ASHLAND CITY COUNCIL MEETING
Tuesday, July 30, 2019 – 5:30 PM
Ashland City Hall Council Chambers

Please silence all cell phones during the meeting

1. **CALL TO ORDER**
   - A. **Roll Call**
   - B. **Moment of Silence**
   - C. **Pledge of Allegiance**
2. **APPROVAL OF AGENDA**
3. **APPROVAL OF MINUTES**
   - A. **July 9, 2019 City Council and Committee of the Whole Minutes**
4. **CITIZEN PARTICIPATION PERIOD (Clerk reads rules prior to public comments)**
5. **MAYOR'S REPORT**
   - A. **Announcements**
   - B. **Appointments**
6. **CONSENT AGENDA**
   - A. **Approve a Resolution in Support of HR 763: The Energy Innovation and Carbon Dividend Act** *(Approved unanimously by the Committee of the Whole)*
   - B. **Operators' Licenses**
   - C. **Miscellaneous Meeting Minutes**
7. **NEW BUSINESS**
   - A. **Approve a Resolution by the Common Council for the City of Ashland, Wisconsin Authorizing the Renewal of the Annual School Resource Officer (SRO) Agreement with the School District of Ashland** *(Voice)* Mayor
   - B. **Approve a Resolution for Inclusion under the Income Continuation Insurance Plan with Wisconsin Department of Employee Trust Funds** *(Voice)* Human Resources
8. **ADJOURNMENT**

The City of Ashland does not discriminate on the basis of sex, race, creed, color, national origin, sexual orientation, age or disability in employment or provision of services, programs or activities.

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ASHLAND CITY COUNCIL MEETING MINUTES
Tuesday, July 9, 2019 – 5:30 PM
Ashland City Hall Council Chambers

Please silence all cell phones during the meeting

1. CALL TO ORDER

The Tuesday, July 9, 2019 Ashland City Council meeting was called to order by Mayor Debra Lewis, in the Ashland City Hall Council Chambers at 5:30 p.m.

A. Roll Call

PRESENT: Holly George, Matthew MacKenzie, Sarah Jackson, Kate Ullman, Ana Tochterman, Wahsayah Whitebird, Kevin Haas, Charlie Ortman, Liz Franek, Dick Pufall, Jackie Moore (arrived at 6:20)

ABSENT: None.

ALSO PRESENT: Mayor Deb Lewis, City Administrator Brant Kucera, City Clerk Denise Oliphant, City Attorney Tyler Wickman, Police Chief James Gregoire, Fire Chief Dave Wegener, Planning and Development Director Megan McBride, Public Works Director John Butler, Parks and Recreation Director Sara Hudson, multiple police officers and firefighters, and other concerned citizens.

B. Moment of Silence

C. Pledge of Allegiance

2. APPROVAL OF AGENDA (Voice)

Haas moved, seconded by Pufall to approve the agenda as presented. The motion carried unanimously by voice vote.

3. APPROVAL OF MINUTES of the June 25, 2019 Council and Committee of the Whole Meetings

A. June 25, 2019 City Council and Committee of the Whole Meeting Minutes

Pufall moved, seconded by Tochterman to approve the minutes of the June 25, 2019 Council and Committee of the Whole meetings. Franek requested to correct her comment regarding the spelling of names correctly within the committee minutes. The motion passed unanimously by voice vote.

4. CITIZEN PARTICIPATION PERIOD

The Clerk read the Rules for Citizen Participation, and the following offered their comments to the Council:

Ted Griggs, 218 7th Avenue East, spoke in favor of the Citizen's Climate Lobby Resolution on the Committee of the Whole agenda.
Philomena Kebec, 718 12th Avenue West, urged Council to move forward in providing the police department with a new facility.
Mary Rehwald, 715 Ellis Avenue, advocated for the approval of the Citizen's Climate Lobby Resolution.
Erik Lindell, 214 1/2 Main Street, encouraged Council to consider moving forward with the new police facility.
Alec Drachenberg, 2114 Lake Shore Drive, spoke in reference to the bike trails within the City.

5. MAYOR’S REPORT

A. Recognition of Retiring Police Officer Michelle Tutor, Retiring Fire Captain Chris Bulovsky, and the Beautification Committee Members

Lewis honored and thanked retiring Sargeant Michelle Tutor for 29 years of service and dedication to the Ashland Police Department. She also showed her appreciation and gratitude to retirng Captain Chris Bulovsky for his 26 years of service as Firefighter and EMT for the Ashland Fire Department. Awards of appreciation was handed out to members of the Beautification Council for their hard work throughout the City of Ashland.

B. Announcements

The Mayor deferred her report and referred Council to the Department Update handout.

C. Appointments

Summary Statement: The Mayor is recommending approval of the following appointment:

Plan Commission Ella Syverson, term expiring April 30, 2022

Volunteer form was made available at the time of the meeting.

George moved, seconded by Haas to approve. The motion passed unanimously by voice vote.

6. CONSENT AGENDA

Jackson moved, seconded by Franek to approve the Consent Agenda. The motion passed unanimously by voice vote.

A. Operator's Licenses

Summary Statement: The following individuals have applied for an operator's license:

Bobbie Lynn Bigboy
Tammy lynn Klamerus
Melissa Mae Schnepp
Roger William Sukanen
Jeffrey Frederick Zunker

B. Miscellaneous Minutes

7. NEW BUSINESS

A. Approve a Resolution to Amend to a Conditional Use Permit for New Day Advocacy Center to Allow a Fence Eight Feet in Height Around the Playground Area at 301 Ellis Avenue, Zoned City Center (CC). Applicant: New Day Advocacy Center/Tom Potterton (Voice) Planning and Development

Summary Statement: A Conditional Use Permit request was approved for the New Day Shelter (Northwoods Women, Inc.) to operate an emergency residential facility at 301 Ellis Avenue by the Plan Commission on July 18, 2017 and by Council on July 25, 2017. The CUP was approved contingent on the following conditions:

a. Applicant shall work with Planning on a new parking lot plan, to indicate no more than 27 spaces to be provided, and revert excessive asphalt to green space. Remaining asphalt shall be improved to eliminate breakage/holes and striped to indicate locations of parking spaces.
b. A building permit shall be required for the addition of a fenced in smoking area, as well as for the placement of any storage sheds to accept donations. Details of fence shall be submitted to planning for review and approval.
c. Any exterior lighting shall be shielded or be full cut-off fixtures. New Day Shelter had amended their existing CUP in the following ways, and had it approved by the Plan Commission on February 6, 2018:

·They requested to change the location and design of the smoking shelter. They wished to relocate it to the east side of the building rather than the approved west side, as site constraints had made positioning it on the east side the only viable option. Additionally, they were amending their plan for the smoking shelter from a fenced in area to a secure, enclosed smoking shelter that would be designed to complement the principal building. A secure gate will be installed on the south side of the smoking shelter for emergency egress.
· They requested the allowance of fencing that was 6' high (up to 4' is allowed in a front yard without a Conditional Use Permit) on the north, east, and south sides of the enclosed play area to create a physical and visual barrier from the surrounding roads. The west side of the play area would be 4' high to allow supervision of the playground by staff inside of the building. It would also be gated, as it serves as the point of access to the play area. The fence would be a board-on-board with natural wood finish.
· They requested to increase the number of allowed parking spaces from 27 (as identified in original CUP) to 30 spaces based on finalized building uses and square footages. Per the proposed plan, 30% of the existing asphalt area would be converted to green space. The existing parking lot was in poor condition and would be replaced and striped as depicted.

New Day Shelter requested to amend their existing CUP in the following ways:
· They requested the allowance of fencing that was 8' high versus the previously approved 6' height (up to 4' is allowed in a front yard without a Conditional Use Permit). The reason for this request was to ensure client confidentiality, safety, and privacy, particularly for the most vulnerable clients.
· They requested to change the material for the playground enclosure from board-on-board to vinyl privacy fencing. This change would allow for lower maintenance throughout the life of the fence.

Tochterman moved, seconded by Whitebird to approve the resolution to amend the Conditional Use Permit for New Day Advocacy Center to allow a fence eight feet in height around the playground area at 301 Ellis Avenue, zoned City Center (CC) for applicant New Day Advocacy/Tom Potterton. The motion passed unanimously by voice vote. **File #17517**

B. Approve a Resolution to Issue a Conditional Use Permit to Allow a New 165' Telecommunication Tower for Mobile Service Facilities at 2909 Toll Road, Zoned Heavy Industrial (HI). Applicants: PI Tower Development, LLC and Verizon Wireless (Voice) Planning and Development

Summary Statement: The applicant PI Tower Development, LLC requested to construct a new wireless communication tower within their land lease area on the north portion of 2909 Toll Road, located within the Industrial Park in the Heavy Industrial (HI) district. The property was owned by Homer and Jamie Moore, and a signed letter of acknowledgement and consent to the location of the monopole on their property had been included in the attachments to the staff report.

PI Tower Development, LLC thoroughly detailed in the Cover Letter the efforts that were made to collocate on an existing tower but were unable to identify one that met the needs of Verizon Wireless and was not so cost prohibitive that a new tower build would be significantly less expensive while creating opportunity for three additional entities to collocate in the future. Since the tower was unmanned it would not require staffing and thus would not generate noticeable increase in traffic in this area. The equipment that would be on site (equipment cabinet cluster, freestanding emergency generator, and antennas) would not generate a noise impact for neighboring properties, and the ground equipment and barbed wire fence would be thoroughly screened using evergreen trees.

In addition to their request to construct a new tower to support wireless telecommunication facilities, the applicants wished to install at fence 7 feet in height which would include 1 foot (or three strands) of barbed wire. Inclusion of barbed wire on fencing in any zoning district requires a conditional use permit per the UDO Section 6.5D, 2: Barbed Wire and Security Fences. The security fencing and interior equipment would be thoroughly screened using American Arborvitae which are a of tall-growing evergreens which would provide sufficient, attractive screening in all seasons.

Ortman moved, seconded by Haas to approve a resolution to issue a Conditional Use Permit to allow a new 165' telecommunication tower for Mobile Service Facilities at 2909 Toll Road, zoned Heavy Industrial (HI) for applicant PI Tower Development, LLC and Verizon wireless. The motion passed unanimously by voice vote. **File #17518**

C. Approve to Reallocate Capital Improvement Plan (CIP) Funds from the Kreher Park Bathroom Project and Award a Contract to Ashland Construction for the 2019 Green Infrastructure and Parking Lot Improvements Contract *(Roll) Public Works*

Summary Statement: In 2016, the City of Ashland was awarded a $175,000 grant to support the construction of green infrastructure at Maslowski Beach. The green infrastructure was intended to contribute to improved beach and water quality by reducing the discharge of untreated storm water into Chequamegon Bay.

The 2016 storm resulted in significant damage at Maslowski Beach, requiring some elements of beach restoration to be incorporated into the project. The overall project was divided into two portions (1) East Beach and (2) West Parking Lot/Beach. The scope of work for each phase was reviewed and approved by the WI DOT as it will impact the Right of Way for US-2.

Public Works would complete work on the East Beach, including the placement and grading of fill to improve site drainage, raising the elevation of existing structures (pavilion, playground), and planting of grass to stabilize the upland area.

Smith Group provided a design for the work on the West Parking Lot/Beach, which would include a new asphalt parking lot, retaining wall, and a biofiltration swale.

Advertisement for the project occurred on June 12 and 19, 2019 and bids were received on June 27, 2019 from two (2) bidders.

Ashland Construction, Ashland WI	$153,855.00
Angelo Luppino, Iron Belt, WI	$203,835.77

Both bids exceeded the Engineer's Estimate of $129,650.00 for construction total.

Sidewalk reconstruction, pavement markings, and parking lot signage would be completed by Public Works to reduce the cost of Ashland Construction's contract to $146,595.00.

Funds in the amount of $41,254.50 were requested from CP Fund 481 to address the remaining need. These funds would be reallocated from the Kreher Park Showers Upgrade project.

The Public Works Department recommended entering into an agreement with Ashland Construction for the 2019 Green Infrastructure and Parking Lot Improvements Contract at a cost of $161,254.50, including construction contingency.

Franek moved, seconded by George to approve to reallocate Capital Improvement Plan Funds from the Kreher Park Bathroom Project and award a contract to Ashland Construction for the 2019 Green Infrastructure and Parking Lot Improvements Contract for the amount of $153,855.00. The motion passed unanimously by roll call vote.

8. CLOSED SESSION

A. Enter into Closed Session *(Roll)*

George moved, seconded by Ortman to enter into Closed Session. The motion passed unanimously by roll call vote.

B. Closed Session pursuant to Wis. Stat. 19.85 (1)(g): "Conferring with legal counsel who either orally or in writing will advise governmental body on strategy to be adopted with respect to current or likely litigation *(6th Street West Litigation Settlement)* *(Administration)*

The Mayor requested Council allow Public Works Director John Butler to remain while in Closed Session. The Council approved unanimously by voice vote.

C. Return to Open Session

Ullman moved, seconded by Ortman to return to Open Session. The motion passed unanimously by voice vote.

D. Report of Discussion or Action Taken During Closed Session

Lewis reported that there was no action taken during Closed Session.

