



Agenda

Administration and Personnel Meeting

Monday, September 22, 2025 at 5:30 PM

Council Chamber, 100 E Fountain St, Dodgeville WI

I. CALL TO ORDER AND ROLL CALL

II. APPROVAL OF MINUTES

III. NEW BUSINESS

1. Discussion and possible action to create a new public works street crew position.
2. Discussion and possible action to approve a performance review evaluation form for use with city staff.
3. Discussion and possible action to approve setting the 2026 employer health insurance contribution rate for non represented employees.
4. Discussion and possible action to set the 2026 Cost of Living Adjustment for non-presented employees.
5. Discussion and possible action to fill the clerk and/or treasurer position.
6. Discussion and possible action to create a full-time position of mayor or city administrator.

IV. OLD BUSINESS

V. CLOSED SESSION - Pursuant to Wis. Stat. Sec. 19.85 (1)(c) for employment, promotion, compensation, or performance evaluation data of any City employee, for the purpose of:

7. Adjourn to Closed Session pursuant to Wis. State Statute 19.85(1)(c) to consider employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility, specifically related to **compensation and benefits of the public works streets foreman and past employee payout**

VI. OPEN SESSION

8. Reconvene to Open Session
9. Any Action Needed as a Result of Closed Session

VII. ADJOURN

10. Motion to Adjourn

Any person who has a qualifying disability, as defined by the Americans with Disabilities Act, that requires the meeting or material at the meeting to be in an accessible location or format, must contact the City Clerk at the address listed above or call 930-5228, prior to the meeting so that any necessary arrangements can be made to accommodate each request.

2026 Health Insurance Contribution Rates <i>Full Time - Non Represented Employees</i>	82%	Average Qualified Tier 1 Plan	LOW DEDUCTIBLE PLAN
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Family Plan								
	Dean Health Plan by Medica	GHC of Eau Claire Greater Wisconsin	GHC of SCW Dane Choice**	Medical Associates	Quartz Central	Quartz UW**	Access Plan - by Dean	State Maintenance Plan by Dean
2026 Local Deductible Plan Total Monthly Premium	3,129.62	3,777.78	2,314.18	2,489.08	3,545.28	2,401.88	3,578.10	2,856.32
City Monthly Contribution towards lowest qualified plan	2,342.18	2,342.18	2,342.18	2,342.18	2,342.18	2,342.18	2,342.18	2,342.18
Employee Monthly Contribution per Month	\$ 787.44	\$ 1,435.60	\$ (28.00)	\$ 146.90	\$ 1,203.10	\$ 59.70	\$ 1,235.92	\$ 514.14
Half per paycheck	\$ 393.72	\$ 717.80	\$ (14.00)	\$ 73.45	\$ 601.55	\$ 29.85	\$ 617.96	\$ 257.07

Single Plan								
	Dean Health Plan by Medica	GHC of Eau Claire Greater Wisconsin	GHC of SCW Dane Choice**	Medical Associates	Quartz Central	Quartz UW**	Access Plan - by Dean	State Maintenance Plan by Dean
2026 Local Deductible Plan Total Monthly Premium	1,269.20	1,528.46	943.02	1,012.98	1,435.46	978.10	1,448.58	1,159.86
City Monthly Contribution towards lowest qualified plan	951.09	951.09	951.09	951.09	951.09	951.09	951.09	951.09
Employee Monthly Contribution per Month	\$ 318.11	\$ 577.37	\$ (8.07)	\$ 61.89	\$ 484.37	\$ 27.01	\$ 497.49	\$ 208.77
Half per paycheck	\$ 159.06	\$ 288.69	\$ (4.03)	\$ 30.95	\$ 242.19	\$ 13.51	\$ 248.75	\$ 104.39

Please Note:

Contribution rates above are monthly. Half of the monthly contribution is deducted per paycheck.

(In months with 3 paychecks, only 2 deductions are made).

