

Town of Lawrence  
Town Board Meeting  
Town Hall 2400 Shady Court, De Pere WI 54115  
Monday, November 7, 2022  
**Special Meeting starting at 5:00 P.M.**

**THIS MEETING WILL NOT BE HELD IN-PERSON.**

**This meeting can be accessed Virtually or by Phone via Zoom. ACCESS INSTRUCTIONS:**  
**<https://zoom.us> "Join a Meeting" - ZOOM Meeting ID –828 6968 2765 ZOOM Meeting Password – 008601**  
**Call 1-312-626-6799 for phone audio access, use meeting ID & password above.**

Discussion and Action on the following:

1. Call to Order
2. Roll Call
3. Pledge of Allegiance
4. Approve Agenda
5. Public comments upon matters not on agenda or other announcements
6. Consider minutes of October 24<sup>th</sup> Town Board Meeting
7. Consideration of payment of due invoices
8. Consideration of Adjustments for Friday Holiday Conversion to Employee Personal Time Off
9. Consideration of Employee Health Insurance Program Conversion/Changes for 2023 – State Health Plan
10. Consideration of Employee Dental Insurance & Vision Program Changes for 2023 – Delta Dental
11. Consideration of Revised 2023 Fire Department Pay Scale Implementation Dates – Start 12/1/2022
12. Preliminary Discussion on 2023 Budget Items and Proposed Tax Levy/Rate
13. Administrator/Staff Reports
14. Future Agenda Items
15. **Closed Session** Pursuant to Ch. 19.85(1)(e) Deliberation or negotiation for the purchase of public properties, the investment of public funds, or the conduct of other specific public business, whenever competitive or bargaining reasons require a closed session (*re: Parameters on Prospective Development – Lawrence Parkway Corridor / Integrated Public Resources*) and **Closed Session** Pursuant to Ch. 19.85(1)(c) Considering employment, promotion, compensation, or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility (*2023 Wages*).
16. Return to Regular Open Session for possible action pursuant to Ch. 19.85 (2) of Wisconsin Stats
17. Adjourn

Patrick Wetzel for Dr. Lanny J. Tibaldo

*Posted at the following on November 4, 2022:*

- *Town Hall, 2400 Shady Ct*
- *Posted to the Town Website*
- *Notice to News Media*

NOTE: Any person wishing to attend this meeting who, because of disability requires special accommodations, should contact Town Clerk-Treasurer Cindy Kocken, at 920-347-3719 at least 2 business days in advance so that arrangements can be made.

**Town of Lawrence**  
**Proceedings of the Regular Town Board Meeting**  
**Town Hall, 2400 Shady Court, De Pere WI**  
**Monday, October 24, 2022**  
**This meeting was held in person.**

**1. Call to Order**

The meeting was called to order by Chairman Tibaldo at 6:39 p.m.

**2. Roll Call**

**Present In-Person**

Chairman: Dr. Lanny Tibaldo

Supervisors: Kevin Brien, Tom Perock, Kari Vannieuwenhoven, Tonya Wagner

Others in Attendance: Patrick Wetzel, Administrator; Cindy Kocken, Clerk-Treasurer; Kurt Minten, Fire Chief

**3. Pledge of Allegiance**

**4. Approve Agenda**

Supervisor Brien made the motion to approve the agenda as presented. Supervisor Perock seconded the motion. The motion carried unanimously.

**5. Public Comments upon matters not on agenda or other announcements:**

None.

**6. Consider minutes of the October 6<sup>th</sup> & 10<sup>th</sup>, 2022, Town Board Meeting:**

Supervisor Brien made the motion to approve the October 6<sup>th</sup> & 10<sup>th</sup>, 2022, Town Board meeting minutes as amended. Supervisor Vannieuwenhoven seconded the motion. The motion carried unanimously.

**7. Consideration of payment of due invoices:**

Supervisor Brien made the motion to approve the payment of due invoices as presented. Supervisor Vannieuwenhoven seconded the motion. The motion carried unanimously.

**8. Review of Recommendations and Reports from Planning & Zoning Board:**

- a. Consideration of Revised Site Plan Review for New Commercial Construction at 2812 American Blvd. at Parcel L-2187 by Bayland Buildings:

Supervisor Perock made the motion to approve the revised site plan review for new commercial construction at 2812 American Blvd. at parcel L-2187 by Bayland Buildings and amended his motion to add the approval is contingent upon development agreement being completed and signed. Supervisor Brien seconded the motion. Supervisor Wagner abstained. The motion carried 4-0.

**9. Consideration Resolution 2022-008 Hemlock East Pond Dedication:**

The development agreement stipulated that the pond and infrastructure would be dedicated to the Town via the deed and approved by Town resolution.

Supervisor Brien made the motion to approve Resolution 2022-008 Hemlock East Pond dedication as presented. Supervisor Wagner seconded the motion. Roll call vote:

Supervisor Brien, aye; Supervisor Perock, aye; Supervisor Vannieuwenhoven, aye; Supervisor Wagner, aye; Chairman Tibaldo, aye. Motion carried unanimously.

**10. Consideration of Resolution 2022-009 Hemlock South Pond Dedication:**

The development agreement stipulated that the pond and infrastructure would be dedicated to the Town via the deed and approved by Town resolution.