9. ADJOURNMENT

Moore moved, seconded by Whitebird to adjourn. The motion carried unanimously by voice vote.

Respectfully Submitted,

Denise Oliphant,
City Clerk

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COMMITTEE OF THE WHOLE MEETING MINUTES

The Common Council of the City of Ashland will meet as the Committee of the Whole on July 9, 2019 immediately following the City Council meeting which begins at 5:30 PM in the Ashland City Hall Council Chambers.

The following items will be considered:

1. Roll Call

The Tuesday, July 9, 2019 Ashland Committee of the Whole meeting was called to order by Council President Kate Ullman.

PRESENT: Holly George, Matt MacKenzie, Sarah Jackson, Kate Ullman, Ana Tochterman, Wahsayah Whitebird, Kevin Haas, Charles Ortman, Elizabeth Franek, Dick Pufall, Jackie Moore

ABSENT: None.

ALSO PRESENT: Mayor Deb Lewis, City Administrator Brant Kucera, City Clerk Denise Oliphant, Public Works Director John Butler, Fire Chief Dave Wegener, Parks and Recreation Director Sara Hudson and other concerned citizens.

2. Council President's Report

Ullman commented on the recent training at the Local Government 101 conference, and plans to follow-up on the information learned.

3. Administrator's Report

Kucera pointed out to Councilors to the first edition of the Department Heads' report.

4. Approval of Agenda

Before asking for a motion, Ullman stated that Agenda Item 6B will be postponed until the July 30, 2019 Committee of the Whole meeting. Moore moved, seconded by Haas to approve the agenda as amended. The motion passed unanimously by voice vote.

5. Old Business

6. New Business

    A. Discussion and Possible Action Regarding a Resolution in Support of HR 763: The Energy Innovation and Carbon Dividend Act *(Councilor Ullman, Citizens Climate Lobby)*

Ullman introduced members of the Citizens' Climate Lobby Bill Bussey and Matt Horning who offered a presentation regarding the initiative and resolution. Ortman moved, seconded by Whitebird to approve the resolution in support of hr 763: the Energy Innovation and Carbon Dividend Act. This will move to the City Council agenda for final approval on July 30, 2019. The motion passed unanimously by voice vote.

In the interest of time, Moore moved, seconded by Jackson to postpone Agenda Item 5C to the next Committee of the Whole meeting, in order to be able to have enough time for the following item. After some discussion, Moore withdrew her motion and Jackson agreed.

    B. Discussion and Possible Action Regarding Snow Removal Policies and Procedures *(Councilors Ullman and Ortman, Public Works Committee)*

No action was taken by Council at this time.

    C. Next Steps on Decreasing the size of the Ashland City Council after the 2020 Census *(Councilor Ullman)*

No action was taken on this item.

7. Adjournment

George moved, seconded by Whitebird to adjourn. The motion passed unanimously by voice vote.

Respectfully Submitted,

Denise Oliphant,
City Clerk

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SUBJECT: Appointments

RECOMMENDATION: Approval

DEPARTMENT OF ORIGIN: Mayor

CLEARANCES: Mayor

EXHIBITS: 1. Volunteer Forms

EXPENDITURES REQUIRED: NA

AMOUNT BUDGETED:

APPROPRIATION REQUIRED: NA

TREASURER'S CERTIFICATE:

COMPLIANCE WITH ORDINANCE 51:

STATEMENT OF CONFORMANCE WITH COMPREHENSIVE PLAN OF RECORD:

SUMMARY STATEMENT:

The Mayor is recommending approval of the appointments as follows:

Beautification Council
Layne Richardson, replacing Cynthia Meyer — Expires: February 15, 2020

Housing Committee
Eric Lindell, Plan Commission Rep., replacing Betty Harnisch — Expires: October 1, 2021

Historic Preservation Committee
Elizabeth Madsen-Genszler, Citizen Rep., replacing Rich Peterson — Expires: April 1, 2021

Harbor Commission
Paul Gilbertson (reappointment) — Expires: July 31, 2022

Find yourself next to the water.

ASHLAND

City of Ashland, Wisconsin
601 Main Street West — Ashland, WI 54806 — www.coawi.org

OFFER TO VOLUNTEER FORM

I would like to be considered a nominee for the following committee or committees:

Beautification Council, Historic Preservation Commission

Write a brief statement of education and training:

I have a Bachelor of Architecture degree from Kansas State University and approx. 20 yrs. experience in architecture and design.

Biography: *(Need a sense of who you are as an individual. For example, general background, work history, life experiences, volunteer activities, special interested, special skills, hobbies, personality, people skills, etc.)*

Originally from Kansas, I have lived throughout the Midwest & relocated to Ashland 1 year ago. In addition to a career in architecture, I have a strong interest in native landscaping. At my previous home, I converted a portion of my large yard into a small, native prairie. I'm an avid photographer and enjoy exploring my new home with my husband. Volunteering has included several years as a Big Brother & preparing Thanksgiving for a temporary shelter for teenagers.

Individual references/referred by (please include phone #):

Lauren Dahl - Friend and employer at C&S Design & Engineering Cell: [redacted] Work: 715-685-1061

Brianna Werhanowicz - coworker at C&S Design & Engineering Cell: [redacted] Work: 715-685-1063

Contact information: Layne Richardson [redacted]

Name (Please print) Phone #

405 7th Street West Ashland, WI

Address

[redacted] 7/3/2019

Email Date

OFFER TO VOLUNTEER FORM

Mayor Debra Lewis, City of Ashland, 601 Main Street West, Ashland, WI 54806
Phone: 715-682-7071 Fax: 715-682-7048 dlewis@coawi.org

I would like to be considered a nominee for the following Committee or Committees:

Housing, Harbor, Economic Development Revolving Loan Fund Advisory Board. Sustainablity

Brief statement of education and training:

Graduated from UW-Superior 07 Intered for City of Superior City Planning

Biography:
(Need a sense of who you are as an individual. Examples: general background, work history, life experiences, volunteer activities, special interests, special skills, hobbies, personality, people skills, etc.)

Private and public sector work Kwik Trip, Kohls, McDonalds, various think tanks in Washington D.C. and strong social media skills, enjoy running marathons reading political + history books. very out going and strong customer service skills.

Individual References or Referred by (include phone #):

Maggie Mae Olson [redacted]
Xris Ramirez [redacted]

Contact Information: Eric Linden [redacted]
Name (Print) Phone Number

204 1/2 West Main St. Apt 206
Address

[redacted]
Email: Date

(Clerk2014 Directory: Offer to Volunteer Form)

Find yourself next to the water.

ASHLAND

City of Ashland, Wisconsin
601 Main Street West — Ashland, WI 54806 — www.coawi.org

OFFER TO VOLUNTEER FORM

I would like to be considered a nominee for the following committee or committees:

Historic Preservation Committee or Housing Committee

Write a brief statement of education and training:

B.A. University of MN - English major

Biography: *(Need a sense of who you are as an individual. For example, general background, work history, life experiences, volunteer activities, special interested, special skills, hobbies, personality, people skills, etc.)*

I have lived and worked in Ashland since 1979. My work experience includes Dexter Library at Northland College, Advancement office at Northland College, and the Vaughn Public Library. I am interested in the local arts community and have many years of experience as a grant writer.

Individual references/referred by (please include phone #):

Julie Waggoner - [redacted]

Kate Siegler - [redacted]

Contact information: Elizabeth Madsen-Gensler [redacted]

Name (Please print) Phone #

525 7th St. W

Address

[redacted] 7/10/2019

Email Date

OFFER TO VOLUNTEER FORM

Mayor Debra Lewis, City of Ashland, 601 Main Street West, Ashland, WI 54806
Phone: 715-682-7071 Fax: 715-682-7048 dlewis@coawi.org

I would like to be considered a nominee for the following Committee or Committees:

______Harbor Commission____

____

Brief statement of education and training:

BS Marketing w/Business Admin. Emphasis on Hospitality Tourism. MS Education, Supervision. _

Biography:
(Need a sense of who you are as an individual. Examples: general background, work history, life experiences, volunteer activities, special interests, special skills, hobbies, personality, people skills, etc.)

____33 Years employed by the School District of Ashland. Hobbies include: Boating, Fishing, Hunting.____

Individual References or Referred by (include phone #):

___Scott Stegman

____

Contact Information: __PAUL GILBERTSON______ [redacted]
Name (Print) Phone Number

___1505 10TH AVE W, ASHLAND WI 54806______
Address

[redacted]__________9/21/2015_____
Email: Date

(Forms Directory: Volunteer Form)

SUBJECT: **Approve a Resolution in Support of HR 763: The Energy Innovation and Carbon Dividend Act** ***(Approved unanimously by the Committee of the Whole)***

RECOMMENDATION: Approval

DEPARTMENT OF ORIGIN: Council President

CLEARANCES: Approved unanimously by the Committee of the Whole, July 9, 2019

EXHIBITS:

1. Proposed Resolution
2. Economists' Statement on Carbon Dividends
3. Energy Innovation and Carbon Dividend Act, HR 763
4. List of Local Governments Endorsing Tax and Dividend Policies

EXPENDITURES REQUIRED: NA

AMOUNT BUDGETED:

APPROPRIATION REQUIRED:

TREASURER'S CERTIFICATE:

COMPLIANCE WITH ORDINANCE 51: NA

STATEMENT OF CONFORMANCE WITH COMPREHENSIVE PLAN OF RECORD:

SUMMARY STATEMENT:

Representatives of our local chapter of the Citizens Climate Lobby will present on a current policy proposal in front of the United States House of Representatives: HR 763: The Energy Innovation and Carbon Dividend Act. This legislation would create a carbon tax (sometimes called a carbon fee) in order to increase the price of goods that contribute to climate change. All of the revenue from the tax would be returned to US citizens in the form of the Carbon Dividend, which means that the tax would be revenue neutral. Additional information about the policy is attached.

At the July 9, 2019 Committee of the Whole meeting, Ullman introduced members of the Citizens' Climate Lobby Bill Bussey and Matt Horning who offered a presentation regarding the initiative and resolution. Ortman moved, seconded by Whitebird to approve the resolution in support of hr 763: the Energy Innovation and

Carbon Dividend Act. This will move to the City Council agenda for final approval on July 30, 2019. The motion passed unanimously by voice vote.

RESOLUTION IN SUPPORT OF HR 763: THE ENERGY INNOVATION AND CARBONN DIVIDEND ACT

WHEREAS, increases in global average temperatures, the number and intensity of extreme weather events, sea level rise, and the melting of glacial and Arctic ice, indicate that the global climate is changing; and

WHEREAS, the Chequamegon Bay area has experienced two 500-year extreme rain events in the past three years, which have caused extensive damage to area roads, bridges, culverts, and other infrastructure; and

WHEREAS, studies by the Wisconsin Initiative on Climate Change Impacts project that if climate change continues unchecked, the area will experience increasingly warmer temperatures, especially during the winter months, and increasing amounts of precipitation and extreme rain events; and

WHEREAS, such changes are likely to have substantial adverse impacts on area highways and roads and other critical infrastructure; and

WHEREAS, such changes may also have adverse effects on the area's forests and timber industry by decreasing suitable habitat for such commercially important species as paper birch and quaking aspen, increasing the risk of wildfires, and increasing stress from forest pests, diseases, and non-native species; and

WHEREAS, such changes may also have adverse impacts on area agriculture by increasing erosion from extreme rain events, hampering access to fields at critical times, causing alterations in late-winter freeze/thaw cycles and causing increases in agricultural pests and diseases; and

WHEREAS, such changes may also have adverse impacts on the area's winter tourism economy by decreasing the duration of winter snow cover and rendering winter conditions less predictable; and

WHEREAS, the City of Ashland has been a local governmental leader in sustainable development, having become one of the first eco-municipalities in the United States in 2005, a Wisconsin Green Tier Legacy Community in 2010, a member of the Compact of Mayors (now The Global Covenant of Mayors for Climate & Energy) in 2015, and a Silver Designated Sol Smart Community in 2017; and

WHEREAS, the City of Ashland's priorities, as set forth in its Comprehensive Plan, include setting a strong example of sustainability, with goals to increase energy efficiency and use of renewable energy; and

WHEREAS, the above-described impacts of climate change, if not effectively addressed, are likely to have substantial adverse effects on the economy and well-being of the City of Ashland and its ability to achieve a sustainable future; and

WHEREAS, recent reports by the UN's Intergovernmental Panel on Climate Change and the US government indicate that to avoid the worst potential impacts of climate change, urgent action is needed to reduce carbon emissions; and

WHEREAS, in order to reduce carbon emissions most effectively and efficiently, leading economists (including four past chairs of the Federal Reserve Board, 27 Nobel Laureates, and 15 past chairs of the Council of Economic Advisors) recommend a gradually increasing carbon tax on fossil fuels, with the proceeds thereof returned to American households as dividends, and with a border adjustment system to protect the competitiveness of American firms both nationally and internationally; and

WHEREAS, the Energy Innovation and Carbon Dividend Act, introduced in the current Congress as H.R. 763, meets all of those criteria and has bipartisan support; and

WHEREAS, competent studies have projected that if such legislation is enacted, it will result in a substantial reduction in carbon emissions as well as increases in GDP and employment; and that the dividends received by most low and moderate-income households will be more than enough to offset price increases due to the carbon fee.

