



NOTICE OF MEETING OF THE WOODBURY COUNTY BOARD OF SUPERVISORS (OCTOBER 28, 2025) (WEEK 44 OF 2025)

Live streaming at:

<https://www.youtube.com/user/woodburycountyiowa>

Agenda and Minutes available at:

www.woodburycountyiowa.gov

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Kent T. Carper
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Matthew A. Ung
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matthewung@woodburycountyiowa.gov

You are hereby notified a meeting of the Woodbury County Board of Supervisors will be held October 28, 2025, at **4:30 p.m.** in the Basement of the Courthouse, 620 Douglas Street, Sioux City, Iowa, for the purpose of taking official action on the agenda items shown hereinafter and for such other business that may properly come before the Board.

This is a formal meeting during which the Board may take official action on various items of business. Members of the public wishing to speak on an item must follow the participation rules adopted by the Board of Supervisors.

1. Please silence cell phones and other devices while in the Boardroom.
2. The Chair may recognize speakers on agenda items after initial discussion by the Board.
3. Speakers will approach the microphone one at a time and give their name and address before their statement.
4. Speakers will limit their remarks to three minutes on any one item and address their remarks to the Board.
5. At the beginning of discussion on any item, the Chair may request statements in favor of an action be heard first followed by statements in opposition to the action. The Chair may also request delegates provide statements on behalf of multiple speakers.
6. Any concerns or questions which do not relate to a scheduled item on the agenda will be heard under the item "Citizen Concerns." Please note the Board is legally prohibited from taking action on or engaging in deliberation on concerns not listed on the agenda, and in such cases the Chair will request further discussion take place after properly noticed.
7. Public comment by electronic or telephonic means is prohibited except for a particular agenda item when approved by the Chair 24 hours before a meeting or by a majority of the board during a meeting for a subsequent meeting.

AGENDA

4:30 p.m. Call Meeting to Order – Pledge of Allegiance to the Flag – Moment of Silence

1. Approval of the agenda

Action

Consent Agenda

Items 2 through 5 constitute a Consent Agenda of routine action items to be considered by one motion. Items pass unanimously unless a separate vote is requested by a Board Member.

2. Approval of the minutes of October 21, 2025, meeting
3. Approval of claims
4. Human Resources – Melissa Thomas
 - a. Approval of Memorandum of Personnel Transactions
 - b. Approval of request to deauthorize county positions
 - c. Approval to overlap employees in budgeted positions in the Secondary Roads department

5. County Treasurer – Tina Bertrand
 - a. Approval of resolution for abatement of mobile home taxes for Tallview Terrace
 - b. Approval of resolution for abatement of mobile home taxes for Yes Evergreen Village
 - c. Approval of resolution for abatement of mobile home taxes for Yes Homesales Exp
 - d. Approval of resolution for abatement of mobile home taxes for L.A.

End of Consent Agenda

6. Secondary Roads – Laura Sievers
 - a. Receive bids for project number L-B(K23)—73-97 and return them to the county engineer for review Action
 - b. If clear low bidder is found, motion to the board to award the bid for project L-B(K23)—73-97 Action
7. Human Resources – Melissa Thomas
 - a. Approval of the new Woodbury County health insurance plan designs effective January 1, 2026 Action
 - b. Approval of a 6.5% increase in employer contributions to the Woodbury County health fund effective January 1, 2026 Action
8. Reports on Committee Meetings Information
9. Citizen Concerns Information
10. Board Concerns Information