Supervisor Wagner made the motion to approve Resolution 2022-009 Hemlock South Pond dedication as presented. Supervisor Vannieuwenhoven seconded the motion. Roll call vote: Supervisor Brien, aye; Supervisor Perock, aye; Supervisor Vannieuwenhoven, aye; Supervisor Wagner, aye; Chairman Tibaldo, aye. Motion carried unanimously.

**11. Consideration of Street Lights Request – Orion’s Run (Andromeda):**

We received a request from residents of the Orion’s Run subdivision for consideration to install two new streetlights at certain intersections that do not have them. Since 2017 the Town has required new subdivisions to install streetlights at each intersection and every cul-de-sac, with some additional considerations given if there are longer streets that wouldn’t have a streetlight or intersection nearby as well. The developers pay for them to be installed. Orion’s Run was constructed prior to 2017 and two intersections did not have the streetlights installed. The Town would not be able to recoup the costs of these additional lights from the developer. We are waiting for quotes from WPS. The requestor submitted documentation with support from 14 other residents in the area for this request.

**12. Consideration of Purchase of Surplus Squad from Hobart-Lawrence Police Dept for Future Fire Chief:**

Supervisor Perock made the motion to approve the purchase of surplus squad from Hobart-Lawrence Police Dept for future Fire Chief in the amount of \$5,534 as presented. Supervisor Wagner seconded the motion. The motion carried unanimously.

**13. Consideration of Employee Benefits/Insurance Program Changes for 2023:**

Administrator Wetzel reviewed the existing employee benefits along with proposed changes when moving to the state health insurance plan which will save the Town money on premiums. We would also propose to implement a Health Saving Account (HSA) to fund the high deductible health plan. With the state plan starting 1/1/2023 and our current plan renewal date being 12/1/2022, consideration is needed to renew our current plan for one month only. Dental carriers are also being reviewed to consider changing as well as implementing a vision plan. More discussion and recommendations at the next Town Board meeting.

**14. Consideration of Service Agreement – R&R Insurance Services, Inc.:**

As we move to the state health insurance plan, our current advisor will not earn a commission from the state as our consultant. It is beneficial to retain R&R Insurance Services, Inc. to help with the transition from our current health plan to the state plan and assist employees with claims as needed.

Supervisor Wagner made the motion to approve the service agreement – R&R Insurance Services, Inc. as presented. Supervisor Vannieuwenhoven seconded the motion. The motion carried unanimously.

**15. Preliminary Discussion on 2023 Budget Items and Proposed Tax Levy/Rate:**

Administrator Patrick Wetzel discussed the proposed tax levy/rate for 2023 along with preliminary discussions on the 2023 budget.

Supervisor Perock made the motion to not support the code enforcement officer in the 2023 police budget. Supervisor Brienens seconded the motion. The motion carried unanimously.

**16. Administrator/Staff Reports**

Staff reports were given.

**17. Future Agenda Items:**

- a. Orion’s Run Street Light request;
- b. Employee Benefits/Insurance Program Changes for 2023;
- c. Public hearing for 2023 Budget and proposed tax levy/rate and meeting of the electors is scheduled for November 14<sup>th</sup>.

**18. Closed Session:** Supervisor Brienens made the motion at 8:20pm to move into closed session. Pursuant to Ch. 19.85(1)(e) Deliberation or negotiation for the purchase of public properties, the investment of public funds, or the conduct of other specific public business, whenever competitive or bargaining reasons require a closed session (*re: Parameters on Prospective*

*Development – Lawrence Parkway Corridor – TID 1 and within TID 2) and Closed Session Pursuant to Ch. 19.85(1)(c) Considering employment, promotion, compensation, or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility (2023 Wage, New Positions, Employee Benefits and Fire Chief Position).* Supervisor Vannieuwenhoven seconded the motion. Roll call vote: Supervisor Brienens, aye; Supervisor Perock, aye; Supervisor Vannieuwenhoven, aye; Supervisor Wagner, aye; Chairman Tibaldo, aye. Motion carried unanimously.

**19. Return to Regular Open Session for possible action pursuant to Ch. 19.85 (2) of Wisconsin Stats:**

Supervisor Perock made the motion to return to regular open session at 9:14pm.

Supervisor Wagner seconded the motion. Roll call vote: Supervisor Brienens, aye; Supervisor Perock, aye; Supervisor Vannieuwenhoven, aye; Supervisor Wagner, aye; Chairman Tibaldo, aye. The motion carried unanimously.

- a) Supervisor Perock made the motion to approve the Town of Lawrence Fire Chief Employment Agreement with Luke Pasterski as presented. Supervisor Wagner seconded the motion. The motion carried unanimously.

**20. Adjourn:**

Supervisor Perock made the motion at 9:16pm to adjourn the meeting. Supervisor Wagner seconded the motion. The motion carried unanimously.

Respectfully submitted by,  
Cindy Kocken, Clerk-Treasurer

## Report Criteria:

Detail report.  
Invoices with totals above \$.00 included.  
Paid and unpaid invoices included.