NOW, THEREFORE, BE IT RESOLVED that the City of Ashland Common Council urges the United States Congress to pass H.R. 763 without delay; and

BE IT FURTHER RESOLVED that the City Clerk is directed to send copies of this resolution to Senator Ron Johnson, Senator Tammy Baldwin, Representative Sean Duffy, Governor Tony Evers, State Senator Janet Bewley, and State Representative Beth Meyers.

____
Councilperson

PASSED: July 30, 2019

ATTEST: ________________________________
Denise Oliphant, City Clerk

____
Debra S. Lewis, Mayor

APPROVED AS TO FORM:

____
Tyler W. Wickman, City Attorney

(2345)

THE WALL STREET JOURNAL.

THURSDAY, JANUARY 17, 2019

Original Co-Signatories Include (full list on reverse):

4 **Former Chairs of the Federal Reserve (All)**

27 **Nobel Laureate Economists**

15 **Former Chairs of the Council of Economic Advisers**

2 **Former Secretaries of the U.S. Department of Treasury**

Economists' Statement on Carbon Dividends

Global climate change is a serious problem calling for immediate national action. Guided by sound economic principles, we are united in the following policy recommendations.

I. A carbon tax offers the most cost-effective lever to reduce carbon emissions at the scale and speed that is necessary. By correcting a well-known market failure, a carbon tax will send a powerful price signal that harnesses the invisible hand of the marketplace to steer economic actors towards a low-carbon future.

II. A carbon tax should increase every year until emissions reductions goals are met and be revenue neutral to avoid debates over the size of government. A consistently rising carbon price will encourage technological innovation and large-scale infrastructure development. It will also accelerate the diffusion of carbon-efficient goods and services.

III. A sufficiently robust and gradually rising carbon tax will replace the need for various carbon regulations that are less efficient. Substituting a price signal for cumbersome regulations will promote economic growth and provide the regulatory certainty companies need for long- term investment in clean-energy alternatives.

IV. To prevent carbon leakage and to protect U.S. competitiveness, a border carbon adjustment system should be established. This system would enhance the competitiveness of American firms that are more energy-efficient than their global competitors. It would also create an incentive for other nations to adopt similar carbon pricing.

V. To maximize the fairness and political viability of a rising carbon tax, all the revenue should be returned directly to U.S. citizens through equal lump-sum rebates. The majority of American families, including the most vulnerable, will benefit financially by receiving more in "carbon dividends" than they pay in increased energy prices.

Original Co-Signatories

George Akerlof
Nobel Laureate Economist

Robert Aumann
Nobel Laureate Economist

Martin Baily
Former Chair of CEA

Ben Bernanke
Former Chair of Federal Reserve
Former Chair of CEA

Michael Boskin
Former Chair of CEA

Angus Deaton
Nobel Laureate Economist

Peter Diamond
Nobel Laureate Economist

Robert Engle
Nobel Laureate Economist

Eugene Fama
Nobel Laureate Economist

Martin Feldstein
Former Chair of CEA

Jason Furman
Former Chair of CEA

Alan Greenspan
Former Chair of Federal Reserve
Former Chair of CEA

Austan Goolsbee
Former Chair of CEA

Lars Peter Hansen
Nobel Laureate Economist

Oliver Hart
Nobel Laureate Economist

Bengt Holmström
Nobel Laureate Economist

Glenn Hubbard
Former Chair of CEA

Daniel Kahneman
Nobel Laureate Economist

Alan Krueger
Former Chair of CEA

Finn Kydland
Nobel Laureate Economist

Edward Lazear
Former Chair of CEA

Robert Lucas
Nobel Laureate Economist

N. Gregory Mankiw
Former Chair of CEA

Eric Maskin
Nobel Laureate Economist

Daniel McFadden
Nobel Laureate Economist

Robert Merton
Nobel Laureate Economist

Roger Myerson
Nobel Laureate Economist

Edmund Phelps
Nobel Laureate Economist

Christina Romer
Former Chair of CEA

Harvey Rosen
Former Chair of CEA

Alvin Roth
Nobel Laureate Economist

Thomas Sargent
Nobel Laureate Economist

Myron Scholes
Nobel Laureate Economist

Amartya Sen
Nobel Laureate Economist

William Sharpe
Nobel Laureate Economist

Robert Shiller
Nobel Laureate Economist

George Shultz
Former U.S. Treasury Secretary

Christopher Sims
Nobel Laureate Economist

Robert Solow
Nobel Laureate Economist

Michael Spence
Nobel Laureate Economist

Lawrence Summers
Former U.S. Treasury Secretary

Richard Thaler
Nobel Laureate Economist

Laura Tyson
Former Chair of CEA

Paul Volcker
Former Chair of Federal Reserve

Janet Yellen
Former Chair of Federal Reserve
Former Chair of CEA

CLIMATE LEADERSHIP COUNCIL

Energy Innovation AND Carbon Dividend Act

THE BIPARTISAN CLIMATE SOLUTION

H.R. 763

The Energy Innovation and Carbon Dividend Act will drive down America's carbon pollution and bring climate change under control, while unleashing American technology innovation and ingenuity. It's:

Effective

This policy will reduce America's emissions by at least 40% in the first 12 years. It's supported by economists and scientists as simple, comprehensive, and effective.

Good for people

This policy will improve health and save lives by reducing pollution that Americans breathe. Additionally, the carbon dividend puts money directly into people's pockets every month to spend as they see fit, helping low and middle income Americans.

Good for the economy

Will create 2.1 million new jobs, thanks to economic growth in local communities across America.

Bipartisan

Republicans and Democrats are both on board, cosponsoring this bill together. The majority of Americans support Congress taking action on climate change, including more than half of Republicans. Solving climate change is too urgent to get caught up in partisan politics.

Revenue Neutral

The fees collected on carbon emissions will be allocated to all Americans to spend any way they choose. The government will not keep any of the fees collected, so the size of the government will not grow.

Sources for statistics available at: **energyinnovationact.org/data-sources**

How it Works

1. **Carbon Fee**
   This policy puts a fee on fossil fuels like coal, oil, and gas. It starts low, and grows over time.

2. **Carbon Dividend**
   The money collected from the carbon fee is allocated in equal shares every month to the American people to spend as they see fit.

3. **Border Carbon Adjustment**
   To protect U.S. manufacturers and jobs, imported goods will pay a border carbon adjustment, and goods exported from the United States will receive a refund under this policy.

4. **Regulatory Adjustment**
   This policy preserves effective current regulations, like auto mileage standards, but pauses the EPA authority to regulate the CO2 and equivalent emissions covered by the fee, for the first 10 years after the policy is enacted. If emission targets are not being met after 10 years, Congress gives clear direction to the EPA to regulate those emissions to meet those targets. The pause does not impact EPA regulations related to water quality, air quality, health or other issues. This policy's price on pollution will lower carbon emissions far more than existing and pending EPA regulations.

See Sponsors List & Learn More

Go to **energyinnovationact.org** to learn more about the Energy Innovation & Carbon Dividend Act.

Support the Bill

Go to **cclusa.org/energy-innovation-act** to contact your Congressional Representative

Citizens' Climate Lobby

LOCAL GOVERNMENTS ENDORSING CARBON FEE AND DIVIDEND (Pre-HR 763)

Chicago, IL
Philadelphia, PA
Dallas, TX
Pima County, AZ
Austin, TX
San Francisco, CA
Essex County, NJ
San Mateo County, CA
Dekalb County, GA
Portland, OR
Dane County, WI
Tucson, AZ
Kansas City MO
Sonoma County, CA
Monterey County, CA
Oakland, CA
Boulder County, CO
Durham County, NC
Pittsburgh, PA
Saint Paul, MN
Greensboro, NC
Santa Cruz County, CA
Jersey City, NJ
St. Petersburg, FL
Marin County, CA
Dona Ana County, NM
Rochester, NY
Modesto, CA
Salt Lake City, UT
Santa Rosa, CA
Santa Fe County, NM
Syracuse, NY
Stamford, CT
Ann Arbor, MI
Allentown, PA
La Crosse County, WI
Berkeley, CA
Boulder, CO
Richmond, CA
San Mateo, CA
Tompkins County, NY
Eau Claire County, WI
Santa Monica, CA
Asheville, NC
Bellingham, WA
Reading, PA
Duluth, MN
Bloomington, IN
Fayetteville, AR
Alameda, CA
Bethlehem, PA
Iowa City, IA
Flagstaff, AZ
Santa Fe, NM
Eau Claire, WI
Davis, CA
Portland, ME
Santa Cruz, CA
La Crosse, WI
Encinitas, CA
Petaluma, CA
Lancaster, PA
Hoboken, NJ
Oak Park, IL
Charlottesville VA
San Luis Obispo, CA
Henrietta, NY
State College, PA
Summit County, UT
Montclair, NJ
Brighton, NY
Penfield, NY
Claremont, CA
West Hollywood, CA
Pullman, WA
Bangor, ME
Ithaca, NY
Burlingame, CA
Princeton, NJ
Los Altos, CA
San Carlos, CA

Pittsford, NY
Monterey, CA
Stevens Point, WI
Carbondale, CO
Moscow, ID
El Cerrito, CA
Oxford, OH
Portsmouth, NH
Carrboro, NC
Brunswick, ME
Millburn, NJ
Marina, CA
Albany, CA
Oroville, CA
Morristown, NJ
Carlisle, PA

Hopewell, NJ
Boone, NC
Pitkin County, CO
South Orange Village, NJ
Pacific Grove, CA
Bemidji, MN
Emeryville, CA
Morro Bay, CA
Capitola, CA
Sitka, AK
Rice Lake, WI
Oberlin, OH
Sebastopol, CA
Cotati, CA
Aspen, CO
Fairfield, ME

East Rochester, NY
Canton, NY
Waupaca, WI
Moab, UT
Harpswell, ME
Narberth, PA
Del Mar, CA
Pittsboro, NC
Carmel-by-the-Sea, CA
Lambertville, NJ
Danby, NY
Eureka Springs, AR
Shutesbury, MA
Grand Marais, MN
Vinalhaven, ME
Ridgway, CO

LOCAL GOVERNMENTS ENDORSING ENERGY AND INNOVATION ACT, HR 763

Anchorage, AK
Ashland County WI
Bayfield, WI
Bayfield County, WI
Bemidji, MN
Brockport, NY
Bull Valley IL
Cincinnati, OH
Coconut Creek, FL
Corvallis OR
Danby, NY
Del Mar, CA

Durham, NC
Encinitas, CA
Hoboken, NJ
Hopewell Township, NJ
Moab, UT
Narberth, PA
Palm Beach County, FL
Park City, UT
Patton Township, PA
Pittsford, NY
Richmond, CA
Rochester, NY

San Luis Obispo, CA
South Miami, FL
Surfside, FL
Syracuse NY
Takoma Park MD
Tompkins County, NY
Tremont, PA
Truckee, CA
Washburn WI
West Hollywood CA

SUBJECT: **Operators' Licenses**

RECOMMENDATION: Approval

DEPARTMENT OF ORIGIN: City Clerk

CLEARANCES: Police Department

EXHIBITS:

EXPENDITURES REQUIRED:

AMOUNT BUDGETED:

APPROPRIATION REQUIRED:

TREASURER'S CERTIFICATE:

COMPLIANCE WITH ORDINANCE 51:

STATEMENT OF CONFORMANCE WITH COMPREHENSIVE PLAN OF RECORD:

SUMMARY STATEMENT:

The following individuals have applied for an operator’s license:

Jacob B. Anderson
Laurel A. Dewey
Tamey M. Hmielewski
Natasha M. Holly
Mary K. Larson
Pamela J. Lightner
Arnold D. Moody
Kyle C. Rafert
Isabella S. Stone-Dahl
Wendy L. Anderson
Debbra Anne Ohlsson
Nancy M. Koval
Brenda L. Herlevi

Kolene J. Arvidson
Sarah M. Westlund
Sari M. Halbe
Kenya M. McAuliffe
Melody L. Hoglund
Daniel J. Sterling
Garrett C. Soufflet
Denise L. Shannon
Joselyn E. Olson
Kathleen A. Zar
Gaige P. Grosskreutz
Kaitlyn J. St. Germain
Joseph F. Schultz
Andrew J. Galligan

Agenda Item 1: Roll Call

PRESENT: Jackie Moore, Bill Kurtz, Phil Sorensen, Melodie Phipps, John Butler-Public Works Director, Sharon Campbell-Administrative Manager

ABSENT: Edward Calhan-excused

Agenda Item 2: Approval of Previous Meeting Minutes

No minutes to approve.

Agenda Item 3: Citizen Participation

None

Agenda Item 4: Unfinished Business

No unfinished business

Agenda Item 5: New Business

a.) Introduction of Committee Members – Each of the committee members present introduced themselves.
b.) Discuss Meeting Dates and Times – The committee agreed to meet at the Public Works Facility on the 2nd Thursday of each month at 5:30 P.M.