ADJOURNMENT

Subject to Additions/Deletions

CALENDAR OF EVENTS

MON., OCT 27	5:00 p.m.	Zoning Commission Meeting, Courthouse Basement Boardroom
TUES., OCT 28	2:00 p.m.	Decat Board Meeting, Western Hills AEA, Room F
MON., NOV 3	5:00 p.m.	Board of Adjustment meeting, Courthouse Basement Boardroom
WED., NOV 5	7:30 a.m.	SIMPCO Executive/Finance Committee, 6401 Gordon Drive
	4:45 p.m.	Veteran Affairs Meeting, Veteran Affairs Office, 1211 Tri-View Ave.
WED., NOV 12	7:30 a.m.	SIMPCO Executive Finance Committee Meeting, 6401 Gordon Dr.
	8:05 a.m.	Woodbury County Information Communication Commission, First Floor Boardroom
	12:00 p.m.	District Board of Health Meeting, 1014 Nebraska St.
	6:30 p.m.	911 Service Board Meeting, Public Safety Center, Climbing Hill
THU., NOV 13	12:00 p.m.	SIMPCO Board of Directors Meeting, 6401 Gordon Dr.
	4:00 p.m.	Conservation Board Meeting, Dorothy Pecaut Nature Center, Stone Park
WED., NOV 19	12:00 p.m.	Siouxland Economic Development Corporation Meeting, 617 Pierce St., Ste. 202
THU., NOV 20	10:00 a.m.	Siouxland Regional Transit System Board of Directors Meeting, 6401 Gordon Dr.
	4:30 p.m.	Community Action Agency of Siouxland Board Meeting, 2700 Leech Avenue
FRI., NOV 21	12:00 p.m.	Siouxland Human Investment Partnership Board Meeting, S. C. Public Museum
MON., NOV 24	5:00 p.m.	Zoning Commission Meeting, Courthouse Basement Boardroom
THU., NOV 27	11:00 a.m.	Siouxland Regional Transit Systems (SRTS) Board Meeting, 6401 Gordon Dr.
		Western Iowa Community Improvement Regional Housing Trust Fund Board of Directors, 6401 Gordon, Dr.

Woodbury County is an Equal Opportunity Employer. In compliance with the Americans with Disabilities Act, the County will consider reasonable accommodations for qualified individuals with disabilities and encourages prospective employees and incumbents to discuss potential accommodations with the Employer.

Federal and state laws prohibit employment and/or public accommodation discrimination on the basis of age, color, creed, disability, gender identity, national origin, pregnancy, race, religion, sex, sexual orientation or veteran's status. If you believe you have been discriminated against, please contact the Iowa Civil Rights Commission at 800-457-4416 or Iowa Department of Transportation's civil rights coordinator. If you need accommodations because of a disability to access the Iowa Department of Transportation's services, contact the agency's affirmative action officer at 800-262-0003.

OCTOBER 21, 2025, FORTY-THIRD MEETING OF THE WOODBURY COUNTY BOARD OF SUPERVISORS

The Board of Supervisors met on Tuesday, October 21, 2025, at 2:30 p.m. Board members present were Carper, Ung (by phone), Dietrich, Nelson, and Bittinger II. Staff members present were Karen James, Board Administrative Assistant, Ryan Ericson, Budget and Finance Director, Joshua Widman, Assistant County Attorney and Michelle Skaff, Auditor/Clerk to the Board.

Motion by Nelson second by Bittinger to go into joint closed session with LEC Authority (Iowa Code Section 21.5(1)(c)). Carried 4-0 on roll-call vote.

Ung(by phone) entered the meeting at 3:00pm.

Motion by Nelson second by Bittinger to go out of joint closed session with LEC Authority (Iowa Code Section 21.5(1)(c)). Carried 5-0 on roll-call vote.

The regular meeting was called to order with the Pledge of Allegiance to the Flag and a Moment of Silence.

1. Motion by Bittinger second by Nelson to approve the agenda for October 21, 2025. Carried 5-0. Copy filed.

Motion by Bittinger second by Nelson to approve the following items by consent:

2. To approve minutes of the October 14, 2025 meeting. Copy filed.
3. To approve the claims totaling \$1,256,587.39. Copy filed.
4. To approve and authorize the Chairperson to sign a Resolution approving abatement of taxes for St. Thomas Orthodox Church of Sioux City, parcels #894728207004 & # 894728133007.

WOODBURY COUNTY, IOWA RESOLUTION #13,963 RESOLUTION APPROVING ABATEMENT OF TAXES

WHEREAS, St. Thomas Orthodox Church of Sioux City is the titleholder of real estate Parcel #894728207004 and Parcel #894728133007 located in the City of Sioux City, Woodbury County, Iowa and legally described as follows:

Parcels #894728207004 & #894728133007

Lots Four (4), Five (5) and Six (6) in Block One Hundred and Seven (107), of Sioux City East Addition, in the County of Woodbury and State of Iowa

