts  $0 copay; $150 allowance, 15% off the balance over $150  Up to $105

Disposable contacts  $0 copay; $150 allowance  Up to $105

Medically necessary contacts  $0 copay; paid in full  Up to $210

Contact Lens Fit and Follow-Up  Standard: Up to $40  Not covered

Mail order replacement option  No*  No

*Members can order contact lenses using their in-network benefits through ContactsDirect.com, TargetOptical.com, and LensCraftersContacts.com. Retailers allow users to apply their benefits directly in their shopping cart and provide free shipping.

Monthly Premiums

<table>
<thead>
<tr>
<th>Coverage Type</th>
<th>Active Employee</th>
<th>Retiree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Self</td>
<td>$5.72</td>
<td>$5.72</td>
</tr>
<tr>
<td>Self + Child(ren)</td>
<td>$12.88</td>
<td>$11.42</td>
</tr>
<tr>
<td>Self + Spouse</td>
<td>$11.42</td>
<td>$11.42</td>
</tr>
<tr>
<td>Family</td>
<td>$20.58</td>
<td>$13.41</td>
</tr>
</tbody>
</table>

Enrollment

If you are currently enrolled in vision coverage you will automatically be re-enrolled in the DeltaVision plan for 2021 and don’t need to do anything. ID cards will be sent from EyeMed Vision Care but are not required to receive services.

If you don’t have vision coverage, but would like to enroll, visit the ETF website (https://etf.wi.gov/its-your-choice/2021/state-employee-retiree-health-plan/how-choose-enroll-your-benefits/enroll-or-make-changes) to verify eligibility and coverage.

HOW TO ENROLL (/STATE-OF-WI/ENROLL)
Plan Resources

- Vision Benefits Summary (PDF)
  [https://deltadentalwi.my.salesforce.com/sfc/p/A000000001EY9s/g/0H0000000g50t/GUzmFTSb9wmGP8Wv6CQC94dszocuDJIF9zUXqbs]
- Vision Handbook & Summary of Benefits (PDF)

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Need Help? Let's Chat
Accident insurance
You don’t plan on it, but you can plan for it!

Provides a lump-sum cash payment after an accident to help with expenses such as copays, deductibles or everyday living expenses.

Here’s how it works

Accident insurance claim example
You enroll in accident insurance. Ten months later, you fall off a ladder. The cash benefits from your injury can be used to help with medical costs that your health insurance plan might not cover, giving you the flexibility to spend the money on things such as deductibles, co-pays, child care or a dog sitter.*

<table>
<thead>
<tr>
<th>Employee accident insurance [high plan]</th>
<th>Benefit</th>
</tr>
</thead>
<tbody>
<tr>
<td>Broken lower leg</td>
<td>$500</td>
</tr>
<tr>
<td>Broken wrist</td>
<td>$250</td>
</tr>
<tr>
<td>Emergency room treatment</td>
<td>$100</td>
</tr>
<tr>
<td>Ambulance</td>
<td>$100</td>
</tr>
<tr>
<td>Hospital stay (2 days)</td>
<td>$700</td>
</tr>
<tr>
<td>Securian Financial pays you</td>
<td>$1,650</td>
</tr>
</tbody>
</table>

*Actual experience and benefit payouts may vary from this example.

Key benefits of accident insurance
- No medical questions or health exam
- Covers your spouse and/or children
- Take your coverage with you if you leave your job
Choose your accident insurance plan

✓ Cash payment in the event of a covered injury.