Agenda Item 6: Action Items

No action items.

Agenda Item 7: Items of Interest for Future Meetings

Present 2019 Roadway Improvements project to the committee.

It was suggested by Jackie Moore to have the Public Works Department partner with Northland College on City projects. John thought this was a good idea and would try to do this.

Agenda Item 8: Set Next Meeting Date

Public Works Conference Room -May 9, 2019 at 5:30 P.M.

Agenda Item 9: Adjournment

CITY OF ASHLAND

THE ASHLAND ORE DOCK CHARITABLE TRUST

BOARD OF TRUSTEES MEETING

Tuesday, February 5, 2019 at 8:15 am at City Hall in the Mayor's office

MEMBERS PRESENT: Gary LaPean, Ed Monroe, Holly George, Dick Pufall, Mayor Deb Lewis

MEMBERS ABSENT: John Beirl, Jean Ronning, Marvin Suomi, Sara Hudson

I. Call to Order.

a. Mayor Lewis called the meeting to order at 8:15 am. and roll call was recorded.
b. Motion by Holly George, and second by Gary LaPean to approve the agenda. Motion carried.
c. Approval of Minutes from January 9, 2019 was deferred to the next meeting in the absence of the Secretary.

II. There were no citizens present who wished to address the board.

III. Financial Updates

a. CVB Depository: All signatories (John, Ed, Gary, and Mayor Lewis) have signed the signature card at Chippewa Valley Bank; the transfer of funds from NSB to CVB which was previously approved by the Board has been accomplished.

IV. Project Updates: Mayor Lewis reported that Sara Hudson was in Madison defending an additional grant application made to Coastal Management (Sport Fisheries) to secure additional funds for Phase I Access to the Diamonds.

V. Business Items

a. Approval of the Amendment of Owner Contract for Ashland Oredock Design Services- Ashland Oredock Redevelopment Phase 2: Stuntz Ave Corridor for $67,000, 8.5% of the estimated total cost of the project funded at $1,333,333,00.

   Mayor Lewis explained the reason for the waiver request recommendation of using SmithGroup is to provide for consistency in the overall plan. The project will involve construction of a Gateway entrance to the dock from U.S. Hwy 2 that will include complete utility infrastructure rebuild, an ADA drop off terminus, restroom facility, and light structure installation using repurposed towers from the dock. There will likely be a need for specialized expertise for an archeological and cultural study of the site and a traffic study. This firm possesses the necessary expertise.
   Motion by Monroe and second by LaPean to waive bidding requirements and award contract to SmithGroup. Motion carried unanimously.

IIX. Motion to Adjourn by LaPean, Second by Monroe. Meeting concluded at 8:40 a.m.

ASHLAND BEAUTIFICATION COUNCIL

MEETING

May 31, 2019

8AM

1. Roll Call	**Volunteer Hours**
Present:	
Elaine Peterson	12.25
Shawna Johnson	15.25
Kay Saari	16
Penny Rutyna	10
Mary Zinnecker	14.25
David Askue	11.25
Jeanne Spruell	4.5
Volunteers: Carol Feldmeier	2 .25
Marla Mattson	1.5

Excused: Donna Lanni

2. Approval of May 10, 2019 meeting minutes

Motion to approve: Penny Second: Kay Vote: Aye

3. Administrative

Treasurer's report: Ashland Beautification Council 2019 general budget is $1900. Walmart expenditures $16.75 leaving a balance of $1883.25. $550.90 Hauser's order, yet to be billed.

Donations: Bratley Funeral Home balance $40, Kiwanis balance $140

Motion to approve treasurer's report: Kay Second: Elaine Vote: Aye

4. Old Business

BC project updates

*Bayview Park: Elaine working with Lance to get hoses replaced

*Beaser Ave: Mary volunteered to move mulch that was delivered to the wrong location

*City Hall, Boat landing, Memorial park: annuals delivered from Hauser's Friday May 31, 2019 10 AM @ Ashland City Hall

Review 2019 BC budget: $1883.25 available

Adopt-A-Garden/volunteer recruitment: Mary has recruited 1 volunteer for sure. Will post flyer around town in hopes of getting more volunteers.

Beauty Spot Awards May 2019: Thrivent Financial 623 Main St. E. (business), Joni Chapman 322 3rd Ave E. (residential). Penny to nominate June 2019 beauty spots.

5. New Business:

2019 Garden Tours and Plant exchange during Ashland Downtown Days Saturday, Aug. 3rd: Mary confirmed with Ashland Chamber. Maps will be available prior to and the day of event (at the plant exchange) for a $5 donation. BC to have gardens chosen for tour before July 1, 2019. BC members to bring prospects for consideration to next meeting.

Ashland Tree City USA: Mary and Dan Maderich discussed getting Ashland recognized again as a Tree City. Mary to pursue w/ Sarah (Parks & Rec.)

6. Date next meeting: Monday June 24, 2019 at 6pm Vaughn Library 2nd floor meeting room, Ashland WI.

7. Adjournment at 9:30am Motion to adjourn: Kay Second: Elaine Vote: Aye

Respectfully Submitted,

Shawna Johnson

SUBJECT: **Approve a Resolution by the Common Council for the City of Ashland, Wisconsin Authorizing the Renewal of the Annual School Resource Officer (SRO) Agreement with the School District of Ashland *(Voice)* Mayor**

RECOMMENDATION: Approval

DEPARTMENT OF ORIGIN: Mayor

CLEARANCES: Police Chief, Mayor

EXHIBITS:

1. Proposed Resolution
2. School Resource Officer Contract 2019-2020

EXPENDITURES REQUIRED: NA

AMOUNT BUDGETED: The wages and benefits of the Officer have been provided within the annual operating budget of the Police Department.

APPROPRIATION REQUIRED: NA

TREASURER'S CERTIFICATE:

COMPLIANCE WITH ORDINANCE 51:

STATEMENT OF CONFORMANCE WITH COMPREHENSIVE PLAN OF RECORD:

SUMMARY STATEMENT:

Annually, the City of Ashland and the School District of Ashland renew an agreement to provide an officer to be accessible to staff and students of the school system. The School Resource Officer works within the facilities of the School District during the school year and is available for scheduling on traditional patrol duties when school is not in session. The School District reimburses the City for the personnel costs of this position for those periods of time in which the Officer is available to the District. The Agreement for 2019-2020 is unchanged from previous years except for the dates.

RESOLUTION BY THE COMMON COUNCIL FOR THE CITY OF ASHLAND, WISCONSIN AUTHORIZING THE RENEWAL OF THE ANNUAL SCHOOL RESOURCE OFFICER (SRO) AGREEMENT WITH THE SCHOOL DISTRICT OF ASHLAND

WHEREAS, the School District of Ashland and the Common Council for the City of Ashland, Wisconsin have jointly determined that the presence of a School Resource Officer (SRO) is mutually beneficial; and,

***WHEREAS*,** the SRO duties include law enforcement, serving as a liaison for District staff, and serving as an educational resource to students and parents during the school year and performing general law enforcement duties with the Police Department when school is not in session; and,

WHEREAS, the School District and the City have jointly provided for an SRO within the facilities of the School District of Ashland for a number of years; and,

WHEREAS, the School District and the City desire to renew the annual SRO Agreement through the end of the 2019-2020 school year.

NOW, THEREFORE, BE IT RESOLVED that the Common Council for the City of Ashland hereby approves the renewal of the School Resource Officer (SRO) Agreement and authorizes the Mayor and Police Chief to enter into the new SRO Agreement on behalf of the City.

____
Councilperson

PASSED: July 30, 2019

ATTEST: ___________________________ ______________________________
Denise Oliphant, City Clerk Debra S. Lewis, Mayor

APPROVED AS TO FORM:

____
Tyler W. Wickman, City Attorney

(2341)

SCHOOL DISTRICT OF ASHLAND - CITY OF ASHLAND

School Resource Officer

Contract for Working Agreement – 2019-2020 School Year

1. The School Resource Officer (SRO) shall be employed by the City of Ashland and is covered by the Police Officer's Collective Bargaining Agreement with the City of Ashland. The SRO will be assigned to the School District of Ashland for a total of 178 days. Those days include the calendar worked by the professional teaching staff beginning with the first day of the regular school year [9/3/19]. The ending date of this contract shall be the last school day of 2020 [6/11/20]. The SRO is subject to be called away for police emergencies; a log of such emergencies shall be attached to the monthly billing. The District shall not be charged for such time when a SRO is called away from the building for emergencies to fulfill other police matters.
2. The hours of work for the SRO shall include a duty-free lunch period. The SRO shall report for duty at the School District at 7:30 AM and the regular work day shall end at 3:30 PM.
3. During the school year, the District shall be responsible for the overtime incurred because of school functions and will be covered as per the Police Officer's Collective Bargaining Agreement. A log shall be attached to the monthly billing. The vacation incurred by the SRO shall be divided between the School District of Ashland and the City of Ashland Police Department at a 75/25 % split. The SRO shall be entitled to a two-week prime time vacation during the summer months. Any training required to fulfill the duties of the SRO program will be the responsibility of the District and all costs associated with this training shall be paid for by the District.
4. The District shall be billed by the City of Ashland for a total of 100% of the salary, fringe benefits, and all other associated costs for this position while the officer is assigned to the school. This billing shall occur at the end of each month while the officer is working at the school. Final billing must be received by the District by June 15th.
5. The District shall have one (1) School Resource Officer assigned to the School District of Ashland. The District shall provide a site for the SRO which will include a desk, telephone, locking file cabinet, and a computer. A cell phone shall be provided by the District.
6. This position will be filled with a sworn police officer and therefore the officer will carry a weapon at all times while on duty with the District. These weapons will be carried in a concealed manner whenever possible.
7. The estimated budget shall be approved in advance of contract signing by both parties.
8. Variations from the budget will require the approval of both parties.
9. Overtime shall have prior approval of building level supervisors.
10. The SRO essential duties and responsibilities are outlined in the Ashland Police Department School Resource Officer job description.

SCHOOL DISTRICT OF ASHLAND:	***CITY OF ASHLAND:***
Jessica Pergolski	Debra A. Lewis
Board President	Mayor
Erik Olson	
Superintendent	Chief of Police
6/24/2019	
Date	Date

SUBJECT: **Approve a Resolution for Inclusion under the Income Continuation Insurance Plan with Wisconsin Department of Employee Trust Funds *(Voice)* Human Resources**

RECOMMENDATION: Approval

DEPARTMENT OF ORIGIN: Human Resources

CLEARANCES: Human Resources. Administration

EXHIBITS:

1. Proposed Resolution
2. Income Contnuation Insurance Employees Booklet
3. How to Become a Participating Employer Under the WI Public Employers' Group Income Continuation Insurance Program

EXPENDITURES REQUIRED: NA

AMOUNT BUDGETED:

APPROPRIATION REQUIRED:

TREASURER'S CERTIFICATE:

COMPLIANCE WITH ORDINANCE 51:

STATEMENT OF CONFORMANCE WITH COMPREHENSIVE PLAN OF RECORD:

SUMMARY STATEMENT:

The Income Continuation Insurance (ICI) benefit is a voluntary “income replacement” benefit payable if you become disabled. This insurance is available to all local government employees whose employers have elected to participate. The ICI program is authorized by Wisconsin Statute § 40.62 and is funded by premium contributions. ETF contracts with an external company (the plan administrator) to issue eligibility determinations and process individual claims.

ICI benefits provide up to 75% of your average monthly earnings based on your previous calendar year earnings rounded to the next highest $1,000 and divided by 12. For newly hired employees, your estimated annual earnings are rounded to the next highest $1,000 and divided by 12.

Standard Coverage covers up to $64,000 of annual earnings.
• The maximum benefit is $4,000 per month.
• The premiums are paid by the employer and employee.

Supplemental Coverage is available to employees whose annual earnings exceed $64,000 (between $64,000 and $120,000 of annual earnings).
• The maximum combined benefit is $7,500 per month.
• You must have standard coverage to apply for supplemental coverage.
• You must insure your entire earnings are above $64,000. There is no partial coverage.
• The premiums are paid entirely by the employee.
• Each January, your employer will review your prior year's earnings to determine if you are eligible to enroll in supplemental coverage. If your earnings drop below the $64,000 limit, the supplemental coverage will cease.

ICI provides replacement income for short- and long-term disabilities. The benefit usually lasts until you are no longer disabled or you reach age 65 (with some exceptions), whichever is sooner.

Before the benefit starts, you must serve an elimination period (also called a waiting period). You may select an elimination period of up to 180 days. You must be completely off work during this time.

ICI benefits will not duplicate benefits available from other WRS programs, the Social Security Administration, workers' compensation, unemployment compensation or certain other sources. You will be required to repay duplicate benefits back to the ICI program.

The attached booklets for both the employer and employee explain in more detail regarding termination, covered and non-covered requirements, and premiums among others.