And

The South One-half of Lot Five (5) East of the West 100 Feet thereof, and all of Lot Six (6), lying East of the West 100 Feet thereof, and all of Lot Seven (7) and all of the South One-half of Lot Eight (8) and all of the vacated alley between said Lots Six (6) and Seven (7) and the South One-half of Lots Five (5) and Eight (8) in Block Sixty-seven (67), Sioux City East Addition

WHEREAS, the above-stated property has taxes owing for the 2024 tax year and the parcel is owned by St. Thomas Orthodox Church of Sioux City, and

WHEREAS, the organization, namely St. Thomas Orthodox Church of Sioux City is failing to immediately pay the taxes due; and

WHEREAS, the Board of Supervisors sees that good cause exists for the abatement of these taxes and;

NOW, THEREFORE, BE IT RESOLVED, that the Woodbury County Board of Supervisors hereby abates the taxes owing on the above parcel according to Code of Iowa, 427.3 for the taxes owed for the 2024 tax year and hereby directs the Woodbury County Treasurer to abate these aforementioned taxes from the tax records.

SO RESOLVED this 21st day of October, 2025.

WOODBURY COUNTY BOARD OF SUPERVISORS

Copy filed.

- 5a. To approve the separation of Leticia Hernandez, Clerk II - Tax, County Treasurer Dept., effective 10-10-2025. Resigned.; the separation of Todd Caster, Custodian, Building Services Dept., effective 10-14-2025. Separation.; the other of Jace Kempers, Civilian Jailer, County Sheriff Dept., effective 10-21-2025, \$26.04/hour, 0%. Transfer from FT Temp to Regular FT.; the other of Ulysses Azpeitia, Civilian Jailer, County Sheriff Dept., effective 10-21-2025, \$26.04/hour, 0%. Transfer from FT Temp to Regular FT.; the appointment of Laysa Vazquez, Youth Worker – PT Temp, Juvenile Detention Dept., effective 10-22-25, \$22.71/hour. Job Vacancy Posted on 8/20/2025. Entry Level Salary: \$22.71/hour.; and the reclassification of Terry Johnson, Motor Grader Operator, Secondary Roads Dept., effective 10-27-2025, \$29.03/hour, 3%=\$0.87/hr. Per CWA Roads – End of Probationary Period. Move to Step 1. Anniversary Date: 10/30/25. Copy filed.
- 5b. To approve and authorize the Chairperson to sign the Authorization to initiate the hiring process for Custodian, Building Services Dept. AFSCME Courthouse: \$17.81/hour; Motor Grader Operator – FT Temp, Secondary Roads Dept. \$28.16/hour; and Clerk II – Tax, County Treasurer Dept. AFSCME Courthouse: \$19.82/hour. Copy filed.
- 6a. To approve the permit to work in the right of way for Curtis Peterson. Copy filed.
- 6b. To approve the permit to work in the right of way for Mitchell Parker. Copy filed.

Carried 5-0.

- 7. Motion by Bittinger second by Nelson to receive the 2025 report of the Weed Commissioner. Carried 5-0. Copy filed.
- 8. Motion by Nelson second by Dietrich to approve \$300,000 from unallocated CIP and \$60,000 from general basic reserves (total \$360,000) to fund the Courthouse freight elevator replacement. Carried 5-0. Copy filed.
- 9. Reports on committee meetings were heard.
- 10. There were no citizen concerns.
- 11. Board concerns were heard.

The Board adjourned the regular meeting until October 28, 2025.

Meeting sign in sheet. Copy filed.

HUMAN RESOURCES DEPARTMENT

MEMORANDUM OF PERSONNEL TRANSACTIONS

DATE: October 28, 2025

*** PERSONNEL ACTION CODE:**

A- Appointment

T - Transfer

P - Promotion

D - Demotion

R-Reclassification

E- End of Probation

S - Separation

O - Other

TO: WOODBURY COUNTY BOARD OF SUPERVISORS

NAME	DEPARTMENT	EFFECTIVE DATE	JOB TITLE	SALARY REQUESTED	% INCREASE	*	REMARKS
Hostetler, Scott	Secondary Roads	10-29-2025	Equipment Operator	\$27.86/hour		A	Job Vacancy Posted on 9/17/2025. Per CWA Roads: Entry Level Salary \$27.86/hr
Wenzel, Morgan	Secondary Roads	11-03-2025	Motor Grader Operator	\$28.16/hour		A	Job Vacancy Posted on 9/17/2025. Per CWA Roads: Entry Level Salary \$28.16/hr
Davidson, Kenie	Treasurer	11-10-2025	Senior Clerk	\$22.74/hour	15%=\$2.92/hr	R	Promoted to Senior Clerk Per County Treasurer