### Injuries

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Burns (2nd degree)</th>
<th>Burns (3rd degree)</th>
<th>Concussion</th>
<th>Dislocation (surgical)</th>
<th>Eye injury</th>
<th>Fracture (surgical)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Less than 10% of body</td>
<td>$100</td>
<td>Less than 10% of body</td>
<td>$1,000</td>
<td>With surgery</td>
<td>$125</td>
</tr>
<tr>
<td></td>
<td>Between 10 and 20% of body</td>
<td>$250</td>
<td>Between 10 and 20% of body</td>
<td>$3,500</td>
<td>Removal of foreign object</td>
<td>$25</td>
</tr>
<tr>
<td></td>
<td>20% or more of body</td>
<td>$500</td>
<td>20% or more of body</td>
<td>$7,500</td>
<td></td>
<td>Skull — depressed</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Hip/thigh</td>
</tr>
<tr>
<td>Child organized</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Skull — non-depressed</td>
</tr>
<tr>
<td>sports injury</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Pelvis</td>
</tr>
<tr>
<td>Concussion</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Sternum</td>
</tr>
<tr>
<td>Dislocation (surgical)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Vertebral body</td>
</tr>
<tr>
<td>Hip/thigh</td>
<td>$2,000</td>
<td></td>
<td>Non-surgical (% of surgical benefit)</td>
<td>50%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Knee</td>
<td>$1,000</td>
<td></td>
<td>Partial (% of non-surgical benefit)</td>
<td>25%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Foot</td>
<td>$800</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ankle</td>
<td>$800</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hand</td>
<td>$400</td>
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<td></td>
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</tr>
<tr>
<td>Wrist</td>
<td>$600</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Lower jaw</td>
<td>$400</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Shoulder</td>
<td>$400</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Collarbone</td>
<td>$400</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ribs</td>
<td>$400</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Elbow</td>
<td>$400</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Finger</td>
<td>$100</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Toe</td>
<td>$100</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Non-surgical (% of surgical benefit)</td>
<td>50%</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Partial (% of non-surgical benefit)</td>
<td>25%</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Eye injury</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>With surgery</td>
<td>$125</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Removal of foreign object</td>
<td>$25</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Injuries

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Fracture (surgical)</th>
<th>Lacerations</th>
<th>Paralysis</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Lower leg</td>
<td>Shoulder blade</td>
<td>Upper arm</td>
</tr>
<tr>
<td></td>
<td>$1,000</td>
<td>$1,000</td>
<td>$700</td>
</tr>
<tr>
<td></td>
<td>$100</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>$25</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Lacerations

- With stitches or staples: $100
- Without stitches or staples: $25

### Paralysis

- Quadriplegia: $5,000
- Paraplegia: $2,500
- Hemiplegia: $2,500
- Uniplegia: $1,250
### Emergency care

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Benefit</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Ambulance</strong></td>
<td><strong>Surgery</strong></td>
</tr>
<tr>
<td>Ground or water</td>
<td>Abdominal, pelvic</td>
</tr>
<tr>
<td>Air</td>
<td>Cranial</td>
</tr>
<tr>
<td>Blood, plasma or platelets transfusion</td>
<td>Knee cartilage</td>
</tr>
<tr>
<td>Emergency dental</td>
<td>Open</td>
</tr>
<tr>
<td>Crown</td>
<td>Arthroscopic</td>
</tr>
<tr>
<td>Extraction</td>
<td>Ruptured disc</td>
</tr>
<tr>
<td>Emergency room treatment</td>
<td>Tendon, ligament or rotator cuff</td>
</tr>
<tr>
<td>Initial physician's office visit</td>
<td>Open</td>
</tr>
<tr>
<td></td>
<td>Arthroscopic</td>
</tr>
<tr>
<td></td>
<td>Thoracic</td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Hospital care

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Benefit</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Coma</strong></td>
<td><strong>Follow-up care</strong></td>
</tr>
<tr>
<td><strong>Diagnostic testing</strong></td>
<td>Appliances</td>
</tr>
<tr>
<td><strong>X-ray</strong></td>
<td>$50</td>
</tr>
<tr>
<td><strong>Hospital stay</strong></td>
<td><strong>Follow-up physician's office visit</strong></td>
</tr>
<tr>
<td>Initial benefit</td>
<td>$50</td>
</tr>
<tr>
<td>Daily benefit</td>
<td>$500</td>
</tr>
<tr>
<td><strong>Accidental death and dismemberment</strong></td>
<td><strong>Prosthetics</strong></td>
</tr>
<tr>
<td>Employee</td>
<td><strong>One</strong></td>
</tr>
<tr>
<td>Spouse</td>
<td>$500</td>
</tr>
<tr>
<td>Child(ren)</td>
<td>$250</td>
</tr>
</tbody>
</table>

*Age reductions begin at age 65 for employee and spouse. At age 65 to 75%, at age 70 to 50%.