Vendor	Vendor Name	Invoice Number	Description	Invoice Date	Net Invoice Amount	Amount Paid	Date Paid	Voided
<b>AIT Business Technologies, LLC</b>								
869	AIT Business Technologies, LLC	40579	Microsoft Office-Anti Virus	11/01/2022	409.50	.00		
869	AIT Business Technologies, LLC	40580	Server Backup	11/01/2022	199.99	.00		
869	AIT Business Technologies, LLC	40581	IT Services	11/01/2022	629.99	.00		
869	AIT Business Technologies, LLC	40582	Telephone Service	11/01/2022	150.00	.00		
869	AIT Business Technologies, LLC	40582	Water Telephone	11/01/2022	75.00	.00		
869	AIT Business Technologies, LLC	40582	Sewer Telephone	11/01/2022	75.00	.00		
Total AIT Business Technologies, LLC:					1,539.48	.00		
<b>Allstate</b>								
862	Allstate	M01D0797298	Insurance	10/25/2022	295.24	.00		
Total Allstate:					295.24	.00		
<b>Alpha Hydraulics LLC</b>								
19	Alpha Hydraulics LLC	16087	Vehicle Parts	10/21/2022	170.04	.00		
Total Alpha Hydraulics LLC:					170.04	.00		
<b>Associated Appraisal Consultan, Inc</b>								
31	Associated Appraisal Consultan, I	165112	Town Assessor	11/01/2022	1,390.37	.00		
Total Associated Appraisal Consultan, Inc:					1,390.37	.00		
<b>Badger Laboratories, INC</b>								
1093	Badger Laboratories, INC	22-014716	Water Samples	10/25/2022	250.00	.00		
Total Badger Laboratories, INC:					250.00	.00		
<b>Central Brown County Water Authority</b>								
93	Central Brown County Water Auth	3298	Facility Door Replacement	09/07/2022	7,501.00	.00		
Total Central Brown County Water Authority:					7,501.00	.00		
<b>Clean Water Testing LLC</b>								
102	Clean Water Testing LLC	9006625316	Water Testing	10/14/2022	48.00	.00		
102	Clean Water Testing LLC	9006650475	Water Testing	10/21/2022	32.00	.00		
Total Clean Water Testing LLC:					80.00	.00		
<b>Core &amp; Main LP</b>								
200	Core & Main LP	R797654	Storm Sewer Repair	10/20/2022	573.00	.00		
200	Core & Main LP	R801316	Storm Sewer Infra Riser	10/20/2022	264.00	.00		
Total Core & Main LP:					837.00	.00		
<b>Davis Kuelthau Attorneys at Law</b>								
526	Davis Kuelthau Attorneys at Law	475423	General Legal- September	10/24/2022	752.00	.00		
526	Davis Kuelthau Attorneys at Law	475424	Felts LLC Agreement	10/24/2022	681.50	.00		

Vendor	Vendor Name	Invoice Number	Description	Invoice Date	Net Invoice Amount	Amount Paid	Date Paid	Voided
Total Davis Kuelthau Attorneys at Law:					1,433.50	.00		
<b>Derouin, William</b>								
468	Derouin, William	110222	Compost	11/02/2022	1,720.00	.00		
Total Derouin, William:					1,720.00	.00		
<b>EBI - Emmons Business Interiors</b>								
1074	EBI - Emmons Business Interiors	213898-1	Clerks Desk/Office Furniture	10/05/2022	1,986.44	.00		
Total EBI - Emmons Business Interiors:					1,986.44	.00		
<b>Fish Window Cleaning</b>								
1095	Fish Window Cleaning	2680-147588	Window Cleaning	11/02/2022	354.00	.00		
Total Fish Window Cleaning:					354.00	.00		
<b>GFL Solid Waste Midwest, LLC</b>								
1015	GFL Solid Waste Midwest, LLC	U60000105406	Trash Pick Up	10/20/2022	16,717.89	.00		
1015	GFL Solid Waste Midwest, LLC	U60000105406	Recycling Pick Up	10/20/2022	7,103.87	.00		
Total GFL Solid Waste Midwest, LLC:					23,821.76	.00		
<b>Konop Beverages, Inc</b>								
255	Konop Beverages, Inc	91223785	Water Town Hall	10/27/2022	24.00	.00		
Total Konop Beverages, Inc:					24.00	.00		
<b>McMahon Associates, Inc.</b>								
285	McMahon Associates, Inc.	0928447	American Drive Extension - TID #	10/24/2022	2,879.50	.00		
285	McMahon Associates, Inc.	0928452	Shady Ct - Duplexes	10/24/2022	2,269.00	.00		
285	McMahon Associates, Inc.	0928453	American Drive Sewer	10/24/2022	2,056.10	.00		
285	McMahon Associates, Inc.	0928466	Derouin Pond	01/02/5422	406.00	.00		
Total McMahon Associates, Inc.:					7,610.60	.00		
<b>Menards Inc</b>								
286	Menards Inc	65047	Water Dept Supplies	10/24/2022	8.59	.00		
Total Menards Inc:					8.59	.00		
<b>Mid Wisconsin Super Vac, LLC</b>								
821	Mid Wisconsin Super Vac, LLC	4943	Street Sweeping	10/19/2022	180.00	.00		
Total Mid Wisconsin Super Vac, LLC:					180.00	.00		
<b>NWTC</b>								
316	NWTC	SFT000012452	Fire Dept Training	10/08/2022	80.00	.00		
Total NWTC:					80.00	.00		
<b>Pasterski, Luke</b>								
1094	Pasterski, Luke	131444447	Fire Uniforms	10/24/2022	211.26	.00		
Total Pasterski, Luke:					211.26	.00		