APPROVED BY BOARD DATE: _____

MELISSA THOMAS, HR DIRECTOR:

Melissa Thomas, HR Director

HUMAN RESOURCES DEPARTMENT
WOODBURY COUNTY, IOWA

DATE: October 28, 2025

REQUEST TO DEAUTHORIZE COUNTY POSITION(S)

DEPARTMENT	POSITION	APPROVED	DISAPPROVED
Treasurer	Clerk II (-1.0 FTE)		
Secondary Roads	Assistant County Engineer (-1.0 FTE)		

Chairman, Board of Supervisors

WOODBURY COUNTY TREASURER'S OFFICE



Tina M. Bertrand, Treasurer

822 Douglas St, Room 102

Sioux City, IA 51101

Motor Vehicle: 712-279-6500

Property Tax: 712-279-6495

DNR: 712-279-6492

Fax: 712-279-6493

October 20, 2025

Melissa Thomas
Woodbury County
Human Resources Director
620 Douglas St
Sioux City, IA 51101

Melissa,

The Treasurer's Office has completed the review of the final applicant for the positions authorized for hiring on May 13, 2025 including interviews, questionnaires and skill testing. Please accept this as a written request for board approval of the following personnel transactions:

1. Kenie Davidson as AFSCME Senior Clerk

We request that this change be effective as of November 10, 2025, which should align with the beginning of a pay period.

Following approval of the change noted above, we will request one (1) clerk II position to be deauthorized.

If you have any questions, please contact us at 712-279-6495.

Thank you for your help in this matter.

Sincerely,

A handwritten signature in black ink that reads "Tina M. Bertrand". The signature is fluid and cursive, with the first name "Tina" being the most prominent.

Tina M. Bertrand
Woodbury County Treasurer

WOODBURY COUNTY BOARD OF SUPERVISORS AGENDA ITEM(S) REQUEST FORM

Date: 10/23/2025 Weekly Agenda Date: 10/28/2025

ELECTED OFFICIAL / DEPARTMENT HEAD / CITIZEN: Melissa Thomas HR Director

WORDING FOR AGENDA ITEM:

Approval to overlap employees in budgeted positions in the Secondary Roads department

ACTION REQUIRED:

Approve Ordinance ☐

Approve Resolution ☐

Approve Motion ☒

Public Hearing ☐

Other: Informational ☐

Attachments ☐

EXECUTIVE SUMMARY:

Normally each budgeted position accounts for one employee.

BACKGROUND:

The need for overlap is due to an employee's extended leave.

FINANCIAL IMPACT:

The financial impact will be absorbed by extra funds in the Secondary Roads budget so there is zero financial impact.

IF THERE IS A CONTRACT INVOLVED IN THE AGENDA ITEM, HAS THE CONTRACT BEEN SUBMITTED AT LEAST ONE WEEK PRIOR AND ANSWERED WITH A REVIEW BY THE COUNTY ATTORNEY'S OFFICE?

Yes ☐ No ☐

RECOMMENDATION:

Approve the motion

ACTION REQUIRED / PROPOSED MOTION:

Motion to approve the overlap of staff in the Secondary Roads department.

WOODBURY COUNTY BOARD OF SUPERVISORS AGENDA ITEM(S) REQUEST FORM

Date: 10-17-2025 Weekly Agenda Date: 10-28-2025

ELECTED OFFICIAL / DEPARTMENT HEAD / CITIZEN: Tina Bertrand, County Treasurer

WORDING FOR AGENDA ITEM:

Request for tax abatement on mobile homes

ACTION REQUIRED:

Approve Ordinance ☐

Approve Resolution ☐

Approve Motion ☒

Give Direction ☐

Other: Informational ☐

Attachments ☒

EXECUTIVE SUMMARY:

Request for tax abatement on abandoned mobile homes

BACKGROUND:

1973 Adrian Vin-12653FKD4062 \$240.00 (junking certificate)
1971 Champion Vin-0519956141D \$201.00 (junking certificate)
1974 Kirkwood Vin-GD10232992 \$ 64.00 (junking certificate)
1979 Medallion Vin-4824N \$344.00 (owner destroyed)

FINANCIAL IMPACT:

None

IF THERE IS A CONTRACT INVOLVED IN THE AGENDA ITEM, HAS THE CONTRACT BEEN SUBMITTED AT LEAST ONE WEEK PRIOR AND ANSWERED WITH A REVIEW BY THE COUNTY ATTORNEY'S OFFICE?