### Accident insurance monthly cost

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Benefit</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employee only</td>
<td><strong>Low plan</strong></td>
</tr>
<tr>
<td>Employee and spouse</td>
<td>$4.38</td>
</tr>
<tr>
<td>Employee and child</td>
<td>$6.26</td>
</tr>
<tr>
<td>Employee and family</td>
<td>$8.44</td>
</tr>
<tr>
<td>Employee and family</td>
<td>$12.32</td>
</tr>
</tbody>
</table>

Rates are subject to change.
We’re here to help

Accident insurance questions?
Visit www.LifeBenefits.com/plandesign/WIETF, talk to your HR/Payroll Specialist or
Give Securian a call at 866-295-8690 or email your questions to us madisonbranch@securian.com

Learn more
Learn how accident insurance can help protect your wallet when the unexpected happens.
Visit Lifebenefits.com/videos/ai

Additional benefits

Identity theft recovery services from Generali Global Assistance
The time burden and personal stress caused by identity theft can be lessened by having an advocate providing advice and handling certain administrative tasks to resolve issues. The program includes prevention services, detection services, resolution guidance and assistance, cash advance while traveling and more.
Visit www.us.generalliglobalassistance.com, email idtheft@europassistance-usa.com or call 1-866-893-8508 in the U.S. and Canada (+1-202-659-7816 outside the U.S. and Canada)

Ready to enroll?

It’s quick and easy to enroll without answering health questions or a doctor’s exam.

You can enroll:

- Within 30 days of initial eligibility period (when you first become benefits eligible)
- During your annual enrollment window
- Within 60 days of a birth, adoption or placement for adoption
- Within 30 days of other qualified family status changes

To enroll Contact you HR/Payroll specialist
**FAQ**

**Q Is accident insurance worth it?**

A Definitely. That’s because many families discover coverage gaps when the unexpected happens. Of course, everyone’s financial situation is different. But this benefit can help ensure you’re protected when life throws a curve ball — adding an extra layer of financial protection to the health insurance you already have.

**Q Can I take this coverage with me if I leave my employer?**

A If you leave your employer for any reason, including retirement, you can elect portability which continues coverage until age 70. Portability rates are the same as active employees but are subject to change.

**Q Who is eligible for coverage?**

A • You — all active employees who are WRS eligible.

• Your spouse. Coverage is available only if employee coverage is elected.

• Your child(ren) from live birth to age 26. Coverage is available only if employee coverage is elected.

Please note that your spouse cannot receive coverage as both an employee and dependent, and a child cannot be covered by more than one parent, if you are both employees.

**Q Do the benefit payouts have to be used a certain way?**

A Accident insurance provides a lump-sum payment directly to you — regardless of income, expenses incurred or other insurance coverage. You can use the money any way you want.

**Q Can I add coverage anytime?**

A You can only elect this coverage as a new hire, during annual enrollment or at the time of a qualified status change.

**Q How do I file a claim?**

A Visit securian.com/benefits

• Select “Employer” under report a new claim

• Select “Start a new claim”

• Answer all questions to the best of your ability

**Q Where can I find specific coverage details and what qualifies as an accident?**

A You can find all policy details in your certificate of insurance. An accident is defined in the policy as an act or event that is:

1. unintended, unexpected and unforeseen; and
2. directly results in bodily injury to the insured.

**Q Is there a limit to the number of benefit payments I can receive for the same covered benefit?**

A Some covered benefits include limitations on the number of benefit payments payable per insured per covered accident and per year. Additional information can be found in the certificate of insurance.

**Q Is there a limit to the number of separate benefits I can qualify for per accident?**

A There is no limit on the number of separate benefits you can qualify for as a result of the same covered accident. In addition, there are no lifetime benefit maximums.