RESOLUTION FOR INCLUSION UNDER THE INCOME CONTINUATION INSURANCE PLAN WITH WISCONSIN DEPARTMENT OF EMPLOYEE TRUST FUNDS

WHEREAS, resolved by the Common Council of the City of Ashland, Wisconsin that pursuant to the provisions of Section 40.61 of the Wisconsin Statutes, the Common Council hereby determines to offer the Income Continuation Plan to eligible personnel through the program of the State of Wisconsin Group Insurance Board; and

WHEREAS, the City of Ashland agrees to abide by the terms of the plan as set forth in the contract between the Group Insurance Board and the Administrator; and

WHEREAS, the resolution shall be effective on the later of the first of the month on or after 90 days following its receipt at the Department of Employee Trust Funds; and

WHEREAS, the proper officers are herewith authorized and directed to take all actions and make salary deductions for premiums and submit payments required by the State of Wisconsin Group Insurance Board to provide such Income Continuation Insurance.

THEREFORE, BE IT RESOLVED, certify that the foregoing resolution is a true, correct and complete copy of the resolution duly and regularly passed by the above governing body, and that the resolution has not been repealed or amended, and is now in full force and effect.

Number of eligible employees: 105 EFT Employer Identification Number: 69-036-0962000

____
Councilperson

PASSED: July 30, 2019

ATTEST: ______________________________
Denise Oliphant, City Clerk

____
Debra S. Lewis, Mayor

APPROVED AS TO FORM:

____
Tyler W. Wickman, City Attorney

(2348)

Wisconsin Local Government Employees

INCOME CONTINUATION INSURANCE

Wisconsin Retirement System

ET-2129 (1/10/2019) Scan to read online.

Table of Contents

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What is an Income Continuation Insurance (ICI) Benefit?

The Income Continuation Insurance (ICI) benefit is a voluntary "income replacement" benefit payable if you become disabled. This insurance is available to all local government employees whose employers have elected to participate. The ICI program is authorized by Wisconsin Statute § 40.62 and is funded by premium contributions. ETF contracts with an external company (the plan administrator) to issue eligibility determinations and process individual claims. See the *Contact Us* section for their information.

ICI benefits provide **up to 75% of your average monthly earnings** based on your previous calendar year earnings rounded to the next highest $1,000 and divided by 12. For newly hired employees, your estimated annual earnings are rounded to the next highest $1,000 and divided by 12.

Standard Coverage covers up to $64,000 of annual earnings.

- The maximum benefit is $4,000 per month.
- The premiums are paid by the employer and employee.

Supplemental Coverage is available to employees whose annual earnings exceed $64,000 (between $64,000 and $120,000 of annual earnings).

- The maximum combined benefit is $7,500 per month.
- You must have standard coverage to apply for supplemental coverage.
- You must insure your entire earnings are above $64,000. There is no partial coverage.
- The premiums are paid entirely by the employee.
- Each January, your employer will review your prior year's earnings to determine if you are eligible to enroll in supplemental coverage. If your earnings drop below the $64,000 limit, the supplemental coverage will cease.

ICI provides replacement income for short- and long-term disabilities. The benefit usually lasts until you are no longer disabled or you reach age 65 (with some exceptions), whichever is sooner.

Before the benefit starts, you must serve an elimination period (also caled a waiting period). You may select an elimination period of up to 180 days. *You must be completely off work during this time.*

ICI benefits will not duplicate benefits available from other WRS programs, the Social Security Administration, workers' compensation, unemployment compensation or certain other sources. You will be required to repay duplicate benefits back to the ICI program.

How do I Enroll?

Option 1: Initial Enrollment
You may enroll by completing the *Income Continuation Insurance Application* (ET-2366) and returning it to your payroll/personnel office within 30 days of hire (or within 30 days of becoming a WRS-participating employee, if you were not considered a participating employee at the time you were initially hired).

If you are employed at more than one WRS employer and fall under a different ICI plan with a different elimination period, you must file an enrollment application for each position held.

Option 2: Evidence of Insurability
If you do not enroll under option 1, you may enroll if you are medically insurable. You may request an *ICI Application and Evidence of Insurability* (ET-2308) from the Department of Employee Trust Funds.

This form asks you to answer questions concerning your past and present health. Approval/denial of your *Evidence of Insurability* application will be based on this medical information.

An employee with standard ICI coverage may not use EOI to enroll in supplemental coverage. However, if you have no ICI coverage and your earnings exceed $64,000, you may apply for both standard and supplemental ICI coverage through EOI.

Coverage During Leave of Absence
Your coverage may be continued while on temporary layoff or an approved leave of absence by paying premiums in advance.

The maximum time ICI coverage can be continued on an approved leave of absence is 36 months, except that an insured employee on union leave or military leave* may continue to be insured for the duration of that leave.

You are required to pay the entire premium due (employee and employer portion). Payments must be received by your payroll/personnel office so that there is no lapse in coverage.

If you allow your coverage to lapse while you are on leave of absence, coverage may be reinstated with the same elimination period and without furnishing evidence of insurability if you submit a new *Income Continuation Insurance Application* (ET-2366) to your employer within 30 days of resuming active employment. Coverage will be effective the first of the month that first occurs during the 30-day enrollment period.

*Note: ICI benefits are not payable for disabilities caused by acts of war (direct or indirect). However, you may have—or develop—a medical condition unrelated to war service that may qualify you for ICI benefits.

Termination of Coverage
ICI coverage ends on the date your employment ends. This includes resigning, retiring, turning age 70, being dismissed or dying. If coverage ends, a full month's premium is due for any month or portion of a month for which earnings are paid. If your employer withdraws from the program, coverage shall terminate at the end of the calendar year.

Note: If you are disabled under the terms of the plan at the time coverage terminates, you will continue to be eligible to receive benefits as long as the disability continues, up to the maximum duration of benefits as explained in the *When Will My Benefit End?* section.

Disabilities Not Covered
Benefit payments are not available for total disability that begins prior to the effective date of coverage (standard or supplemental) or disability that is:

- the direct result of war, declared or undeclared. The act of war shall be determined by the Group Insurance Board.
- the direct or indirect result of intentional self-inflicted injury for monetary gain.
- the direct or indirect result of participation in the commission of a crime other than a misdemeanor.
- the direct or indirect result from cosmetic surgery, except for complications thereof.

A condition which is present but not disabling prior to the effective date of coverage is not excluded from benefits.

How Much Are the Premiums?

Premium Rates

***Note*:** The Local ICI program is currently under a premium holiday. The premium holiday covers standard and supplemental coverage. Rates outlined in this brochure were in effect prior to the premium holiday and are for illustration purposes only.

Monthly premiums are based on:

1. Your previous calendar year earnings, as reported to the WRS (or your estimated annual earnings, if applicable), rounded to the next higher $1,000 and divided by 12.
2. Your selected elimination period (see the *Definitions* section).

Annual Premium Adjustment

Effective every April 1, your employer will adjust your premium based on changes to your previous year's earnings. If you were either a new hire or had a permanent change in your percentage of appointment in the previous calendar year, your ICI premium will not be adjusted until the next annual review when a full calendar year of WRS-reportable salary is available.

If you have a 50% appointment but you are required to permanently work 100%, your ICI coverage should be based on a 100% appointment. If you are not required to work 100% on a permanent basis, then your ICI coverage will initially be calculated at the 50% appointment. When your premiums are adjusted during the annual adjustment period, your coverage will then be based on the previous calendar year earnings as reported to WRS. This will include all of the hours you actually worked.

Premium Change Based on Change in Appointment

Employers must adjust premiums when an employee's percentage of appointment is permanently changed. In these situations, the employer determines the premium rate by estimating earnings for the following 12 months, rounding it to the next higher $1,000, and dividing by 12. These estimated monthly earnings are used as a basis for coverage until, at the time of the annual adjustment, a full calendar year of WRS-reportable earnings are available.

Calculating Your Premium

Using the following tables, you can calculate the monthly cost of ICI premiums.

Example 1:
Employee with standard coverage only:

Elimination period	90 calendar days
Salary	$35,000.00 per year
Premium	$10.94 per month

Example 2:
Employee with standard and supplemental coverage:

Elimination period	90 calendar days
Salary	$110,000.00 per year
Premium	$20.00 (standard) + $24.00 (supplemental coverage)
Total employee premium:	$44.00 per month

Contact your payroll/benefits representative if you have questions about your premium rate.

Employee Share of Monthly Premium for Standard Coverage

If you have supplemental coverage, add the supplemental premium to the premium due for the standard coverage to determine your share of the premium.

WRS Earnings In The Previous Calendar Year	Elimination Period (in calendar days)				
	30 DAYS	60 DAYS	90 DAYS	120 DAYS	180 DAYS
0.00 - 5,000.00	3.13	2.19	1.56	0.94	0.00
5,000.01 - 6,000.00	3.75	2.63	1.88	1.13	0.00
6,000.01 - 7,000.00	4.37	3.06	2.19	1.31	0.00
7,000.01 - 8,000.00	5.00	3.50	2.50	1.50	0.00
8,000.01 - 9,000.00	5.63	3.94	2.81	1.69	0.00
9,000.01 - 10,000.00	6.25	4.37	3.12	1.87	0.00
10,000.01 - 11,000.00	6.88	4.81	3.44	2.06	0.00
11,000.01 - 12,000.00	7.50	5.25	3.75	2.25	0.00
12,000.01 - 13,000.00	8.12	5.69	4.06	2.44	0.00
13,000.01 - 14,000.00	8.75	6.13	4.38	2.63	0.00
14,000.01 - 15,000.00	9.38	6.56	4.69	2.81	0.00
15,000.01 - 16,000.00	10.00	7.00	5.00	3.00	0.00
16,000.01 - 17,000.00	10.63	7.44	5.31	3.19	0.00
17,000.01 - 18,000.00	11.25	7.88	5.63	3.38	0.00
18,000.01 - 19,000.00	11.87	8.31	5.94	3.56	0.00
19,000.01 - 20,000.00	12.50	8.75	6.25	3.75	0.00
20,000.01 - 21,000.00	13.13	9.19	6.56	3.94	0.00
21,000.01 - 22,000.00	13.75	9.62	6.87	4.12	0.00
22,000.01 - 23,000.00	14.38	10.06	7.19	4.31	0.00
23,000.01 - 24,000.00	15.00	10.50	7.50	4.50	0.00
24,000.01 - 25,000.00	15.62	10.94	7.81	4.69	0.00
25,000.01 - 26,000.00	16.25	11.38	8.13	4.88	0.00
26,000.01 - 27,000.00	16.88	11.81	8.44	5.06	0.00
27,000.01 - 28,000.00	17.50	12.25	8.75	5.25	0.00
28,000.01 - 29,000.00	18.13	12.69	9.06	5.44	0.00
29,000.01 - 30,000.00	18.75	13.13	9.38	5.63	0.00
30,000.01 - 31,000.00	19.37	13.56	9.69	5.81	0.00
31,000.01 - 32,000.00	20.00	14.00	10.00	6.00	0.00
32,000.01 - 33,000.00	20.63	14.44	10.31	6.19	0.00
33,000.01 - 34,000.00	21.25	14.87	10.62	6.37	0.00
34,000.01 - 35,000.00	21.88	15.31	10.94	6.56	0.00
35,000.01 - 36,000.00	22.50	15.75	11.25	6.75	0.00
36,000.01 - 37,000.00	23.12	16.19	11.56	6.94	0.00
37,000.01 - 38,000.00	23.75	16.63	11.88	7.13	0.00
38,000.01 - 39,000.00	24.38	17.06	12.19	7.31	0.00
39,000.01 - 40,000.00	25.00	17.50	12.50	7.50	0.00
40,000.01 - 41,000.00	25.63	17.94	12.81	7.69	0.00
41,000.01 - 42,000.00	26.25	18.38	13.13	7.88	0.00
42,000.01 - 43,000.00	26.87	18.81	13.44	8.06	0.00
43,000.01 - 44,000.00	27.50	19.25	13.75	8.25	0.00
44,000.01 - 45,000.00	28.13	19.69	14.06	8.44	0.00
45,000.01 - 46,000.00	28.75	20.12	14.37	8.62	0.00
46,000.01 - 47,000.00	29.38	20.56	14.69	8.81	0.00
47,000.01 - 48,000.00	30.00	21.00	15.00	9.00	0.00
48,000.01 - 49,000.00	30.62	21.44	15.31	9.19	0.00
49,000.01 - 50,000.00	31.25	21.88	15.63	9.38	0.00
50,000.01 - 51,000.00	31.88	22.31	15.94	9.56	0.00
51,000.01 - 52,000.00	32.50	22.75	16.25	9.75	0.00
52,000.01 - 53,000.00	33.13	23.19	16.56	9.94	0.00
53,000.01 - 54,000.00	33.75	23.63	16.88	10.13	0.00
54,000.01 - 55,000.00	34.37	24.06	17.19	10.31	0.00
55,000.01 - 56,000.00	35.00	24.50	17.50	10.50	0.00
56,000.01 - 57,000.00	35.63	24.94	17.81	10.69	0.00
57,000.01 - 58,000.00	36.25	25.37	18.12	10.87	0.00
58,000.01 - 59,000.00	36.88	25.81	18.44	11.06	0.00
59,000.01 - 60,000.00	37.50	26.25	18.75	11.25	0.00
60,000.01 - 61,000.00	38.12	26.69	19.06	11.44	0.00
61,000.01 - 62,000.00	38.75	27.13	19.38	11.63	0.00
62,000.01 - 63,000.00	39.38	27.56	19.69	11.81	0.00
63,000.01 - 64,000.00	40.00	28.00	20.00	12.00	0.00