Vendor	Vendor Name	Invoice Number	Description	Invoice Date	Net Invoice Amount	Amount Paid	Date Paid	Voided
<b>Pro One Janitorial Inc</b>								
342	Pro One Janitorial Inc	191080	Monthly cleaning - November	10/20/2022	565.00	.00		
	Total Pro One Janitorial Inc:				565.00	.00		
<b>Public Service Commission of WI</b>								
939	Public Service Commission of WI	2208-I-03095	Mystic Creek PSC Review	10/19/2022	364.33	.00		
939	Public Service Commission of WI	2209-I-03095	Mystic Creek PSC Review	11/12/2022	987.27	.00		
	Total Public Service Commission of WI:				1,351.60	.00		
<b>Rhyme Business Products</b>								
10	Rhyme Business Products	32706857	Copier Lease Payment -GF	10/26/2022	121.34	.00		
10	Rhyme Business Products	32706857	Copier Lease Payment-WF	10/26/2022	60.67	.00		
10	Rhyme Business Products	32706857	Copier Lease Payment-SF	10/26/2022	60.67	.00		
	Total Rhyme Business Products:				242.68	.00		
<b>Ruechel, Brian C.</b>								
1012	Ruechel, Brian C.	103122	Financial Consultant	10/31/2022	1,620.00	.00		
	Total Ruechel, Brian C.:				1,620.00	.00		
<b>Trashy to Flashy Cans, LLC</b>								
1092	Trashy to Flashy Cans, LLC	100423	Garbage Can Cleaning	10/24/2022	325.00	.00		
	Total Trashy to Flashy Cans, LLC:				325.00	.00		
<b>Village of Hobart</b>								
450	Village of Hobart	110222	2019 Interceptor	11/02/2022	5,534.00	.00		
	Total Village of Hobart:				5,534.00	.00		
<b>VOS Electric, Inc</b>								
1064	VOS Electric, Inc	104354	New Lights in Storage Room	10/20/2022	996.76	.00		
	Total VOS Electric, Inc:				996.76	.00		
<b>Wil-Kil Pest Control</b>								
801	Wil-Kil Pest Control	4524232	Services 2400 Shady Ct	10/13/2022	63.30	.00		
	Total Wil-Kil Pest Control:				63.30	.00		
	Grand Totals:				60,191.62	.00		

Vendor	Vendor Name	Invoice Number	Description	Invoice Date	Net Invoice Amount	Amount Paid	Date Paid	Voided
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Dated: \_\_\_\_\_

Town Chairman: \_\_\_\_\_

Town Supervisor: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Clerk/Treasurer: \_\_\_\_\_

## Report Criteria:

Detail report.

Invoices with totals above \$.00 included.

Paid and unpaid invoices included.





## Agenda Item Review

Meeting Date: 11/7/2022

Agenda Item#: 8

## TOWN OF LAWRENCE BOARD MEETING STAFF REPORT

**REPORT TO:** Dr. Lanny Tibaldo, Town Board Chairman, Town Board  
**REPORT FROM:** Patrick Wetzal, Town Administrator  
**AGENDA ITEM:** **Consideration to Adjust Employee Personal Days to Account for Friday Paid Holidays**

### FISCAL IMPACT:

1. Is there A Fiscal Impact? Yes
2. Is it Currently Budgeted? Yes

### **Item History**

In addition to vacation/sick time, the Town has historically offered two additional personal days off to all regular employees. This personal time has been referred to as “floating holidays” in the past. Personal days need to be used in the year they’re granted or they’re lost (they do not carry over in the same way sick time and some vacation time is allowed to).

The Town also offered a series of 8 hour paid holiday days off for employees.

As a result of the recent change in Town Hall office hours, we would run into conflicts on an 8 hour paid Friday holiday when the office is open 4 hours on Friday.

The two Friday holidays coming up this year will be the day after Thanksgiving and Christmas Eve.

As the personal day has been commonly referred to as a floating holiday, I’d recommend that we consider adding 4 hours (or ½ day) of personal time to each employee’s annual allotment to account for any Friday holidays for that year.

### **Recommended Action:**

Recommend approval of Personal Time adjustments to account for 4 hour paid Friday Holidays as a result of the new Town Hall office hours.

(For remainder 2022, employees would be credit 1 personal day to be used November/December, for Black Friday and Christmas Eve – recognized on Fri 12/23).



## Agenda Item Review

Meeting Date: 11/7/2022

Agenda Item#: 9

## TOWN OF LAWRENCE BOARD MEETING STAFF REPORT

**REPORT TO:** Dr. Lanny Tibaldo, Town Board Chairman, Town Board  
**REPORT FROM:** Patrick Wetzol, Town Administrator and Cindy Kocken, Town Clerk-Treasurer  
**AGENDA ITEM:** **Consideration of Health Insurance Plan Conversion Steps for 2023 State Plan**

### FISCAL IMPACT:

1. Is there A Fiscal Impact? Yes
2. Is it Currently Budgeted? Yes

### Item History

The Town Board has recently approved the strategy to pursue participation in the State Health Insurance Plan effective January 1, 2023, as projections show that the overall package and program will save the Town money in the long term without drastic cuts to coverage or benefits provided to employees. R&R Insurance has also been retained to provide consultative services through this transition and into the future with the health program.

We've discussed at multiple recent meetings that there will be a series of necessary steps and adjustments yet to be completed in order to facilitate the Town's conversion to participating in the state health insurance plan.