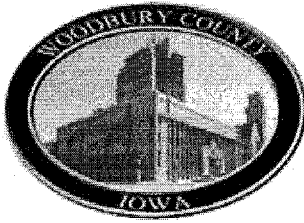
Yes ☐ No ☒

RECOMMENDATION:

Board of Supervisors to abate outstanding taxes

ACTION REQUIRED / PROPOSED MOTION:

Board of Supervisors to abate outstanding taxes



Tina M. Bertrand
Woodbury County Treasurer
822 Douglas St Ste 102
Sioux City IA 51101
712-279-6495

October 17, 2025

RE: Abatement of Mobile Home Taxes

Dear Board of Supervisors,

The following mobile homes need property taxes abated:

12653FKD4062	1973	Adrian	Tallview Terrace	\$240.00
Junking certificate was issued 8-18-25 (Abandoned)				
0519956141D	1971	Champion	Yes Evergreen Village	\$201.00
Junking certificate was issued 8-19-25 (Abandoned)				
GD10232992	1974	Kirkwood	Yes Homesales Exp	\$64.00
Junking certificate was issued 7-15-25 (Abandoned)				
4824N	1979	Medallion	Lamgnai Akanhay	\$344.00
Owner destroyed home				

These taxes are uncollectable or impractical to pursue collection through personal judgment or tax sale. Please contact me directly if you have any questions.

Thank you for your time,

A handwritten signature in cursive script, reading "Janet L. Trimpe".

Janet L Trimpe
Woodbury County Tax Deputy
jtrimpe@woodburycountyiowa.gov
712-224-6024

WOODBURY COUNTY, IOWA

RESOLUTION #

RESOLUTION APPROVING ABATEMENT OF TAXES

WHEREAS, Tallview Terrace is the titleholder of a mobile home

VIN # 12653FKD4062 located in Woodbury County, Iowa and legally described as follows:

VIN # 12653FKD4062 **Year/Model** 1973 Adrian

WHEREAS, the above-stated mobile home has taxes payable including special assessments and the mobile home is owned by Tallview Terrace.

WHEREAS, these taxes are uncollectable or impractical to pursue collection through personal judgment or tax sale.

WHEREAS, the Board of Supervisors sees that good cause exists for the abatement of these taxes and;

NOW, THEREFORE, BE IT RESOLVED, that the Woodbury County Board of Supervisors hereby abates the taxes owing on the above mobile home according to Code of Iowa, 445.16 for the taxes owed and hereby directs the Woodbury County Treasurer to abate these aforementioned taxes from the tax records.

SO RESOLVED this 28 day of October, 2025.

ATTEST:

WOODBURY COUNTY BOARD OF SUPERVISORS

Michelle K. Skaff

Woodbury County Auditor/Recorder

Daniel Bittinger II

Chairman

WOODBURY COUNTY, IOWA

RESOLUTION #

RESOLUTION APPROVING ABATEMENT OF TAXES

WHEREAS, Yes Evergreen Village is the titleholder of a mobile home

VIN # 0519956141D located in Woodbury County, Iowa and legally described as follows:

VIN # 0519956141D **Year/Model** 1971 Champion

WHEREAS, the above-stated mobile home has taxes payable including special assessments and the mobile home is owned by Yes Evergreen Village.

WHEREAS, these taxes are uncollectable or impractical to pursue collection through personal judgment or tax sale.

WHEREAS, the Board of Supervisors sees that good cause exists for the abatement of these taxes and;

NOW, THEREFORE, BE IT RESOLVED, that the Woodbury County Board of Supervisors hereby abates the taxes owing on the above mobile home according to Code of Iowa, 445.16 for the taxes owed and hereby directs the Woodbury County Treasurer to abate these aforementioned taxes from the tax records.

SO RESOLVED this 28 day of October, 2025.