**Q Is there a limit to the number of accidents that may qualify for a benefit in a year?**

A There’s no limit to the number of accidents that can qualify for a benefit. However, some benefits included in the policy have limits on the number of benefits that can be paid on a per-accident or per-year basis, which varies by the covered condition.
Exclusions and limitations

Accident insurance

Are there any other exclusions that apply?
Yes. In no event will we pay benefits where the insured’s accident, injury or loss is caused directly or indirectly by, results in whole or in part from or during, or there is contribution from, any of the following:
1. self-inflicted injury, self-destruction or autoeroticism, whether sane or insane;
2. suicide or attempted suicide, whether sane or insane;
3. an insured's participation in, or attempt to commit, a crime, assault, felony or any illegal activity, regardless of any legal proceedings there to;
4. bodily or mental infirmity, illness, disease or infection, other than infection occurring simultaneously with, and as a direct and independent result of, the injury;
5. the use of alcohol;
6. the use of prescription drugs, non-prescription drugs, illegal drugs, medications, poisons, gases, fumes or other substances taken, inhaled, ingested or injected;
7. motor vehicle collision or accident where the insurer is the operator of the motor vehicle and the insured's blood alcohol level meets or exceeds the level of which intoxication is defined in the state where the collision or accident occurred, regardless of any legal proceedings there to;
8. medical or surgical treatment or diagnostic procedures including any resulting complications, or when the outcome is not as planned or expected, including claims of medical malpractice;
9. travel in or descent from any aircraft, except as a fare-paying passenger on a regularly scheduled commercial flight on a licensed passenger aircraft;
10. war or any act of war, whether declared or undeclared;
11. participation in the following activities: scuba diving, bungee jumping, base jumping, hang gliding, sail gliding, parasailing, paragliding or mountain climbing;
12. riding or driving in any motor-driven vehicle in a race, stunt show or speed test;
13. practicing for or participating in any semi-professional or professional competitive athletics; or
14. repetitive stress syndromes including but not limited to rotator cuff syndrome, bursitis, tendinitis, carpal tunnel syndrome, ulnar nerve syndrome, stress fractures, neuropathy, epicondylitis or neuritis.

Are there any additional limitations that apply?
Yes. Benefits are not payable for any care, treatment or diagnostic measures that were received outside of the United States or a United States territory.

Other benefit limitations may exist and vary by covered benefit. Please refer to your plan documents for more information. This presentation provides general information to the recipient. Securian Life cannot provide legal or tax advice with respect to ERISA; COBRA; Health Savings Account (HSA) laws, rules or regulations; any applicable tax laws; rules or regulation; or any other applicable federal or state laws, rules or regulation. Any questions regarding these topics should be directed to your legal and tax advisors. Group accident insurance is issued by Securian Life Insurance Company, a New York authorized insurer headquartered in St. Paul, MN. Product availability and features may vary by state.
This product is offered under policy form series 15-32400.

This policy provides limited benfifs. This policy has exclusions, limitations, terms under which the policy may be continued in force or discontinued. This is a summary of plan provisions related to the insurance policy issued by Securian Life. In the event of a conflict between this summary and the policy and/or certificate, the policy and/or certificate shall dictate the insurance provisions, exclusions, all limitations and terms of coverage. All elections or increases are subject to the actively at work requirement of the policy. Services provided by Generali Global Assistance are their sole responsibility. The services are not affiliated with Securian or its group contracts and may be discontinued at any time. Certain terms, conditions and restrictions may apply when utilizing the services. To learn more, visit the provider websites.
Nondiscrimination and Language Access 42 U.S. Code § 18116

ETF complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability or sex.

ETF provides free aids and services to people with disabilities to communicate effectively with us, such as qualified sign language interpreters and written information in other formats (large print, audio, accessible electronic formats and others). ETF provides free language services to people whose primary language is not English, such as qualified interpreters and information written in other languages.

If you need these services, contact ETF at 1-877-533-5020. TTY: 711. If you believe that ETF has failed to provide these services or discriminated in another way on the basis of race, color, national origin, age, disability or sex, you can file a grievance with:

ETF Office of Policy, Privacy & Compliance
P.O. Box 7931
Madison, WI 53707-7931
1-877-533-5020, TTY: 711
Fax: 608-267-4549
Email: EFSMBPrivacyOffice@etf.wi.gov

If you need help filing a grievance, ETF’s Office of Policy, Privacy & Compliance is available to help you. You can also file a civil rights complaint with the U.S. Department of Health and Human Services, Office for Civil Rights, electronically through the Office for Civil Rights Complaint Portal at ocrportal.hhs.gov/ocr/portal/lobby.jsf or by mail or phone:

U.S. Department of Health and Human Services 200 Independence Avenue, SW
Room 509F, HH Building Washington, D.C. 20201
1-800-536-1281; 1-800-555-7897 (TDD)

Complaint forms are available at hhs.gov/ocr/office/index.html.
The Wisconsin Department of Employee Trust Funds is a state agency that administers the Wisconsin Retirement System pension, health insurance and other benefits offered to eligible government employees, former employees and retirees.