Employee Share of Monthly Premium for Supplemental Coverage

WRS Earnings In The Previous Calendar Year	Elimination Period (in calendar days) 30 DAYS	60 DAYS	90 DAYS	120 DAYS	180 DAYS
64,000.01 - 65,000.00	0.80	0.60	0.50	0.40	0.20
65,000.01 - 66,000.00	1.70	1.30	1.00	0.80	0.40
66,000.01 - 67,000.00	2.50	1.90	1.60	1.20	0.60
67,000.01 - 68,000.00	3.30	2.60	2.10	1.60	0.80
68,000.01 - 69,000.00	4.20	3.20	2.60	2.00	1.00
69,000.01 - 70,000.00	5.00	3.90	3.10	2.40	1.30
70,000.01 - 71,000.00	5.80	4.50	3.60	2.80	1.50
71,000.01 - 72,000.00	6.70	5.20	4.20	3.20	1.70
72,000.01 - 73,000.00	7.50	5.80	4.70	3.60	1.90
73,000.01 - 74,000.00	8.30	6.50	5.20	4.00	2.10
74,000.01 - 75,000.00	9.20	7.10	5.70	4.40	2.30
75,000.01 - 76,000.00	10.00	7.80	6.30	4.80	2.50
76,000.01 - 77,000.00	10.80	8.40	6.80	5.10	2.70
77,000.01 - 78,000.00	11.70	9.00	7.30	5.50	2.90
78,000.01 - 79,000.00	12.50	9.70	7.80	5.90	3.10
79,000.01 - 80,000.00	13.30	10.30	8.30	6.30	3.30
80,000.01 - 81,000.00	14.20	11.00	8.90	6.70	3.50
81,000.01 - 82,000.00	15.00	11.60	9.40	7.10	3.80
82,000.01 - 83,000.00	15.80	12.30	9.90	7.50	4.00
83,000.01 - 84,000.00	16.70	12.90	10.40	7.90	4.20
84,000.01 - 85,000.00	17.50	13.60	10.90	8.30	4.40
85,000.01 - 86,000.00	18.30	14.20	11.50	8.70	4.60
86,000.01 - 87,000.00	19.20	14.90	12.00	9.10	4.80
87,000.01 - 88,000.00	20.00	15.50	12.50	9.50	5.00
88,000.01 - 89,000.00	20.80	16.10	13.00	9.90	5.20
89,000.01 - 90,000.00	21.70	16.80	13.50	10.30	5.40
90,000.01 - 91,000.00	22.50	17.40	14.10	10.70	5.60
91,000.01 - 92,000.00	23.30	18.10	14.60	11.10	5.80
92,000.01 - 93,000.00	24.20	18.70	15.10	11.50	6.00
93,000.01 - 94,000.00	25.00	19.40	15.60	11.90	6.30
94,000.01 - 95,000.00	25.80	20.00	16.10	12.30	6.50
95,000.01 - 96,000.00	26.70	20.70	16.70	12.70	6.70
96,000.01 - 97,000.00	27.50	21.30	17.20	13.10	6.90
97,000.01 - 98,000.00	28.30	22.00	17.70	13.50	7.10
98,000.01 - 99,000.00	29.20	22.60	18.20	13.90	7.30
99,000.01 - 100,000.00	30.00	23.30	18.80	14.30	7.50
100,000.01 - 101,000.00	30.80	23.90	19.30	14.60	7.70
101,000.01 - 102,000.00	31.70	24.50	19.80	15.00	7.90
102,000.01 - 103,000.00	32.50	25.20	20.30	15.40	8.10
103,000.01 - 104,000.00	33.30	25.80	20.80	15.80	8.30
104,000.01 - 105,000.00	34.20	26.50	21.40	16.20	8.50
105,000.01 - 106,000.00	35.00	27.10	21.90	16.60	8.80
106,000.01 - 107,000.00	35.80	27.80	22.40	17.00	9.00
107,000.01 - 108,000.00	36.70	28.40	22.90	17.40	9.20
108,000.01 - 109,000.00	37.50	29.10	23.40	17.80	9.40
109,000.01 - 110,000.00	38.30	29.70	24.00	18.20	9.60
110,000.01 - 111,000.00	39.20	30.40	24.50	18.60	9.80
111,000.01 - 112,000.00	40.00	31.00	25.00	19.00	10.00
112,000.01 - 113,000.00	40.80	31.60	25.50	19.40	10.20
113,000.01 - 114,000.00	41.70	32.30	26.00	19.80	10.40
114,000.01 - 115,000.00	42.50	32.90	26.60	20.20	10.60
115,000.01 - 116,000.00	43.30	33.60	27.10	20.60	10.80
116,000.01 - 117,000.00	44.20	34.20	27.60	21.00	11.00
117,000.01 - 118,000.00	45.00	34.90	28.10	21.40	11.30
118,000.01 - 119,000.00	45.80	35.50	28.60	21.80	11.50
119,000.01 - 120,000.00	46.70	36.20	29.20	22.20	11.70

Filing a Disability Claim with the ICI Program

How to File a Claim
Contact the plan administrator to file a claim. See the *Contact Us* section of this brochure). Telephone filing is encouraged.

1. File your claim as soon as possible after your last day worked.
    - You may file a claim up to 30 days before your anticipated last day worked in cases of impending childbirth or scheduled surgery.
    - A claim will not be approved if received more than 12 months after your last day in pay status.
    - The effective date of your benefit can be no earlier than 90 days before your claim is filed. If you wait, you could miss out on some benefits.
2. The plan administrator will send you an introductory packet. Complete and return the medical release form and the repayment agreement.
3. **A licensed physician** will be required to submit medical information concerning your disability to the plan administrator.
    - A licensed physician as defined in the ICI plan includes a medical doctor, doctor of osteopathy, surgeon, podiatrist, dentist or nurse practitioner licensed to practice by a state within the United States. This also includes a physician's assistant or psychologist who is acting within the lawful scope of his or her license and performs a service that is supervised by a licensed medical doctor, doctor of osteopathy or surgeon.
    - For a short-term disability (a disability lasting 12 months or less), a physician must certify that you are not able to perform the duties of your position.

      Note: If your physician states that you can return to work if the employer makes reasonable accommodations to your disability, and if your employer agrees to make those accommodations, your claim will be denied.
    - For a long-term disability (a disability lasting longer than 12 months), a physician must certify that you are not able to engage in any substantial gainful activity (see *Definitions*) for which you are reasonably qualified, with due regard to your education, training and experience.
4. The plan administrator will periodically contact your physician to receive updated information on your disability and expected return to work. You will be responsible for costs associated with the medical exams.
5. Your employer must complete the employment statement that comes from the plan administrator.
6. After contacting your physician and employer, the plan administrator will determine whether you should be approved for the benefit.

If you are approved, you will receive a letter from the plan administrator describing how much your benefit will be and when it will start. If you are denied, you will receive a letter from the plan administrator stating the reasons for the denial.

Administrative Review Process
If you do not agree with a decision made by the administrative personnel, you have the right to request, in writing, that they reconsider the determination. They must receive your request for reconsideration within 90 days of the date of the determination letter.

- With the reconsideration request, you must specifically state how you believe the plan administrator erred in interpreting the plan provisions.
- You must provide the plan administrator with all documentation, including medical records relevant to the claimed disability and your position regarding the determination.
- After reviewing all of the new and original information, the plan administrator will send you a letter with the reconsidered decision.

Filing a Disability Claim with the ICI Program (continued)

If you do not agree with the decision at the reconsideration level of the appeal process, you have the right to request a departmental determination from ETF. Your written request must be received by ETF within 90 days of the date of the reconsideration letter.

If you request a Departmental Determination, ETF will determine whether the plan administrator erred in its decision. ETF relies upon the medical records/notes and the review performed bythe plan administrator's medical consultants to make a determination.

If you do not agree with the Departmental Determination and you wish to pursue the matter, you may request an appeal to the Group Insurance Board. You must request the appeal in writing. The written appeal request must be received by the Appeals Coordinator within 90 days of the date of the notice. The Appeals Coordinator will provide you with a booklet covering the appeals process and time frames.

When Will my Benefit Start?

Your ICI benefit will begin after you serve your selected elimination period. Employees have an elimination period of 30, 60, 90, 120 or 180 calendar days.

The elimination period begins on the first full day that you are continuously and completely absent from work due to disability. If you return to work during your elimination period, even to perform incidental work at your employer's request, your elimination period will be extended. Before performing any work during your elimination period, you should talk to the plan administrator.

Using vacation, sick leave, holiday time, and compensatory time are *not* considered in determining when benefits begin. However, using any of the above benefits *after* the elimination period will cause a reduction of your ICI benefit. See O*ffsets/Reductions* in the section H*ow Much Will I Receive*.

How Much Will I Receive?

Benefit Amount
The ICI benefit is calculated by multiplying your average monthly earnings from the previous year by 75%.

- *Standard Coverage*—Covers up to $64,000 of annual earnings. The maximum benefit is $4,000 per month.
- *Supplemental Coverage*—Covers between $64,000 and $120,000 of annual earnings. The maximum combined benefit is $7,500 per month.

For disabilities lasting longer than 12 months, a supplement of $75 per month is added to the normal benefit amount.

Offsets/Reductions
ICI benefits will not duplicate other benefits available to you, but rather will supplement these programs to provide a specified level of disability income. Therefore, your ICI benefit will be reduced by income received from sources including, but not limited to:

- Social Security based on your work record (regular or disability)*.
- Unemployment compensation.
- Workers' compensation (except permanent disability awards).
- WRS benefits (retirement, disability retirement, or separation).
- Any employer sponsored / sanctioned salary continuation plan.
- Earnings, including self-employment.
- Duty disability.

In addition, your benefit will be reduced at the rate of 100% for any vacation, holiday or compensation pay you receive after your elimination period.

If you receive a monthly retirement benefit from the WRS, your ICI will be reduced by the largest benefit amount you are eligible to receive, even if you choose an option that pays a reduced benefit. If you take a separation or lump sum benefit, your ICI benefit will be reduced by an equivalent monthly amount.

If you receive income from any of the above sources, it is prudent not to spend it until the ICI amount to be repaid is provided to you by the plan administrator. You will be required to repay any benefits you receive or are eligible to receive that cover the same time period as your ICI benefits.

You must also apply for all other benefits that you might be eligible to receive. If you fail to do this, your ICI benefit will be reduced by the largest benefit you could receive from another source.

If you are approved to return to part-time employment with your prior employer, your benefit will be reduced (offset) at the rate of 75% of your earnings. If medical evidence indicates you are capable of working part-time but you do not return to work, your benefit will be reduced by an estimated earnings offset. See the *Returning to Work* section of this brochure for more information.

If Social Security Benefits Are Denied...

When Social Security benefits have been initially denied, you are required to pursue the appeal through the hearing level. The ICI program may provide a Social Security advocate to assist you in the appeal process. You are required to cooperate with the Social Security advocate to avoid suspension or termination of your ICI benefits.

The ICI program does not require you to obtain an attorney to assist you in obtaining Social Security benefits. However, if you do decide to obtain an attorney and you win your appeal, the ICI program will not consider the attorney fees as a reduction to the ICI benefit if the Social Security Administration (SSA) approves the amount to be paid to the attorney. Documentation of SSA approval of such fees must be provided to the ICI plan.

Payment Dates
Benefits are paid monthly at the beginning of the month for the previous benefit month (i.e. January benefits are paid February 1).

Waiver of Premium
ICI premiums are waived effective the first of the month following the date ICI benefits begin.

Note: If benefits begin on the first day of a month, the premium waiver begins on the same day.

The waiver of premium remains in effect for as long as you continue to be eligible for benefits. If benefits are terminated because you returned to full-time employment with a state employer, premium payments will resume.

If you choose to remain on a leave of absence after your disability ceases and have not terminated employment, you must immediately make arrangements for payment of the ICI premium through your employer. Otherwise, coverage will terminate and can be reinstated only after you return to work and reapply for coverage.

Taxable Benefits
A portion or all of your ICI benefit may be taxable income to you. As the percentage of the total premium paid by your employer as a fringe benefit increases, there is a corresponding increase in the percentage of benefits that is considered taxable income. The taxable portion is based on an average of the premium percentage paid by the employer over the three years prior to the year in which ICI benefits are first paid.

If a portion of the ICI benefit is based on the supplemental coverage, that portion of the benefit is not taxable because you are required to pay the entire premium for the supplemental coverage. However, due to changes in the tax laws and the interpretation of the revenue code, you should consult both state and federal tax authorities for answers to any specific questions you have concerning the exclusion or inclusion of such benefit payments as taxable income.

The following is an aid for tax authorities in determining the extent of state contribution toward premium for the ICI plan:

Taxable Portion of Employer Contribution:

Select Elimination Period	Minimum Percent of Gross Premium Paid by the Employer
30-day plan	5%
60-day plan	2%
90-day plan	40%
120-day plan	53%
180-day plan	100%

The plan administrator will automatically withhold federal income tax from the taxable portion of a benefit. The amount of federal income tax withheld will equal the deduction for a single person with zero exemptions. If you wish to change the amount of federal tax withheld, you may submit Form W-4S or W-4 (available from the IRS) to the plan administrator.

