

POTENTIAL COST OF SAVINGS – INSURANCE FOR 2027 (Based on 21 employees)

HSA: Switch to Teamcare causes loss in HSA money as it is not a high-deductible plan.

SAVINGS OF: \$84,000

Health Insurance: (Security Health Plan) (\$4,000 deductible with \$7,000 MOOP – max out of pocket) will cost us \$47,551.84 a month by the end of the year due to increase in family plans plus adding another on.

This costs the city \$42,796.66 a month after the 90/10 split. $\$42,796.66 \times 12 = \$513,559.92$

2027: With projected 10% insurance increase from Security Health Plan the total for 21 employees would make it \$47,076.33 a month (with 90/10 split). $\$47,076.33 \times 12 = \$564,915.91$

Health Insurance with Teamcare (M9 plan) would provide health insurance (\$500 deductible with \$2,000 MOOP), vision insurance, dental insurance, and short-term disability coverage for a cost of \$46,983.30 a month with 21 employees.

The cost for the city would be \$42,284.97 a month after the 90/10 split. $\$42,284.97 \times 12 = \$507,419.64$

SAVINGS OF: \$57,496.27 in just health insurance based off insurance going up 10%.

SAVINGS OF: \$6,140.28 if Security Health had no increases or changes.

HOWEVER.... Since the team care rate includes vision, dental, and short-term disability the city also saves the following:

Dental Insurance: (Delta Dental) with the 90/10 split costs the City \$2,667.17 a month (21 users) $\times 12 =$

SAVINGS OF: \$32,006.04 in dental insurance

(also extra savings as rates are unlocked and likely would increase this year)

Vision Insurance: (Delta Dental) with the 90/10 split costs the City \$360.42 a month (21 users) $\times 12 =$

SAVINGS OF: \$4,325.04 in vision insurance

Short-Term Disability Insurance: (The Hartford) is \$614.92 a month $\times 12 =$

SAVINGS OF: \$7,379.04 in short – term disability

(also extra savings as rates are unlocked and likely would increase this year)

TOTAL SAVINGS COST OF: \$133,850.40 this is **without** the 10-12% projected increase in premiums with only small claim usage that Security Health mentioned per phone call. These numbers are compared to the numbers we are currently paying for insurance, and we are also at rate unlock times for dental and short-term disability insurances as well so these likely will go up as well but aren't projected in this estimate.

TOTAL SAVINGS COST OF: \$185,206.39 this is **with** a 10% projected increase in premiums with only small claim usage that Security Health mentioned per phone call. We are also at rate unlock times for dental and short-term disability insurances as well so these likely will go up as well but aren't projected in this estimate.

Because of dental and disability rates likely increasing the savings of this rate plan could be even more significant.

Other Items to Consider:

Long-Term Disability Insurance (not in Teamcare plan): (The Hartford) is \$473.87 a month x 12 =

VALUE OF: \$5,686.44 in long-term disability

(not a large cost for something the new plan does not offer, however subject to rate increases this year, plus will have to look at if we can solely purchase this plan without other plans attached)

Due Payouts to Deduct from Savings by Joining the Plan ~ \$6,000.00

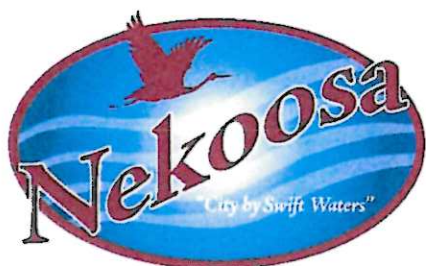
can get a more exact number if requested

Positives to switch to Teamcare:

- Savings mentioned above
- A known rate cap for the next 3 budget seasons
- One budgeted cost for all amenities than multiple different renewal rates depending on the type of insurance.
- Lower deductibles for employees and less employee cost share responsibility.

Negatives to switch to Teamcare:

- New full-time hires must join the plan to be able to be hired by the city.
- 8 weeks of premiums have to be paid prior to coverage starting - the council could "front load" that fully or in part so new hires could get coverage sooner. That must be consistent with all new hires or employees who opt out then opt in later.
- Figuring out the increased union dues and paying that expense back to the employee in the form of a bonus.