Chinese: 注意：如果您使用繁體中文，您可以免費獲得語言援助服務。請致電 1-877-533-5020 (TTY: 711)


Laotian/Lao: ທ່າວ, ຄວາມ ເພິ່່ງ ກ່ຽວ ຈັ່ງ, ການ ສາມະສາດ ທ່າວ, ການ ສາມະສາດ ທ່າວ, ການ ສາມະສາດ ທ່າວ, ການ ສາມະສາດ ທ່າວ, ການ ສາມະສາດ ທ່າວ, ການ ສາມະສາດ ທ່າວ, ການ ສາມະສາດ ທ່າວ, ການ ສາມະສາດ ທ່າວ, ການ ສາມະສາດ ທ່າວ, ການ ສາມະສາດ ທ່າວ (TTY: 711).


Hindi: ध्यान दें: यदि आप हिंदी में बात कह रहे हैं, तो आपको हिंदी में मदद के लिए मुफ्त सेवा प्रदाय की जा सकती है। 1-877-533-5020 (TTY: 711) पर कॉल करें।

Albanian: KUJDES: Nëse flitet shqip, përdor ju ku një dispozicion shërbime të asistencës gjuhësore, papagesë.

Telefononi në 1-877-533-5020 (TTY: 711).

Enroll today!

With today's high health care costs, accident costs can derail just about any budget.

Adding an extra layer of financial protection through the State of Wisconsin benefit program is a smart and cost-effective way to protect you from life's unplanned events.
Determine the cost

Coverage type monthly premium per employee 2020 rates

<table>
<thead>
<tr>
<th>Coverage Type</th>
<th>Premium</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employee only</td>
<td>3.26</td>
</tr>
<tr>
<td>Employee and spouse</td>
<td>4.94</td>
</tr>
<tr>
<td>Employee and child</td>
<td>7.10</td>
</tr>
<tr>
<td>Employee and family</td>
<td>10.46</td>
</tr>
</tbody>
</table>

Coverage type monthly premium per employee 2021 rates

<table>
<thead>
<tr>
<th>Coverage Type</th>
<th>Premium</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employee only</td>
<td>4.38</td>
</tr>
<tr>
<td>Employee and spouse</td>
<td>6.26</td>
</tr>
<tr>
<td>Employee and child</td>
<td>8.44</td>
</tr>
<tr>
<td>Employee and family</td>
<td>12.32</td>
</tr>
</tbody>
</table>

Your cost for coverage will be deducted after taxes on a monthly or bi-monthly basis.

Rates are subject to change.

RESOURCES

- Contact us
- Privacy policy
- Legal notices
- About us
- Accessibility notice

Connect with us

Insurance products are issued by Minnesota Life Insurance Company or Securian Life Insurance Company, a New York authorized insurer. Minnesota Life is not an authorized New York insurer and does not do insurance business in New York. Both companies are headquartered in Saint Paul, MN. Product availability and features may vary by state. Each insurer is solely responsible for the financial obligations under the policies or contracts it issues. Securities, variable insurance products and investment advisory services offered through Securian Financial Services, Inc., Member FINRA/SIPC.

This site is a summary of plan provisions related to the insurance policy issued by the insurer. In the event of a conflict between this summary and the policy and/or certificate, the policy and/or certificate shall dictate the insurance provisions, exclusions, all limitations and terms of coverage.

Securian Financial is the marketing name for Securian Financial Group, Inc., and its affiliates.

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Bayfield County

LEGAL BUSINESS NAME

Should the information listed below replace any information we have on file for existing supplemental dental?  ○ Yes  ● No

BILLING

Payment method
○ ACH (ACH authorization form required)
○ Online payment or check

SUPPLEMENTAL DENTAL PLANS

Select one, two or all three plans to offer to employees. One or more supplemental dental plans can be offered. Supplemental Dental Plans can be offered in addition to stand-alone dental plans with Delta Dental or another vendor.