### **Consider approval to renew current Anthem health plan for month of December 2022 only:**

We need to renew our existing health insurance plan with Anthem from 12/1/22 to 12/31/22, until the state plan becomes effective on 1/1/23. Prior to the effective date of the Affordable Care Act, a vast number of health plans switched from Jan 1<sup>st</sup> renewals to December 1<sup>st</sup> renewals in order to get one more "pre-ACA" renewal in for their health plan. This essentially changed our health plan effective dates to start December 1<sup>st</sup> and end November 30<sup>th</sup>. The state plan runs on the calendar year. **Recommend renew current Anthem health insurance plan for December 2022 only.**

### **Consider Health Savings Account Administrator:**

With the new state health insurance plan, we've proposed the establishment of health savings accounts for employees. R&R Insurance has received proposals from two firms that offer HSA administrative services: HSA Authority and Employee Benefits Corp. Due to fees associated with the Employee Benefits Corp proposal, we **recommend to approve HSA Authority as the employee health savings account administrator.**

**Approve Health Savings Account Employer Contributions to Employee Accounts:**

As part of the projection on the overall changes and costs on the conversion from our current insurance plan to the State Health Plan, we've proposed a Town contribution to fund employee health savings account in the following amounts: \$1,500 to employees on single coverage, \$3,000 to employees on family coverage. This contribution would be made as a lump sum to employee accounts in January each year. **Recommend approval of annual Town HSA contribution in the amount of \$1,500 for single coverage and \$3,000 for family coverage plans.**

**Consider Establishing Employee Opt-Out Compensation if elect not to participate in eligible coverage levels:**

The Town has not historically offered a benefit for employees who opt-out of the health insurance program. If an employee opts out in part or in full of the available Town insurance coverage, the Town would save a significant amount of expense based on these types of decisions. As the recommendation for funding health savings accounts is \$1,500 for single coverage and \$3,000 for family coverage, we would recommend an opt-out option along similar lines.

**We recommend offering health insurance opt-out compensation in the amount of:  
\$1,500 for employee eligible for single coverage who declines health insurance entirely  
\$3,000 for employee eligible for family coverage who declines coverage entirely**

**\$1,500 for employee who qualifies for family coverage, but opts in to single coverage only.**

The opt-out compensation would be spread evenly on pay checks throughout the year for any eligible employees.

**Recommended Action:**

Recommend approval of Health Insurance Conversion Actions/Steps as listed.



## Agenda Item Review

Meeting Date: November 7, 2022

Agenda Item#: 10

### TOWN OF LAWRENCE BOARD MEETING STAFF REPORT

**REPORT TO:** Dr. Lanny Tibaldo, Town Board Chairman, Town Board  
**REPORT FROM:** Cindy Kocken, Town Clerk/Treasurer and Patrick Wetzel, Town Administrator  
**AGENDA ITEM:** **Consideration of 2023 Dental/Vision Insurance Program Changes: Delta Dental**

#### FISCAL IMPACT:

1. Is there A Fiscal Impact? YES
2. Is it Currently Budgeted? YES for Dental; Vision is 100% Employee Funded

#### Item History

##### DENTAL:

The Town currently offers a dental insurance program through Ameritas that has a renewal date of January 1, 2023. Premiums have not changed in the last few years however our experience is that there are issues we've run into with covered services, benefits, etc. that end up causing more out of pocket costs for employees for services.

After review of our existing program, R&R Insurance consultants recommends Delta Dental for our dental carrier. Based on clients they have with Ameritas and Delta, the discounts dentists have agreed to with Delta are much bigger than those with Ameritas. It is also noted that clients have better experience with Delta Dental Customer Services, locally located in Stevens Point.

The cost share between employer and employee would remain the same for dental insurance with the Town paying 85% of the premium (employee's paying 15%). Current Town's employer share of the monthly premium: \$930.04; Proposed Delta Dental employer share of the monthly premium: \$952.37 which results in a 2.4% increase for 2023.

##### VISION:

If opting into Delta for dental coverage, the Town has the opportunity to offer a discounted vision plan as well for employee. The Town does not currently offer a separate vision insurance plan. With this plan the employees who wish to participate in the vision program will receive considerable discounts on exams, eyeglasses and contact lenses purchases as well as laser vision correction. The monthly premiums would be fully funded by the employees who choose to participate with no additional cost to the Town.

#### Recommended Action By Town Board

- Recommend approval of the Delta Dental proposal for dental insurance with cost share remaining the same 85% employer/15% employee.
- Recommend approval of the Delta Dental Vision Plan with interested employees paying 100% of the cost of this coverage.

## Delta Dental PPO plus Premier<sup>SM</sup> - Enhanced Plan

Delta Dental PPO plus Premier <sup>SM</sup> - Enhanced Plan	PPO Provider	Premier or Any Other Provider
Individual Annual Maximum	\$2,000	\$1,500
Individual Annual Deductible	\$25	\$50
Family Annual Deductible	\$75	\$150
Wellness Services	100%	100%
Diagnostic Services	100%	100%
Basic Restorative Services	90%*	80%*
Major Restorative Services	60%*	50%*
Endodontic and Non-Surgical Periodontic Services	90%*	80%*
Orthodontic Services	70%	50%
Lifetime Orthodontic Maximum	\$2,000	\$1,500
Children (to age 19)	Yes	Yes
Adults	No	No
Dependent Age Limit	To age 19 for orthodontics, To age 26 for all other services.	
ADDITIONAL PLAN FEATURES		
CheckUp Plus <sup>TM</sup>	INCLUDED	
Evidence-Based Integrated Care Plan	INCLUDED	
Vision Discount Program	INCLUDED	

\*Deductible applies

### Additional Information About This Plan

- **Wellness Services** include cleanings (prophylaxis), fluoride treatments, space maintainers, and sealants.
- **Diagnostic Services** include evaluations, bitewing X-rays, and full-mouth X-rays.
- **Basic Restorative Services** include emergency treatment to relieve pain, simple extractions, and fillings.
- **Major Restorative Services** include crowns, surgical periodontic services (gum disease), oral surgery, complete and partial dentures, implants, fixed bridges, repairs and adjustments.
- **Endodontic and Non-Surgical Periodontic Services** include root canal treatment and therapy, and non-surgical gum disease treatment.
- **Orthodontic Services** include covered orthodontic appliances and treatment and related services for orthodontic purposes.