** In-plan providers are located in Dane County only.

Annual Cost to City of a Single Plan:	\$ 11,413.02	\$ 1,148.13	\$10,264.89	2025
Annual Cost to City of a Family Plan:	\$28,106.19	\$2,859.51	\$25,246.68	2025

Difference in Employee Cost of Plans from 2025 to 2026 Regular Employee

Premium	Plan	per month premium					per month Incr./Decr.	No. on Plan	Annual Difference
		2022	2023	2024	2025	2026			
Dean Health Plan by Medica	single	\$198.70	\$198.68	\$283.22	\$207.49	\$318.11	\$110.62	0	-
	family	\$492.15	\$492.41	\$703.14	\$511.09	\$787.44	\$276.35	4	13,264.68
GHC of Eau Claire Greater WI	single	\$87.02	\$89.90	\$195.22	\$130.63	\$577.37	\$446.74	2	10,721.88
	family	\$212.95	\$220.45	\$483.14	\$318.95	\$1,435.60	\$1,116.65	5	66,998.86
GHC of SCW Dane Choice	single			\$116.34	-\$6.23	-\$8.07	-\$1.84	1	(22.02)
	family			\$285.94	-\$23.21	-\$28.00	-\$4.79	1	(57.51)
Med Ass.	single	\$146.32	\$132.66	\$98.65	\$46.61	\$61.89	\$15.28	2	366.84
	family	\$361.21	\$327.35	\$241.78	\$108.89	\$146.90	\$38.01	3	1,368.27
Quartz-Central	single	\$415.98	\$547.00	\$569.82	\$468.57	\$484.37	\$15.80	0	-
	family	\$1,035.35	\$1,363.21	\$1,419.64	\$1,163.79	\$1,203.10	\$39.31	0	-
Quartz UW	single	\$127.34	\$166.66	\$182.76	\$54.57	\$27.01	-\$27.56	0	-
	family	\$313.75	\$412.35	\$451.98	\$128.79	\$59.70	-\$69.09	2	(1,658.22)
Access Plan by Dean Health	single					\$497.49	\$497.49		
	family					\$1,235.92	\$1,235.92		
SMP	single				\$187.77	\$208.77	\$21.00	0	-
	family				\$461.83	\$514.14	\$52.31	0	-
Employee Increase/Decrease									\$ 90,982.78
2025									-\$39,590.09

Difference in Employer Cost of Plans from 2025 to 2026 Regular Employee

City Preimum Cost	per month premium					per month Incr./Decr.	No. on Plan	Annual Difference
	2022	2023	2024	2025	2026			
single	\$582.34	\$601.61	\$660.18	\$855.41	\$951.09	\$95.68	5	\$5,740.51
family	\$1,425.13	\$1,475.35	\$1,618.08	\$2,103.89	\$2,342.18	\$238.29	16	\$45,752.14
Total Annual Premium Cost (Non-Union)			\$ 350,282.16	\$ 455,271.48	\$ 506,764.13			\$ 51,492.65
Annual Average Cost per Employee			\$16,680.10	\$21,679.59	\$24,131.63			
				30.0%	11.3%			

Fund Totals	Family	Single	Total Premium	Increase
General	\$317,600	\$5,707	\$323,306	\$32,851
Library	\$56,212	\$22,826	\$79,038	\$8,031
Water	\$37,943	\$14,266	\$52,210	\$5,305
Sewer	\$37,943	\$14,266	\$52,210	\$5,305
			\$506,764.13	\$51,492.65

2026 Health Insurance Contribution Rates
Full Time - Non Represented Employees

82%**Average Qualified Tier 1 Plan****HIGH Deductible - P17****Family Plan**

	Dean Health Plan by Medica	GHC of Eau Claire Greater Wisconsin	GHC of SCW Dane Choice**	Medical Associates	Quartz Central	Quartz UW**	Access Plan - by Dean	State Maintenance Plan by Dean
2026 Local Deductible Plan Total Monthly Premium	2,726.96	3,297.62	2,009.02	2,163.02	3,092.92	2,086.26	3,121.90	2,486.40
City Monthly Contribution towards lowest qualified plan	2,038.85	2,038.85	2,038.85	2,038.85	2,038.85	2,038.85	2,038.85	2,038.85
Employee Monthly Contribution per Month	\$ 688.11	\$ 1,258.77	\$ (29.83)	\$ 124.17	\$ 1,054.07	\$ 47.41	\$ 1,083.05	\$ 447.55
Half per paycheck	\$ 344.06	\$ 629.39	\$ (14.91)	\$ 62.09	\$ 527.04	\$ 23.71	\$ 541.53	\$ 223.78