● Delta Dental PPO Plus Premier™ - Preventive Plan
● Delta Dental PPO™ - Select Plan
● Delta Dental PPO Plus Premier™ - Select Plus Plan

Do you offer another dental plan (other than State of WI ETF dental) to employees?
○ NO
○ YES
    Vendor: ______________________

SUPPLEMENTAL VISION PLAN

Select DeltaVision to offer vision to employees

● DeltaVision

ACCOUNT STRUCTURE

Is a break-out by location or division needed for separate bills?

☑ NO
☐ Yes (describe below)

Please attach a separate sheet if additional space is needed.
# ADDRESS

<table>
<thead>
<tr>
<th>Street Address</th>
<th>City</th>
<th>State</th>
<th>Zip</th>
</tr>
</thead>
<tbody>
<tr>
<td>P.O. Box</td>
<td>City</td>
<td>State</td>
<td>Zip</td>
</tr>
</tbody>
</table>

# PHONE NUMBER

<table>
<thead>
<tr>
<th>Phone Number</th>
</tr>
</thead>
</table>

# COMPANY CONTACTS

## Primary Billing Contact

### Gail Reha

- **Name**: 
- **Email**: greha@bayfieldcounty.org
- **Phone**: 715-373-3233

## Additional Contact

### Kim Mattson

- **Name**: 
- **Email**: kmattson@bayfieldcounty.org
- **Phone**: 715-373-3232

## PLAN INFORMATION

<table>
<thead>
<tr>
<th>Number of Eligible Employees</th>
<th>State of Wisconsin</th>
</tr>
</thead>
</table>

### Current Health Carrier (or GHIP, if applicable)

### Previous Dental Carrier (if applicable)

### Previous Vision Carrier (if applicable)

**How will enrollment be submitted?** (please work with your DOWI contact to ensure you have the required data fields)

- [ ] Enrollment forms or Excel Spreadsheet
- [ ] Electronic file feed (i.e.: EDI 834)

Please list your vendor: ____________________________

Enrollment must be received by Delta Dental of Wisconsin by December 3, 2020. Note: Employees must elect coverage during the open enrollment period of September 28, 2020 - October 23, 2020.

**Receive over-age dependent report**

(you may only select one person to receive the over-age dependent report)

---

Your bill will be available via the Employer Portal (registration required)

A report can be provided indicating dependents that are aging off plan (monthly report, reports are generated by end of the second week of the month for the following month)

---

Send Completed Forms to:

Delta Dental of Wisconsin | Attention: ETF Sales
2801 Hoover Rd. | PO Box 828 | Stevens Point, WI 54481-0828
Email: ETFsales@deltadentalwi.com
• Employment Activities
  o No retirements in September. (6 ytd in 2020)
  o Resignation of Allison Radke
  o Paige Terry has taken on additional hours in the County Clerk’s Office temporarily. The intent is to offer Full-Time Employment at the end of November if the arrangement works out between the County Clerk and County Administrator offices.

• Continuing to conduct screenings with employees reporting illnesses and those with travel or event plans. Coordinated computer/phone needs with IT and departments when needed.

• Three worker’s compensation claims in September (25 year-to date). No lost work time.

• September Recruitment / New Hire Snapshot
  o AODA/Mental Health Social Worker: Accepted, then rescinded. Offered to another applicant. Pending acceptance.
  o PT Jailers: Kathleen Wilber and Thomas Williamson
  o PT Cooks: Alicia Cefalu
  o Substitute Meal Deliver Drivers: Advertising

• Other Activities:
  • Held a second all-staff Teams meeting to review County Guidance related to COVID-19 and Back to School guidance.
  • Assisted with preparation of and participated in Department Head, Personnel and Executive Committee meetings.
  • Worked with Department Heads regarding employee productivity/performance concerns
  • Worked through several Leave of Absence/FMLA situations and arranged for staffing support as a result of the leaves.
  • Coordinated scheduling and communications regarding Termination Grievance Hearing.
  • Conducted 5 new-hire orientations.
  • Conducted three (3) interviews for various positions.
  • Participated in Cyber Audit related to Elections.
  • Addressed several benefit inquiries
  • Assisted with various 2021 budget related items.