ATTEST:

WOODBURY COUNTY BOARD OF SUPERVISORS

Michelle K. Skaff

Woodbury County Auditor/Recorder

Daniel Bittinger II

Chairman

WOODBURY COUNTY, IOWA

RESOLUTION #

RESOLUTION APPROVING ABATEMENT OF TAXES

WHEREAS, Yes Homesales Exp is the titleholder of a mobile home

VIN # GD10232992 located in Woodbury County, Iowa and legally described as follows:

VIN # GD10232992 **Year/Model** 1974 Kirkwood

WHEREAS, the above-stated mobile home has taxes payable including special assessments and the mobile home is owned by Yes Homesales Exp.

WHEREAS, these taxes are uncollectable or impractical to pursue collection through personal judgment or tax sale.

WHEREAS, the Board of Supervisors sees that good cause exists for the abatement of these taxes and;

NOW, THEREFORE, BE IT RESOLVED, that the Woodbury County Board of Supervisors hereby abates the taxes owing on the above mobile home according to Code of Iowa, 445.16 for the taxes owed and hereby directs the Woodbury County Treasurer to abate these aforementioned taxes from the tax records.

SO RESOLVED this 28 day of October, 2025.

ATTEST:

WOODBURY COUNTY BOARD OF SUPERVISORS

Michelle K. Skaff

Woodbury County Auditor/Recorder

Daniel Bittinger II

Chairman

WOODBURY COUNTY, IOWA

RESOLUTION #

RESOLUTION APPROVING ABATEMENT OF TAXES

WHEREAS, Lamgnai Akanhay is the titleholder of a mobile home

VIN # 4824N located in Woodbury County, Iowa and legally described as follows:

VIN # 4824N **Year/Model** 1979 Medallion

WHEREAS, the above-stated mobile home has taxes payable including special assessments and the mobile home is owned by Lamgnai Akanhay.

WHEREAS, these taxes are uncollectable or impractical to pursue collection through personal judgment or tax sale.

WHEREAS, the Board of Supervisors sees that good cause exists for the abatement of these taxes and;

NOW, THEREFORE, BE IT RESOLVED, that the Woodbury County Board of Supervisors hereby abates the taxes owing on the above mobile home according to Code of Iowa, 445.16 for the taxes owed and hereby directs the Woodbury County Treasurer to abate these aforementioned taxes from the tax records.

SO RESOLVED this 28 day of October, 2025.

ATTEST:

WOODBURY COUNTY BOARD OF SUPERVISORS

Michelle K. Skaff
Woodbury County Auditor/Recorder

Daniel Bittinger II
Chairman

WOODBURY COUNTY BOARD OF SUPERVISORS AGENDA ITEM(S) REQUEST FORM

Date: 10/23/2025 Weekly Agenda Date: 10/28/2025

ELECTED OFFICIAL / DEPARTMENT HEAD / CITIZEN: Laura Sievers, PE, Woodbury County Engineer

WORDING FOR AGENDA ITEM:

Receive & award bid for bridge replacement project L-B(K23)--73-97

ACTION REQUIRED:

Approve Ordinance ☐

Approve Resolution ☐

Approve Motion ☒

Public Hearing ☐

Other: Informational ☐

Attachments ☒

EXECUTIVE SUMMARY:

Bridge replacement project on 180th St. over the Rock Creek between Lucas Ave. and Lenox Ave. The bridge will be a 150' concrete beam bridge. Bids are due at the Board meeting

BACKGROUND:

The project will replace an aging bridge that is posted to 3 tons. The existing bridge is 104' x 20' steel I-beam bridge with high timber abutments, timber piers, and a concrete deck built in 1955.

FINANCIAL IMPACT:

The projects are paid for with Woodbury County Secondary Road funds .

IF THERE IS A CONTRACT INVOLVED IN THE AGENDA ITEM, HAS THE CONTRACT BEEN SUBMITTED AT LEAST ONE WEEK PRIOR AND ANSWERED WITH A REVIEW BY THE COUNTY ATTORNEY'S OFFICE?

Yes ☐ No ☒

RECOMMENDATION:

I recommend that the Board receive the bids for project L-B(K23)--73-97 and return them to the county engineer for review.

ACTION REQUIRED / PROPOSED MOTION:

- 1.) Motion to receive bids for project number L-B(K23)--73-97 and return them to the county engineer for review.
- 2.) If clear low bidder is found, motion to the board to award the bid for project L-B(K23)--73-97.