**CheckUp Plus<sup>TM</sup>** lets members obtain dental services such as evaluations, X-rays, cleanings, fluoride, sealants, and space maintainers without those costs reducing their plan-year individual annual maximum.

**Evidence-Based Integrated Care Plan (EBICP)** feature allows additional oral health benefits for members who are pregnant or have certain medical conditions.

### Our Networks

Delta Dental offers two dental networks: Delta Dental PPO and Delta Dental Premier. Both save you money. Providers who belong to the Delta Dental PPO network offer the lowest agreed-upon fees. And the Delta Dental PPO network has more locations for members to access care than any other PPO network.

Providers who belong to the Delta Dental Premier network also agree to discounts-just not as deep. But the network is much broader; the Delta Dental Premier network is the nation's largest provider network.



## Town of Lawrence

Prepared by  
R & R INSURANCE SERVICES INC  
Quote Number 00113423  
Valid through 06/30/2023

RATING ASSUMPTIONS	
Initial Rate Guarantee	24 months
Number of Eligible Employees	9
Number of Enrolled Employees	9
Participation Rate	100%
Employer SIC Code	9199
SIC Adjustment	NO
Prior Group Coverage	YES
Employer Zip Code	54115
Employer Contribution (Single/Family)	71-100%/71-100%
Maximum Allowable Charge (MAC)*	NO
Posterior Composite Fillings	YES
Coverage Level for Endodontics and Non-Surgical Periodontics	BASIC

*\*With a MAC plan, reimbursement for services is based on the PPO fee schedule for all providers. Members pay a lower premium, but out-of-pocket costs may be more if they see a provider other than a Delta Dental PPO provider.*

MONTHLY PREMIUMS	
TWO-TIER	
Employee	\$43.05
Family	\$122.28
THREE-TIER	
Employee	\$43.05
Employee + One Dependent	\$83.47
Employee + Two or More Dependents	\$148.70
FOUR-TIER	
Employee	\$43.05
Employee + Spouse	\$86.10
Employee + Child(ren)	\$92.41
Employee + Spouse + Child(ren)	\$149.87

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A group application is required. Rates subject to change based on actual employer contribution, participation, plan selection and approval by Delta Dental of Wisconsin Underwriting.*

DeltaVision® FULL PLAN	
Network	Insight
Benefit Plan	A
Frame/Contact Allowance	\$150/\$150
Copay (exams/standard plastic lenses)	\$20/\$20
Frequency (exams/lenses or contacts/frames); <i>Based on calendar year</i>	12/12/12
Dependent Age Limit	To age 26

BENEFIT DETAILS	Network Benefit	Non-Network Reimbursement
Comprehensive Spectacle Exam	Member pays copay, plan pays balance	\$35
Retinal Imaging	Member pays up to \$39	None
Standard Contact Lens* Fit and Follow-Up	Paid in full	\$40
Premium Contact Lens** Fit and Follow-Up	10% off retail price plus \$55 allowance	\$40
Frames <i>(any available frame at provider location)</i>	Plan pays frame allowance, then 20% off balance	50% of the selected in-network allowance
Laser Vision Correction - Lasik or PRK	15% off retail price or 5% off promotional price	None
Diabetic Eye Care Benefits included that provide an additional office visit and diagnostic testing for those who have diabetes.		
Standard Plastic Lenses		
Single Vision	Member pays copay, plan pays balance	\$25
Bifocal	Member pays copay, plan pays balance	\$40
Trifocal	Member pays copay, plan pays balance	\$55
Standard Progressive	Member pays \$85	\$40
Premium Progressive	See next page for benefit information	\$60
Lens Options		
UV Coating	Member Pays \$15	None
Tint <i>(solid &amp; gradient)</i>	Member Pays \$15	None
Standard Scratch Resistance	Member Pays \$15	None
Standard Polycarbonate	Member Pays \$40	None
Standard Anti-Reflective Coating	Member Pays \$45	None
Premium Anti-Reflective Coating	See next page for benefit information	None
Other Add-Ons and Services	20% off Retail Price	None
Contact Lenses - In lieu of spectacles <i>(Contact lens allowance covers materials only)</i>		
Conventional	Plan pays contact allowance, then 15% off balance	80% of the selected allowance amount for contacts
Disposable	Plan pays contact allowance	80% of the selected allowance amount for contacts
Medically Necessary***	Paid in full	\$200

\*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.), modes 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.

This is not a complete description of benefits, exclusions, or limitations.