City of Nekoosa

Department of Public Works

951 Market Street
Nekoosa, WI 54457

Public Works Director Process

Hire Date: Nov 16, 2026

Job Acceptance: Oct 26 – Oct 30

Candidate Job Offer: Oct 19 – Oct 23

Interviews: Sep 28 – Oct 16

Applicant Resume Review: Sep 14 – Sep 25

Resumes & Applications Submitted: Aug 14 – Sep 11

Job Announcement: Aug 7 – Local paper-City website-League website-WRWA-APWA-WWOA

DIRECTOR OF PUBLIC WORKS

Position Title: Public Works Director

Reports To: Mayor

Date: January 2020

General Statement of Duties: The Director of Public Works is the senior municipal official responsible for planning, directing and maintaining the cities infrastructure. The Director oversees the water system, sanitary sewer system, storm water system, city streets, garbage, recycling, parks, cemetery, Senior Community Center, maintenance shop, building and grounds maintenance, forestry, and zoning. The Director is subject to general direction from the Mayor, Common Council, Public Works Committee, and is under the supervision of the mayor. Attend committee and council meetings monthly and special meetings as required.

ESSENTIAL FUNCTIONS:

1. Establishes and maintains effective working relations with other employees, officials, and all members of the public using excellent customer service skills.
2. Supervises daily activities of the following: equipment operators, water operator, wastewater operator, mechanic, laborers, and community center coordinators.
3. Oversee all road construction and maintenance.
4. Directs all snow removal and salt applications.
5. Oversee the daily operations of the sewer treatment, pumping, and wastewater facilities.
6. Oversee the daily operation of the water filtration, pumping, and storage facilities.
7. Oversee the daily operation of the community center.
8. Controls the purchasing and maintains stockpiles of materials and supplies necessary for public works responsibilities.
9. Oversee independent contractors performing work for the city.
10. Reviews bid documents for a variety of public works and utility related designs, construction, and maintenance projects, recommends contract awards, reviews and approves contractor's performance.
11. Prepares reports, analyses, and recommendations for Public Works projects.
12. Ensures that street, water, storm water, and wastewater systems are operated in compliance with City, State, and Federal laws.
13. Determines resource needs, financing requests, and prepares and presents the annual departmental budget.
14. Possesses the knowledge of safety principles and practices and ensures employees have the proper safety training, material safety data sheets, CPR, first aid, and safety related items.
15. Investigates and responds to complaints by the public regarding conditions of streets, water, sewer, storm drainage, parks, and building maintenance.
16. Is the city zoning administrator and is responsible to oversee zoning issues in the city and issue zoning permits prior to a building permit issued.

17. Leads the city urban forestry program and ensures the forestry ordinance is maintained.
18. Take disciplinary action to address performance deficiencies in accordance with the City's personnel policy.
19. Ability to secure cooperation and strict adherence to construction plans, specifications, and codes from outside contractors.
20. Reviews plans and monitors developments related to public works and utility matters and evaluate their impact on the city.
21. Represents the City with other governmental agencies on a wide variety of issues pertaining to public works and utilities.
22. Works with developers and builders regarding development matters including plan review and determining infrastructure needs.
23. Oversees Park system maintenance repairs and projects.
24. Oversees the Community Center manager and building and ground maintenance.
25. Manages drug and alcohol program for the employees holding CDL licenses and employment screening.
26. As the cemetery sexton, manages all facets of the cemetery including coordination with citizens and Funeral Homes for burials, selling lots, and cemetery maintenance.
27. Working knowledge of WISLR (Wisconsin Information System for Local Roads) road management software system desired.
28. Oversees and manages the city GIS database mapping system.
29. Knowledge of grants and municipal loans and the ability to apply for grants.
30. Is a member of the planning commission and assists with city planning.

KNOWLEDGE, SKILLS, AND ABILITIES:

1. Considerable knowledge of the materials, methods, and techniques used in the construction and maintenance of streets and sewers.
2. Considerable knowledge of modern principles, practices, procedures, and equipment used in municipal operations.
3. Considerable experience in organizing, directing and coordinating the activities of several departments involved in Public Works activities.
4. Ability to develop long-term capital improvement plans and Public Works programs.
5. Ability to establish and maintain effective working relationships with employees, City officials, and the general public.

LICENSES, CERTIFICATES, AND REGISTRATIONS:

1. The Person should possess extensive responsible Public Works experience, preferably a municipal setting.
2. The person must have three years of experience in a Public Works position in a comparable sized community. Said experience should include administrative and supervisory duties. The city may consider other Public Works/Parks experience in lieu of these desired qualifications.
3. High School Diploma, but preference to an individual with a post high school education and/or additional training and/or certifications in public works.