WOODBURY COUNTY BOARD OF SUPERVISORS AGENDA ITEM(S) REQUEST FORM

Date: 10/23/2025

Weekly Agenda Date: 10/28/2025

ELECTED OFFICIAL / DEPARTMENT HEAD / CITIZEN: Melissa Thomas HR Director

WORDING FOR AGENDA ITEM:

Approval of the new Woodbury County health insurance plan designs

ACTION REQUIRED:

Approve Ordinance ☐

Approve Resolution ☐

Approve Motion ☒

Public Hearing ☐

Other: Informational ☐

Attachments ☒

EXECUTIVE SUMMARY:

A review of comparable employer plans indicates that our current deductible level is below market averages. Increasing the deductible aligns us more closely with industry standards while keeping our plan competitive.

BACKGROUND:

Over the past several years, Woodbury County's self-insured health plan has experienced a steady rise in medical and prescription claim costs. Our health plan expenses have begun to outpace both employee and county contributions. By raising the deductibles and increasing the coinsurance percentage for our HMO and PPO plan designs, effective 01/01/2026, we are helping to ensure continued financial stability of our self-funded plan and minimizing the impact on premiums for our employees.

Below are the requested changes, with the complete plan design shown in the back up materials

Current PPO deductible is \$250 single \$500 family, with an out of pocket max \$750/1250. Proposed changes for the PPO plan are to increase the deductible to \$1000 single and \$2000 family with an out of pocket max of \$3000/\$6000.

Current HMO deductible is \$250 single \$500 family, with an out of pocket max \$250/500. Proposed changes for the HMO plan are to increase the deductible to \$500 single and \$1000 family with an out of pocket max of \$1500/\$3000. The coinsurance, the amount the member pays after deductible, will change from 10% to 20%.

FINANCIAL IMPACT:

The changes will increase the fund balance and help Woodbury County remain in self-funded status for their health plan.

IF THERE IS A CONTRACT INVOLVED IN THE AGENDA ITEM, HAS THE CONTRACT BEEN SUBMITTED AT LEAST ONE WEEK PRIOR AND ANSWERED WITH A REVIEW BY THE COUNTY ATTORNEY'S OFFICE?

Yes ☐ No ☒

RECOMMENDATION:

Pass the motion

ACTION REQUIRED / PROPOSED MOTION:

Motion to pass the new health insurance plan designs effective 01/01/2026.