Quote Number 00112724  
Valid through 06/30/2023

## BENEFIT DETAILS - continued

	Member Cost In-Network	Non-Network Reimbursement
Progressive Lens		
Standard Progressive	\$85 copay	\$40
Premium Progressive as follows:		
Tier 1	\$105 copay	\$60
Tier 2	\$115 copay	\$60
Tier 3	\$130 copay	\$60
Tier 4	\$85 copay, 80% of charge less \$120 allowance	\$60
Anti-Reflective Coating		
Standard Anti-Reflective Coating	\$45	None
Premium Anti-Reflective Coating as follows:		
Tier 1	\$57	None
Tier 2	\$68	None
Tier 3	80% of charge	None



### Additional In-Network Discounts

- 20% discount on items not covered by the plan at network providers. This discount may not be combined with any other discounts or promotional offers. This discount does not apply to an EyeMed® provider's professional services (i.e. exams) or contact lenses. Retail prices may vary by location.
- 40% discount on complete eyeglass purchases after your plan benefits have been fully used (includes prescription sunglasses).
- 15% discount on conventional contact lenses after your plan benefits have been fully used.
- Members can purchase eyeglasses online and apply their in-network eyeglass benefits at [www.glasses.com](http://www.glasses.com).
- Members can purchase contact lenses online and apply their in-network contact benefits at [www.contactsdirect.com](http://www.contactsdirect.com).
- Discounts do not apply for benefits provided by other group benefit plans.

### How to Maximize Your DeltaVision Plan

- Use providers participating in your vision plan network; your benefit dollars will go farther at participating providers.
- Use your full benefit allowance. Frames and lenses (plastic or contact) each have an annual benefit allowance; the benefit allowance must be used on a single purchase day.
- Frequency of benefits: your benefit frequency is based on a calendar year benefit accumulation period.
- Participating providers may offer promotional pricing on vision materials. You can partake in either the DeltaVision Network Benefit or the promotional price available, but not both. Your provider can help you to determine which is best for you. If you select the promotional pricing you can submit your expenses for Non-Network Reimbursement.
- Prescription sunglasses can be purchased with your benefit allowance for frames and plastic lenses.
- A 20% discount may be available on selected brands of non-prescription sunglasses from participating providers - ask your vision provider.
- Your vision benefits include both a frame allowance and a lens allowance. The lens allowance will cover either eye glass lenses or contact lenses. If you purchase both glasses and contacts, you will be responsible for the cost of either the eye glass lens or the contacts, depending upon which was purchased first. Your provider can assist you on making the best choice to maximize your vision benefit.

### Plan Limitations/Exclusions

- Orthoptic or vision training, subnormal vision aids, and associated supplemental testing.
- Medical and/or surgical treatment of the eye, eyes or supporting structures.
- Corrective eyewear required by an employer as a condition of employment, and safety eyewear unless specifically covered under the plan.
- Services provided as a result of any worker's compensation law.
- Plano nonprescription lenses and nonprescription sunglasses (except for 20% discount).
- Aniseikonic lenses.
- Services or materials provided by any other group benefit providing vision care.
- Two pairs of glasses in lieu of bifocals.
- Allowances are one-time use benefits; there is no remaining balance if entire allowance is not used after initial purchase.
- Lost or broken materials are not covered.



## Town of Lawrence

Prepared by

R & R INSURANCE SERVICES INC

Quote Number 00112724

Valid through 06/30/2023

Quote Number 00112724

### RATING ASSUMPTIONS

Employer Contribution (Single/Family)	0-25%/0-25%

### MONTHLY PREMIUMS

	Without Delta Dental Plan	With Delta Dental Plan
TWO-TIER		
Employee	\$6.46	\$6.27
Family	\$16.09	\$15.61
THREE-TIER		
Employee	\$6.46	\$6.27
Employee + One Dependent	\$12.31	\$11.94
Employee + Two or More Dependents	\$19.31	\$18.74
FOUR-TIER		
Employee	\$6.46	\$6.27
Employee + Spouse	\$12.92	\$12.54
Employee + Child(ren)	\$13.19	\$12.80
Employee + Spouse + Child(ren)	\$19.65	\$19.07

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DeltaVision® FULL PLAN	
Network	Insight
Benefit Plan	A
Frame/Contact Allowance	\$130/\$120
Copay (exams/standard plastic lenses)	\$20/\$20
Frequency (exams/lenses or contacts/frames); <i>Based on calendar year</i>	12/12/12
Dependent Age Limit	To age 26

BENEFIT DETAILS	Network Benefit	Non-Network Reimbursement
Comprehensive Spectacle Exam	Member pays copay, plan pays balance	\$35
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Trifocal	Member pays copay, plan pays balance	\$55
Standard Progressive	Member pays \$85	\$40
Premium Progressive	See next page for benefit information	\$60
Lens Options		
UV Coating	Member Pays \$15	None
Tint <i>(solid &amp; gradient)</i>	Member Pays \$15	None
Standard Scratch Resistance	Member Pays \$15	None
Standard Polycarbonate	Member Pays \$40	None
Standard Anti-Reflective Coating	Member Pays \$45	None
Premium Anti-Reflective Coating	See next page for benefit information	None
Other Add-Ons and Services	20% off Retail Price	None
Contact Lenses - In lieu of spectacles <i>(Contact lens allowance covers materials only)</i>		
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Medically Necessary***	Paid in full	\$200

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## BENEFIT DETAILS - continued

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Tier 3	\$130 copay	\$60
Tier 4	\$85 copay, 80% of charge less \$120 allowance	\$60
Anti-Reflective Coating		
Standard Anti-Reflective Coating	\$45	None
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Tier 1	\$57	None
Tier 2	\$68	None
Tier 3	80% of charge	None

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- Aniseikonic lenses.
- Services or materials provided by any other group benefit providing vision care.
- Two pairs of glasses in lieu of bifocals.
- Allowances are one-time use benefits; there is no remaining balance if entire allowance is not used after initial purchase.
- Lost or broken materials are not covered.