Wisconsin state income tax will only be withheld from a taxable ICI benefit if you submit the *Wisconsin Withholding Exemption Form WT-4*. It is available from the Wisconsin Department of Revenue.

FICA: Social Security regulations provide that any income received from a sickness or disability plan during the first six months of a disability is subject to withholding for Social Security contributions if the employer has paid a portion of the premiums. The percent of the benefit subject to Social Security contributions equals the percent of the gross premium paid by the state. Any ICI benefits you receive during the first six months of disability will reflect this deduction for Social Security contributions unless your WRS employment is terminated and you are approved for disability retirement benefits.

Annual Tax Documents
The plan administrator will send you tax forms annually.

Participant's Responsibilities While Receiving the Benefit

Annual Statement of Earnings

After the first year of ICI benefits, you will be required to complete and return to ETF the *Annual Statement of Earnings* (ET-5905) on which you will report all earnings for the prior calendar year. The plan administrator normally sends this form out on March 1 and the statements are due April 30.

Medical Reports to Substantiate Disability

Your physician and the plan administrator will work together to determine how often your physician should follow up with you to certify that you are still disabled. The plan administrator will periodically ask your physician to complete supplemental medical forms. Cost for medical exams and copies of the medical records are your responsibility.

Failure to Comply

Benefits may be suspended or terminated if you fail to provide required information within 60 days of the date of the initial request or if you do not otherwise cooperate in meeting the program requirements.

Returning to Work

You may return to work with your prior WRS employer given the physician's release to return to work and the employer's ability to accommodate any restrictions imposed. Earnings paid when you return to work less than full-time will be offset at 75% (see example below). Earnings include pay for days taken as vacation, holiday or compensation time. Paid sick leave will be offset at 100%.

Your part-time earnings will be offset based on the date of your earnings check. For example, your earnings check dated July 1 will be offset from the ICI benefit check dated August 1 (which covers the month of July).

If you are receiving long term ICI benefits, you will be required to provide objective medical evidence (see *Definitions*) on a quarterly basis to continue to substantiate the disability. If you are released to return to work full-time and your employer can accommodate your restrictions, if any, and you do not return, benefits will be reduced by your estimated earnings or terminated.

If your physician releases you to return to work part-time but you choose not to, or you return to work but you do not work the number of hours your physician released you to return to work, your ICI benefit will be offset. This offset amount will be calculated by ultiplying the number of hours released to work by the hourly rate in effect at the time you became disabled.

If you are unable to work the number of hours your physician released you to work because of your medical condition, you should contact your physician immediately to discuss your inability to work those hours. Your physician will need to amend your restrictions. It is extremely important that your medical records reflect your ability to work for benefit payment purposes.

Rehabilitative Training
If you have a rehabilitation plan that was approved by the Wisconsin Division of Vocational Rehabilitation (DVR), you need to contact the plan administrator and provide them with a copy of your approved plan. You will need to sign a release allowing the ICI program access to your pre-approved plan.

As an incentive to return to work, only 75% of earnings from approved rehabilitative employment may apply to the reduction of your ICI benefits. Earnings from non-approved rehabilitative employment will reduce your ICI benefit amount dollar-for-dollar (100%). The offset for the rehabilitative earnings are based on the date of the earnings check. See example below.

Example: Benefit reduction due to earnings from part-time return to work.

Monthly income continuation benefit		$2,416.67
Less: earnings with prior employer	$1,000.00	
Offset reduced to 75%	x 75%	- 750.00
Net monthly income continuation benefit		**$1,666.67**
Plus: earnings		+ 1,000.00
Total monthly income		**$2,666.67**

When Will my Benefit End?

Your ICI benefit will end on the earliest of the following dates:

- When medical evidence shows that you are capable of performing the duties of your position (or of any position if the disability is long term).
- When you return to your former employment status (see the *Returning to Work* section);
- When you die.
- When you reach age 65. However, if you become disabled when you are age 62 or older, your benefit may be payable longer. See table at right.

Age at Disablement	Maximum Time Benefits Are Paid
61 or younger	To age 65
62	3.5 years
63	3 years
64	2.5 years
65	2 years
66	1.75 years
67	1.5 years
68	1.25 years
69	To age 70

Definitions

Date of Disability—The day after your last day worked or the date your physician indicates that your medical condition meets the program's disability definition, whichever is later.

Elimination Period—This is the number of calendar days in which you must be completely off work in order to receive ICI benefits. Employees may select an elimination period up to 180 days.

Objective Medical Evidence—Test results such as blood tests, MRI, CAT scan, X-rays, etc. and physician's notes of regular visits recording the physician's observations of disabling symptoms and conditions.

The physician's opinion may rely in part on records of care provided by other medical professionals under the supervision of a physician, including but not limited to physician's assistants, midwives, psychologists and psychotherapists (MMSW).

The actual certification of disability must come from the licensed medical doctor, doctor of osteopathy, surgeon podiatrist, dentist or nurse practitioner.

Plan Administrator—External company contracted by the Department of Employee Trust Funds to issue eligibility determinations and process individual claims. This is also sometimes referred to as a third-party administrator.

Regular Care and Attendance—Planned program of observation and treatment requiring personal attendance by a physician.

Substantial Gainful Activity—Gross earnings that are equal to or greater than the gross ICI benefit for the same period of time.

Totally Disabled—The ICI program has two definitions of disability depending on the duration of the disability:

> **Short-term Disability**—the first 12 months of disability, while you are under the regular care and attendance of a physician, and your disability makes you unable to perform your job.
>
> **Long-term Disability**—after the first 12 months of disability, while you are under the regular care and attendance of a physician, and your disability makes you unable to engage in any substantial gainful activity for which you are reasonably qualified.

Contact Us

Contacting ETF
See the back cover for contact information.

Contacting the plan administrator: Aetna, (now doing business as The Hartford)

Phone
Toll Free: 1-800-960-0052
Fax: 1-866-667-1987

Mail
The Hartford
P.O. Box 14560
Lexington, KY 40512-4560

Email
ICILTDI@Aetna.com

Contact ETF

etf.wi.gov

Find ETF-administered benefits information, forms, brochures, benefit calculators, educational offerings and other online resources. Stay connected with:

ETF E-Mail Updates

@wi_etf

1-877-533-5020 or 608-266-3285 (local Madison)

7:00 a.m. to 5:00 p.m. (CST), Monday-Friday

Benefit specialists are available to answer questions.

Wisconsin Relay: 711

PO Box 7931
Madison, WI 53707-7931

Write ETF or return forms.

WISCONSIN DEPARTMENT OF EMPLOYEE TRUST FUNDS

How to Become a Participating Employer Under the Wisconsin Public Employers' Group Income Continuation Insurance Program

Wisconsin Department of Employee Trust Funds
P.O. Box 7931
Madison, WI 53713
etf.wi.gov

ET-1140 (REV 10/20/2017)

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Income Continuation Insurance

General Information

The information in this booklet supplements the information contained in the *Wisconsin Public Employees' Income Continuation Insurance* (ET-2129) brochure.

The Income Continuation Insurance (ICI) plan became available to state employees in 1972 and to local government employees in 1987. This plan provides replacement income during a period of disability.

Employer Eligibility

Public employers must be included under the WRS in order to elect coverage under the ICI plan. To become a WRS employer, a *Resolution of Inclusion Under WRS* (ET-1319) must be filed and approved by ETF and the employer must be covered by a Section 218 agreement with the Social Security Administration.

Employee Eligibility

Employees who are under age 70 and employed in a WRS covered position are eligible to participate in the ICI plan.

Employer Cannot Limit Employee Participation

The ICI plan may not be limited to a particular department, a classification of employees, special interest groups or union contract groups. When a resolution is adopted by the governing body to participate in the ICI plan described in this booklet, all eligible employees must be offered coverage. However, an employer may request a temporary waiver for delayed effective dates if the timing of collective bargaining requires a different initial effective date for one or more bargaining units. See *How to Join* on page 8.

Benefits Payable

ICI will replace a substantial portion of income in the event of disability—75% of gross WRS earnings. The plan provides replacement income for disabilities which are considered short term in nature as well as those which may last for extended periods. Depending on the participant's age at the time disability commences, the plan may continue disability payments to at least age 65, and in some cases, to age 70.

The amount of benefit payable is based on the participant's average monthly earnings as reported to the WRS in the previous calendar year, rounded to the next higher thousand. Participants with less than a full year's earnings in the previous calendar year will have the salary amount projected. Newly hired employees who elect to participate will have monthly salary projected from current earnings. Benefits will be based on 75% of gross WRS earnings, with a maximum monthly benefit of $4,000, for employees with standard ICI coverage.

The Supplemental ICI coverage allows for a benefit maximum of $7,500 per month (75% of WRS annual earnings of $120,000) with the **employee** paying the entire premium above the current $4,000 per month benefit. Individuals with WRS annual earnings greater than $120,000 who enroll in the supplemental coverage are limited to a benefit based on earnings of $120,000.

Benefits under the plan will not duplicate benefits available from state or federal programs such as the WRS, Long-Term Disability Insurance, Social Security, Worker's Compensation, unemployment, etc., but rather will supplement these programs so as to provide a specified level of disability income.

Participant Cost

Participant cost is based on the previous year's average monthly earnings and the selected elimination period of 30, 60, 90, 120 or 180 calendar days. The elimination period is the minimum number of consecutive calendar days which must elapse between the date of disability and the beginning of benefit payments. The premium is reevaluated annually in April based on the previous year's earnings.

Employees eligible to apply for the supplemental ICI coverage are those who meet/met the eligibility requirements for the ICI coverage and whose annual WRS earnings exceed $64,000. Eligible employees electing supplemental coverage must insure their entire salary above $64,000 up to $120,000. *There is no partial supplemental coverage*. **Enrollment in the supplemental coverage is voluntary.** The employee must pay the entire premium for supplemental coverage.

Employer Cost

Employer cost is based on a percentage of the employee's average monthly earnings in the previous year and the elimination period selected. The minimum amount which *must be paid by the employer* is .25% of the average monthly earnings. This represents the full cost for the 180 calendar day elimination period. The employer is not required to contribute the same percentage of premium for all participants and may vary the contribution on the basis of classification of employees or union contract groups.

Employers can **not** contribute any portion of the *supplemental ICI premium*; the employee must pay the entire premium for the *supplemental coverage.* Supplemental ICI coverage premiums *may not* be paid under any union contract agreement for local employers participating in the ICI plan.

The following table shows the employer and participant premium rates for the elimination period selected:

Calendar Day Elimination Period	Monthly Premium As a % of Average Monthly Earnings		
	Total	Employer	Participant
30	1.00%	.25%	.75%
60	.775%	.25%	.525%
90	.625%	.25%	.375%
120	.475%	.25%	.225%
180	.25%	.25%	.0%

For the current tables that reflect the *minimum* monthly employer contribution (.25% of the average monthly earnings) and the monthly employee contribution, go to the Income Continuation Insurance section on the ETF website.

Note: The Local ICI plan is currently on a premium holiday.

Example of Premium Calculation

Previous year's earnings as reported to WRS is $22,100; rounded to $23,000. Participant selects optional 90 calendar day elimination period.

The monthly premium calculation is:

$23,000.00	
÷ 12	(months)
$ 1,916.67	
x .0025	
$ 4.79	(employer share)

Since the participant chose the 90 calendar day elimination period, the employee cost would be $7.19 per month, for a total premium of $11.98.

Supplemental Premium Rates

The Supplemental Rate is in addition to the total premium for $64,000.