Medical – Self Funded Wellmark of Iowa – Renewal Rates vs. Alternatives



Carrier Name	Renewal		Alternative Plan Design		
	Wellmark Blue Cross / Blue Shield		Deputies Only		
Plan Name	PPO \$250	HMO \$250	PPO \$1,000	HMO \$500	HMO \$250
PLAN DESIGN*					
In-Network Benefits					
Calendar Year (CY) Deductible (Individual / Family)	\$250 / \$500	\$250 / \$500	\$1,000 / \$2,000	\$500 / \$1,000	\$250 / \$500
CY Out-of-Pocket Max (Individual / Family)	\$750 / \$1,250	\$750 / \$1,250	\$3,000 / \$6,000	\$1,500 / \$3,000	\$750 / \$1,250
Coinsurance (member pays after deductible)	10%	10%	20%	20%	20%
Preventive Care	Covered 100%	Covered 100%	Covered 100%	Covered 100%	Covered 100%
Primary Care Visit	\$20 Copay	\$20 Copay	\$20 Copay	\$20 Copay	\$20 Copay
Specialist Visit	\$20 Copay	\$20 Copay	\$20 Copay	\$20 Copay	\$20 Copay
Urgent Care	\$20 Copay	\$20 Copay	\$20 Copay	\$20 Copay	\$20 Copay
Emergency Room	\$20 Copay	\$20 Copay	\$20 Copay	\$20 Copay	\$20 Copay
Inpatient Hospital	10% after deductible	10% after deductible	20% after deductible	20% after deductible	20% after deductible
Outpatient Surgery	10% after deductible	10% after deductible	20% after deductible	20% after deductible	20% after deductible
Chiropractic (visit limits may apply)	\$20 Copay	\$20 Copay	\$20 Copay	\$20 Copay	\$20 Copay
Phys/Occ/Speech Therapy (visit limits may apply)	\$20 Copay	\$20 Copay	\$20 Copay	\$20 Copay	\$20 Copay
Diagnostic Test (X-ray, blood work)	10% after deductible	10% after deductible	20% after deductible	20% after deductible	20% after deductible
Imaging (CT/PET scan, MRI)	10% after deductible	10% after deductible	20% after deductible	20% after deductible	20% after deductible
Prescription Drug Benefit	Blue Rx Complete	Blue Rx Value Plus	Blue Rx Complete	Blue Rx Value Plus	Blue Rx Value Plus
Deductible (Individual / Family)	N/A	N/A	N/A	N/A	N/A
Out-of-Pocket Maximum (Individual / Family)	Aggregates with Medical	Aggregates with Medical	Aggregates with Medical	Aggregates with Medical	Aggregates with Medical
Retail	30 Days	30 Days	30 Days	30 Days	30 Days
Tier I / Tier II / Tier III	Greater of \$6 or 20% Coinsurance Greater of \$25 or 20% Coinsurance Greater of \$50 or 20% Coinsurance	Greater of \$6 or 20% Coinsurance Greater of \$25 or 20% Coinsurance Greater of \$50 or 20% Coinsurance	Greater of \$6 or 20% Coinsurance Greater of \$25 or 20% Coinsurance Greater of \$50 or 20% Coinsurance	Greater of \$6 or 20% Coinsurance Greater of \$25 or 20% Coinsurance Greater of \$50 or 20% Coinsurance	Greater of \$6 or 20% Coinsurance Greater of \$25 or 20% Coinsurance Greater of \$50 or 20% Coinsurance
Specialty	Same as listed above	Same as listed above	Same as listed above	Same as listed above	Same as listed above
Mail Order	90 Days	90 Days	90 Days	90 Days	90 Days
Tier I / Tier II / Tier III	3 Copayments or Coinsurance	3 Copayments or Coinsurance	3 Copayments or Coinsurance	3 Copayments or Coinsurance	3 Copayments or Coinsurance
Out-of-Network Benefits					
CY Deductible (Individual / Family)	\$250 / \$500	N/A	\$1,000 / \$2,000	N/A	N/A
CY Out-of-Pocket Max (Individual / Family)	\$750 / \$1,250	N/A	\$3,000 / \$6,000	N/A	N/A
Coinsurance (member pays after deductible)	20%	N/A	30%	N/A	N/A
COST ANALYSIS					
PEPM Rates - Enrollment per [source name]	PPO \$250		PPO \$1,000	HMO \$500	HMO \$250
Employee (EE) Only					
EE + Spouse (EE+1 on Alternative HMO \$250)					
EE + Child(ren)					
EE + Family					

*NOTE: Benefit deviations from Current are identified in blue font

WOODBURY COUNTY BOARD OF SUPERVISORS AGENDA ITEM(S) REQUEST FORM

Date: 10/24/2025 Weekly Agenda Date: 10/28/2025

ELECTED OFFICIAL / DEPARTMENT HEAD / CITIZEN: Melissa Thomas, HR Director

WORDING FOR AGENDA ITEM:

Approval of a 6.5% increase in employer contributions to the Woodbury County health fund

ACTION REQUIRED:

Approve Ordinance ☐

Approve Resolution ☐

Approve Motion ☒

Public Hearing ☐

Other: Informational ☐

Attachments ☐

EXECUTIVE SUMMARY:

A 6.5% increase is the recommended amount from Wellmark to cover the rising cost of health care and the fixed costs of our medical plan for the 2026 calendar year.

BACKGROUND:

This increase and other changes to our health plan will bring us closer to our funding goal.

FINANCIAL IMPACT:

Our current fy 25/26 budget is \$6.9 million, a 6.5% increase would equal approximately \$448,500.

IF THERE IS A CONTRACT INVOLVED IN THE AGENDA ITEM, HAS THE CONTRACT BEEN SUBMITTED AT LEAST ONE WEEK PRIOR AND ANSWERED WITH A REVIEW BY THE COUNTY ATTORNEY'S OFFICE?

Yes ☐ No ☒

RECOMMENDATION:

Approve the motion

ACTION REQUIRED / PROPOSED MOTION:

Motion to approve a 6.5% increase in employer contributions to the Woodbury County health fund as of 01/01/2026.