## Town of Lawrence

Prepared by

R & R INSURANCE SERVICES INC

Quote Number00112725

Valid through 06/30/2023

Quote Number00112725

### RATING ASSUMPTIONS

Employer Contribution (Single/Family)	0-25%/0-25%

### MONTHLY PREMIUMS

	Without Delta Dental Plan	With Delta Dental Plan
TWO-TIER		
Employee	\$5.59	\$5.42
Family	\$13.92	\$13.50
THREE-TIER		
Employee	\$5.59	\$5.42
Employee + One Dependent	\$10.65	\$10.33
Employee + Two or More Dependents	\$16.71	\$16.20
FOUR-TIER		
Employee	\$5.59	\$5.42
Employee + Spouse	\$11.18	\$10.84
Employee + Child(ren)	\$11.41	\$11.06
Employee + Spouse + Child(ren)	\$17.00	\$16.48

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## Agenda Item Review

Meeting Date: 11/7/2022

Agenda Item#: 11

### TOWN OF LAWRENCE BOARD MEETING STAFF REPORT

**REPORT TO:** Dr. Lanny Tibaldo, Town Board Chairman, Town Board  
**REPORT FROM:** Patrick Wetzel, Town Administrator  
**AGENDA ITEM:** **Consideration to Revise Start Date for New Fire Dept Pay Scale – Fire Inspector Pay**

#### FISCAL IMPACT:

1. Is there A Fiscal Impact? Yes
2. Is it Currently Budgeted? Yes

#### **Item History**

After review via the McGrath Fire Study, the Fire Study Committee recommended revising the method and frequency of payroll for the Fire Department. Historically the fire department has been paid once or twice per year and at varying rates and methods dependent on the type of task or event being performed.

On January 24, 2022, the Town Board approved a new pay scale for the Fire Department that simplifies payroll so that every event or task is paid at one hourly pay rate for each firefighter or first responder. **The new pay scale was approved to become effective next year, as of January 1, 2023.** Payroll will also be processed at least monthly to better track whether a firefighter incurs overtime as a result of hours worked during a typical period.

As we near the end of 2022, we've realized we will need to set the new pay scale to start as of December 1, 2022 for the fire department, as November 30<sup>th</sup> is the end of their "payroll year," based on the methods we've used to pay payroll historically. We would like to start this new wage scale as of December 1<sup>st</sup> and begin to pay them biweekly going forward.

Additionally, the Town's Fire Inspector has historically been paid a set stipend for inspection work. This worked well when it was just one person doing the work. With the new fire department pay scale coming active soon, we'd like to have the Fire Inspector paid hourly according to their new rate outlined in the scale. We'll likely have multiple people handling fire inspection work going forward, as well, so an hourly rate for each who performs the work will be better than the stipend program. As there is fire inspection work to be done in the near term, we'd like this hourly change to be approved for fire inspection work effective immediately.

#### **Recommended Action:**

Recommend approval of new Fire Dept Pay Scale to become effective December 1, 2022.

Recommend approval to pay those who complete Fire Inspector work on an hourly basis according to new scale effective immediately for Fall 2022 fire inspection work.

	Base	Fire Fighter I	Fire Fighter II	Driver/Operator-Pumper	First Responder	Lieutenant	Captain	Assistant Chief	Medical Director	Total Pay Per Hour
Pay Per Hour	\$8	\$5	\$2	\$3	\$5	\$4	\$5	\$7	\$7	
FF1	\$8	\$5	\$2							\$15
FF2	\$8	\$5	\$2			\$4				\$19
FF3	\$8	\$5	\$2							\$15
FF4	\$8	\$5	\$2		\$5		\$5			\$25
FF5	\$8	\$5								\$13
FF6	\$8	\$5	\$2	\$3						\$18
FF7	\$8	\$5	\$2	\$3						\$18
FF8	\$8	\$5	\$2							\$15
FF9	\$8									\$8
FF10	\$8	\$5								\$13
FF11	\$8	\$5	\$2							\$15
FF12	\$8	\$5	\$2	\$3						\$18
FF13	\$8	\$5	\$2	\$3						\$18
FF14	\$8	\$5					\$5			\$18
FF15	\$8	\$5	\$2							\$15
FF16	\$8	\$5	\$2	\$3						\$18
FF17	\$8	\$5	\$2	\$3	\$5			\$7		\$30
FF18	\$8				\$5				\$7	\$20
FF19	\$8	\$5	\$2	\$3	\$5					\$23
FF20	\$8	\$5	\$2	\$3						\$18
FF21	\$8	\$5	\$2				\$5			\$20
FF22	\$8	\$5			\$5					\$18
FF23	\$8	\$5	\$2			\$4				\$19
FF24	\$8	\$5	\$2	\$3	\$5		\$5			\$28
FF25	\$8	\$5	\$2							\$15
FR1	\$8				\$5					\$13
FR2	\$8				\$5					\$13
FR3	\$8				\$5					\$13
FR4	\$8				\$5					\$13
										\$17.38
										Average Pay Per Hour

Training & Class Room Hours	
Fire Fighter 1	122
Fire Fighter 2	48
Pumper Operator	114
Officer	80
Fire Instructor (prerequisite)	40
Officer Class	40
First Responder	164
FR class	160
CPR (every 2 years)	4
Every 2 year refresher	16