Local Government Monthly Premium Rates - Supplemental Contributions Effective March 1, 2007					
WRS Earnings In The Previous Calendar Year	Elimination Period (in calendar days)				
	30 DAYS	60 DAYS	90 DAYS	120 DAYS	180 DAYS
64,000.01 - 65,000.00	0.80	0.60	0.50	0.40	0.20
65,000.01 - 66,000.00	1.70	1.30	1.00	0.80	0.40
66,000.01 - 67,000.00	2.50	1.90	1.60	1.20	0.60
67,000.01 - 68,000.00	3.30	2.60	2.10	1.60	0.80
68,000.01 - 69,000.00	4.20	3.20	2.60	2.00	1.00
69,000.01 - 70,000.00	5.00	3.90	3.10	2.40	1.30
70,000.01 - 71,000.00	5.80	4.50	3.60	2.80	1.50
71,000.01 - 72,000.00	6.70	5.20	4.20	3.20	1.70
72,000.01 - 73,000.00	7.50	5.80	4.70	3.60	1.90
73,000.01 - 74,000.00	8.30	6.50	5.20	4.00	2.10
74,000.01 - 75,000.00	9.20	7.10	5.70	4.40	2.30
75,000.01 - 76,000.00	10.00	7.80	6.30	4.80	2.50
76,000.01 - 77,000.00	10.80	8.40	6.80	5.10	2.70
77,000.01 - 78,000.00	11.70	9.00	7.30	5.50	2.90
78,000.01 - 79,000.00	12.50	9.70	7.80	5.90	3.10
79,000.01 - 80,000.00	13.30	10.30	8.30	6.30	3.30
80,000.01 - 81,000.00	14.20	11.00	8.90	6.70	3.50
81,000.01 - 82,000.00	15.00	11.60	9.40	7.10	3.80
82,000.01 - 83,000.00	15.80	12.30	9.90	7.50	4.00
83,000.01 - 84,000.00	16.70	12.90	10.40	7.90	4.20
84,000.01 - 85,000.00	17.50	13.60	10.90	8.30	4.40
85,000.01 - 86,000.00	18.30	14.20	11.50	8.70	4.60
86,000.01 - 87,000.00	19.20	14.90	12.00	9.10	4.80
87,000.01 - 88,000.00	20.00	15.50	12.50	9.50	5.00
88,000.01 - 89,000.00	20.80	16.10	13.00	9.90	5.20
89,000.01 - 90,000.00	21.70	16.80	13.50	10.30	5.40
90,000.01 - 91,000.00	22.50	17.40	14.10	10.70	5.60
91,000.01 - 92,000.00	23.30	18.10	14.60	11.10	5.80
92,000.01 - 93,000.00	24.20	18.70	15.10	11.50	6.00
93,000.01 - 94,000.00	25.00	19.40	15.60	11.90	6.30
94,000.01 - 95,000.00	25.80	20.00	16.10	12.30	6.50

Local Government Monthly Premium Rates - Supplemental Contributions Effective March 1, 2007					
WRS Earnings In The Previous Calendar Year	**Elimination Period** (in calendar days)				
	30 DAYS	**60 DAYS**	**90 DAYS**	**120 DAYS**	**180 DAYS**
95,000.01 - 96,000.00	26.70	20.70	16.70	12.70	6.70
96,000.01 - 97,000.00	27.50	21.30	17.20	13.10	6.90
97,000.01 - 98,000.00	28.30	22.00	17.70	13.50	7.10
98,000.01 - 99,000.00	29.20	22.60	18.20	13.90	7.30
99,000.01 - 100,000.00	30.00	23.30	18.80	14.30	7.50
100,000.01 - 101,000.00	30.80	23.90	19.30	14.60	7.70
101,000.01 - 102,000.00	31.70	24.50	19.80	15.00	7.90
102,000.01 - 103,000.00	32.50	25.20	20.30	15.40	8.10
103,000.01 - 104,000.00	33.30	25.80	20.80	15.80	8.30
104,000.01 - 105,000.00	34.20	26.50	21.40	16.20	8.50
105,000.01 - 106,000.00	35.00	27.10	21.90	16.60	8.80
106,000.01 - 107,000.00	35.80	27.80	22.40	17.00	9.00
107,000.01 - 108,000.00	36.70	28.40	22.90	17.40	9.20
108,000.01 - 109,000.00	37.50	29.10	23.40	17.80	9.40
109,000.01 - 110,000.00	38.30	29.70	24.00	18.20	9.60
110,000.01 - 111,000.00	39.20	30.40	24.50	18.60	9.80
111,000.01 - 112,000.00	40.00	31.00	25.00	19.00	10.00
112,000.01 - 113,000.00	40.80	31.60	25.50	19.40	10.20
113,000.01 - 114,000.00	41.70	32.30	26.00	19.80	10.40
114,000.01 - 115,000.00	42.50	32.90	26.60	20.20	10.60
115,000.01 - 116,000.00	43.30	33.60	27.10	20.60	10.80
116,000.01 - 117,000.00	44.20	34.20	27.60	21.00	11.00
117,000.01 - 118,000.00	45.00	34.90	28.10	21.40	11.30
118,000.01 - 119,000.00	45.80	35.50	28.60	21.80	11.50
119,000.01 - 120,000.00	46.70	36.20	29.20	22.20	11.70

Elimination Period

Each participant has the right to select the elimination period of their choice. Shorter elimination periods increase the amount of the participant's cost. For example, an employer may agree to pay the full cost for the 90 calendar day elimination period. If the employee selects the 30 calendar day elimination period they would be required to contribute the difference in premium to ensure that .75% of their average monthly earnings go toward the premium.

After coverage becomes effective, the employee may select a shorter or longer elimination period, however, evidence of insurability satisfactory to the administrator must be submitted before the shorter elimination period will take effect. The costs associated with providing evidence of insurability will be the responsibility of the applicant.

Taxable Benefits

As the percentage of the total premium paid by the employer increases, there is a corresponding increase in the percentage of the disability benefit which is considered taxable income to the employee.

Social Security regulations provide that any income received from a sickness or disability plan during the first six months of a disability is subject to withholding for Social Security contributions if the employer has paid a portion of the premiums. The percent of the benefit that is subject to Social Security contributions is equal to the percent of the gross premium paid by the employer.

Disability Definitions

An employee must be insured at the time the disability commences in order to qualify for benefits. Employees who are totally disabled become eligible for benefits after serving the selected elimination period. The employee does not have to be confined to home, hospital or other care institution during the disability.

During the first 12 months of disability (short term disability), “totally disabled” means the employee’s inability by reason of any medically determinable physical or mental impairment, as supported by objective medical evidence, to perform all of the essential duties of his or her occupation.

After the first 12 months (long-term disability), “totally disabled” means the employee’s complete inability by reason of any medically determinable physical or mental impairment, as supported by objective medical evidence, to engage in any substantial gainful activity for which the employee is reasonably qualified with due regard to the employee’s education, training, and experience. An activity is considered a substantial gainful activity if the earnings from that activity would be at least equal to the gross ICI benefit for the same period of time.

Objective medical evidence means test results such as blood tests, MRI, CAT scan, X-rays, etc. and physician’s notes of regular visits recording the physician’s observations of disabling symptoms and conditions. The physician’s opinion may rely in part on records of care provided by other medical professionals under the supervision of a physician, including but not limited to nurse practitioners, physician’s assistants, midwives, psychologists and psychotherapists (Masters of Science, Social Work).

To be eligible for an ICI benefit, an employee must be under the regular care and attendance of a licensed medical doctor, doctor of osteopathy, or surgeon licensed to practice by a state within the United States of America. A licensed physician does not include the employee. A physician does, however, include other licensed medical professionals, such as a podiatrist, dentist, nurse practitioner, physician’s assistant or psychologist who is acting within the lawful scope of his or her license and performs a service which is <u>supervised</u> by a licensed medical doctor, doctor of osteopathy or surgeon (note that this last provision is not required for a D.P.M. (podiatrist) or D.D.S. (dentist)).

Regular care and attendance means a planned program of observation and treatment requiring the personal attendance of the employee by a physician, which once initiated, is continued in accordance with existing standards of medical practice for the condition or conditions rendering the employee sick or injured.

Duration of Benefits

Short-term disability benefits are payable during the 12-month period subsequent to the date the disability begins. Long-term disability benefits begin after that 12-month period.

Benefits are payable to age 65 for employees age 61 or younger at the time the disability begins. Employees whose disability begins at age 62 or later are eligible for payment beyond age 65, but not beyond their 70th birthday.

Premiums will be waived for a totally disabled claimant from the beginning of the month on or after the date ICI benefits become payable. The waiver of premiums will continue through the last day of the month in which the employee's leave of absence ends pursuant to § 40.02 (40) Wis. Stat. or ICI benefits are terminated, whichever is later.

ICI benefits are paid on a monthly basis.

Rehabilitative Training

Rehabilitative training may be approved for employees who can no longer perform their previous occupations, but with proper training could perform other gainful activities. Expenses associated with an approved rehabilitation program are paid by the insurance program in addition to regular benefits. ICI benefits are reduced by an amount equal to 75% of the gross earnings that a disabled employee receives from rehabilitative training and by 100% of any paid sick leave.

How to Join

WRS participating public employers are eligible to offer ICI upon submission and approval of a resolution for inclusion under the income continuation insurance plan. Sample and blank resolution forms are included in this booklet for your convenience.

Action to adopt a resolution must be taken by one of the following governing bodies:

Public Employer	**Corresponding Governing Body**
County	County Board
City	City Council
Village	Village Board
School District	School Board
Other Political Subdivision	Governing Body

Coverage will be effective on the first of the month on or after 90 days following receipt of the certified resolution by the Department of Employee Trust Funds (ETF). At its option, an employer may specify in the resolution a later effective date, providing such effective date falls on the first day of a later month.

Mail the resolution to:

Department of Employee Trust Funds
Division of Trust Finance & Employer Services
P.O. Box 7931
Madison, WI53707-7931

After the resolution is filed, there will be an enrollment period. During this period **all** eligible WRS covered employees who are actively employed and not on leave can elect to be enrolled. At least 65% of the eligible employees must elect to participate or the resolution becomes void.

An employer may request a temporary waiver allowing a delayed enrollment period and effective date of one or more collective bargaining units if it is required due to the timing of collective bargaining. The temporary waiver may be requested from ETF. All of the following provisions must be met:

1. the employer still must meet the 65% participation requirement,

2. the Board's actuary must approve each waiver to avoid adverse action on the program, and

3. the waiver is temporary (usually one year).

If an eligible employee does not elect to participate in the ICI program during the initial enrollment period, or during an enrollment period allowed as a result of a waiver due to the timing of collective bargaining, they may obtain coverage later by providing the plan administrator with satisfactory evidence of insurability. All costs of securing the insurability evidence are at the employee's expense. If the application for coverage is denied, a new application will not be considered until one calendar year has elapsed from the date of denial.

ETF has contracted with an administrative services organization to adjudicate claims for ICI and issue benefit checks.

Termination of Participation

Since the ICI program is optional with each participating employer, the Group Insurance Board permits an employer to withdraw from the program at the end of any calendar year, provided there has been participation for a minimum of twelve (12) months. A resolution to withdraw must be received by ETF by the preceding October 1 for program termination at year's end.

If participation in the program falls below the required 65%, the Board may terminate the employer's participation. In such a case, the employer will be notified by October 1 that termination will be effective at the end of that calendar year.

More Information

If you have any questions not covered in this booklet or the employee booklet, you may obtain additional information by contacting:

Department of Employee Trust Funds
Division of Trust Finance & Employer Services
P.O. Box 7931
Madison, WI 53707-7931
(608) 264-7900

Sample Resolution

Wisconsin Department of Employee Trust Funds

A RESOLUTION FOR INCLUSION UNDER THE
INCOME CONTINUATION INSURANCE PLAN

RESOLVED, by the School Board of the
(Governing Body)

School District of Learning
(Employer Legal Name)

that pursuant to the provisions of Section 40.61 of the Wisconsin Statutes,

The School Board hereby determines to offer the Income Continuation Insurance Plan
(Governing Body)

to eligible personnel through the program of the State of Wisconsin Group Insurance Board, and agrees to abide by the terms of the plan as set forth in the contract between the Group Insurance Board and the Administrator.

The resolution shall be effective on the later of the 1st of the month on or after 90 days following its receipt at the Department of Employee Trust Funds, or

______________________________ ; and
(specify a later effective date, 1st of month only)

The proper officers are herewith authorized and directed to take all actions and make salary deductions for premiums and submit payments required by the State of Wisconsin Group Insurance Board to provide such Income Continuation Insurance.

CERTIFICATION

I hereby certify that the foregoing resolution is a true, correct and complete copy of the resolution duly and regularly passed by the above governing body on the 22nd day of June, 2005 and that said resolution has not been repealed or amended, and is now in full force and effect.

Dated this 22nd day of June, 2005.

Pete Porter — District Administrator
Employer Representative — Title

123 Elementary Avenue

Learning, WI 12345
Mailing Address

pete.porter@learning.net
Email Address

Number of eligible employees 25

69-036-9999-000
ETF Employer Identification Number

Wisconsin Department of Employee Trust Funds

A RESOLUTION FOR INCLUSION UNDER THE
INCOME CONTINUATION INSURANCE PLAN

RESOLVED, by the ____ of the
(Governing Body)

_________________________ of ____
(Employer Legal Name)

that pursuant to the provisions of Section 40.61 of the Wisconsin Statutes,

_______________________________ hereby determines to offer the Income Continuation Insurance Plan
(Governing Body)

to eligible personnel through the program of the State of Wisconsin Group Insurance Board, and agrees to abide by the terms of the plan as set forth in the contract between the Group Insurance Board and the Administrator.

The resolution shall be effective on the later of the 1st of the month on or after 90 days following its receipt at the Department of Employee Trust Funds, or

____ ; and
(specify a later effective date, 1st of month only)

The proper officers are herewith authorized and directed to take all actions and make salary deductions for premiums and submit payments required by the State of Wisconsin Group Insurance Board to provide such Income Continuation Insurance.

CERTIFICATION

I hereby certify that the foregoing resolution is a true, correct and complete copy of the resolution duly and regularly passed by the above governing body on the ___________ day of _______, _______ and that said resolution has not been repealed or amended, and is now in full force and effect.

Dated this ______ day of __________________, _______.

____
Employer Representative Title

____

____
Mailing Address

____
Email Address

Number of eligible employees _______________ 69-036-______________________________
ETF Employer Identification Number