Single Plan

	Dean Health Plan by Medica	GHC of Eau Claire Greater Wisconsin	GHC of SCW Dane Choice**	Medical Associates	Quartz Central	Quartz UW**	Access Plan - by Dean	State Maintenance Plan by Dean
2026 Local Deductible Plan Total Monthly Premium	1,108.14	1,336.40	820.96	882.56	1,254.52	851.86	1,266.10	1,011.90
City Monthly Contribution towards lowest qualified plan	829.76	829.76	829.76	829.76	829.76	829.76	829.76	829.76
Employee Monthly Contribution per Month	\$ 278.38	\$ 506.64	\$ (8.80)	\$ 52.80	\$ 424.76	\$ 22.10	\$ 436.34	\$ 182.14
Half per paycheck	\$ 139.19	\$ 253.32	\$ (4.40)	\$ 26.40	\$ 212.38	\$ 11.05	\$ 218.17	\$ 91.07

Please Note:

Contribution rates above are monthly. Half of the monthly contribution is deducted per paycheck.

(In months with 3 paychecks, only 2 deductions are made).

** In-plan providers are located in Dane County only.

HIGH Deductible - Difference in Employee Cost of Plans from 2025 to 2026 Regular Employee

Premium	Plan	per month premium					per month Incr./Decr.	No. on Plan	Annual Difference
		2022	2023	2024	2025	2026			
Dean	single	\$198.70	\$198.68	\$283.22	\$207.49	\$278.38	\$70.89	0	-
	family	\$492.15	\$492.41	\$703.14	\$511.09	\$688.11	\$177.02	4	8,497.06
GHC of Eau Claire Greater WI	single	\$87.02	\$89.90	\$195.22	\$130.63	\$506.64	\$376.01	2	9,024.29
	family	\$212.95	\$220.45	\$483.14	\$318.95	\$1,258.77	\$939.82	5	56,389.32
GHC of SCW Dane Choice	single			\$116.34	-\$6.23	-\$8.80	-\$2.57	1	(30.82)
	family			\$285.94	-\$23.21	-\$29.83	-\$6.62	1	(79.42)
Med Ass.	single	\$146.32	\$132.66	\$98.65	\$46.61	\$52.80	\$6.19	2	148.61
	family	\$361.21	\$327.35	\$241.78	\$108.89	\$124.17	\$15.28	3	550.15
Quartz-Central	single	\$415.98	\$547.00	\$569.82	\$468.57	\$424.76	-\$43.81	0	-
	family	\$1,035.35	\$1,363.21	\$1,419.64	\$1,163.79	\$1,054.07	-\$109.72	0	-
Quartz UW	single	\$127.34	\$166.66	\$182.76	\$54.57	\$22.10	-\$32.47	0	-
	family	\$313.75	\$412.35	\$451.98	\$128.79	\$47.41	-\$81.38	2	(1,953.07)
Access Plan by Dean Health	single					\$436.34	\$436.34		
	family					\$1,083.05	\$1,083.05		
SMP	single				\$187.77	\$182.14	-\$5.63	0	-
	family				\$461.83	\$447.55	-\$14.28	0	-
								Employee Increase	\$ 72,546.12

Difference in Employer Cost of Plans from 2024 to 2025 Regular Employee

City Premium Cost		per month premium				per month Incr./Decr.	No. on Plan	Annual Difference
		2022	2023	2024	2025			
	single	\$582.34	\$601.61	\$660.18	\$855.41	-\$25.65	5	-\$1,539.12
	family	\$1,425.13	\$1,475.35	\$1,618.08	\$2,103.89	-\$65.04	16	-\$12,488.06
Total Annual Premium Cost (Non-Union)				\$ 350,282.16	\$ 455,271.48	\$ 441,244.30		\$ (14,027.18)
Annual Average Cost per Employee				\$16,680.10	\$21,679.59	\$21,011.63		
					30%	-3%		

Fund Totals	Family	Single	Total Premium	Increase
General	\$276,468	\$4,979	\$281,446	-\$8,947
Library	\$48,932	\$19,914	\$68,847	-\$2,189
Water	\$33,029	\$12,446	\$45,476	-\$1,446
Sewer	\$33,029	\$12,446	\$45,476	-\$1,446
			\$441,244.30	-\$14,027.18