



# Holmen Area Fire Department

## FIRE BOARD

## AGENDA

710 South Main Street  
Holmen, WI 54636  
www.holmenfire.com

**Date/Time:** Monday September 29, 2025 @ 6:30 pm  
**Location:** Town of Holland Town Hall, Holmen, WI, 54636

The Holmen Area Fire Board of Directors will hold a regular meeting on **September 29, 2025 at 6:30 pm** at the **Town of Holland Town Hall**.

All items on the agenda indicate items for discussion and possible action.

The agenda for the meeting is as follows:

- 1.) Chair to call the meeting to order
- 2.) Pledge of Allegiance
- 3.) Roll Call
- 4.) Consideration of Agenda Order
- 5.) Approval of Meeting Minutes
  - a. 08/19/2025
- 6.) Resident or Employee Concerns/Comments

*The Commission may receive information from the public and department employees, but reserves the right to limit the time that the public/employee may comment, as well as the right to limit the degree to which members of the public and employees may participate in the meeting.*
- 7.) Financial Review (Treasurer)
  - a. 2025 Balance Sheet
  - b. Profit and Loss - Budget versus Actual
  - c. 2% Dues Detail
  - d. Check Detail
  - e. Approval of Quotes and Invoices
  - f. Special Topics
  - g. Donations
- 8.) Fire Administration Report (Chief Ostreng)
  - a. August 2025 Incident/Activity Report
  - b. Staffing/Personnel Updates
  - c. Fleet update
  - d. Facility update
  - e. General
- 9.) Five Bugles Design Station Study update
- 10.) Review current apparatus and replacement plan



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- 11.) Review of Additional Dental Coverage Offer
- 12.) Review of Draft 2026 Budget
- 13.) Closed Session
  - a. Convene in Closed Session:
    - i. The Board shall consider a motion to convene in closed session pursuant to Wis. Stats. §19.85(1)(e) Deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session. To Wit:
      - a. Consideration of investments and properties associated with the Fire Station Concept study for the Holmen Area Fire Department.
      - b. Consideration of Collective Bargaining between the Holmen Area Fire Department and the International Association of Firefighters Local # 127.
- 14.) Reconvene in Open Session
- 15.) Reservation of right for action and/or recommendation on Closed Session item(s)
- 16.) Announcement and Future Agenda Items
- 17.) Next Regular Meeting – Tentative 10/21/2025
- 18.) Adjourn

Note: Meeting agenda and meeting packets are available at [www.holmenfire.com](http://www.holmenfire.com). Printed meeting agenda and packets will be available by request only. Call the Holmen Area Fire Department at 608-526-9363 prior to noon the day of the Board meeting to request your printed copies.



www.holmenfire.com

Date Notice Emailed: 09/25/2025

Notices Posted: 09/25/2025

**Notices Emailed To:**

<b>Holmen Are Fire Assoc. Board</b>	<b>Dept/Town/Village/County</b>	<b>Media</b>	<b>Posted</b>
Patrick Barlow – Holmen (President)	HAFD Members/IAFF L127	Holmen Courier	Holmen Area FD
Travis Elam - Holmen	Marilyn Pedretti	La Crosse Tribune	Town of Holland
Rick Hauser - Holland	Angela Hornberg	La Crosse Radio Group	Village of Holmen
Jeff Herlitzke - Holland	Scott Heinig	WXOW	Holmen USPS
Bob Stupi – Holland (Alternate)	Rhonda Hesselberg	WKBT	www.holmenfire.com
Doug Jorstad - Holmen (Alternate)	Joe Kovacevich	WIZM	
	Kristie Tweed	FOX2548	

**DRAFT MINUTES****Subject To Change Before Approval By The Holmen Area Fire Department Board****Holmen Area Fire Department Board**Meeting Minutes – August 19<sup>th</sup>, 2025

Barlow called the Holmen Area Fire District meeting to order at 6:30 p.m. on August 19<sup>th</sup>, 2025, at the Town of Holland Town Hall.

**Members Present:** Jeff Herlitzke (Holland), Rick Hauser (Holland), Patrick Barlow (Holmen), Travis Elam (Holmen)

**Alternates Present:** Doug Jorstad (Holmen)

**Members Excused:** None

**Also Present:** Chief Ryan Ostreng

**Guests:** Fire Department Staff

**Virtual:** Chief Robert Whitaker (Consultant, closed session only)

**Pledge of Allegiance Recited****Approval of Agenda:**

Motion by Herlitzke. Second by Elam. Motion carried unanimously.

**Approval of Meeting Minutes:**

Motion by Hauser. Second by Elam. Motion carried unanimously.

**Resident or Employee Concerns/Comments:**

None.

**Financial Review:**

The board reviewed the **Balance Sheet** (Item 7a) in detail. There were no comments or concerns. The board reviewed **Profit s Loss Budget vs. Actual** (Item 7b2). There were no comments or concerns.

Chief Ostreng noted that he added a new item to the packet, Item 7b3, to better explain where 2% dues funds were being allocated specifically to address concerns about the line item **2% Fire Protection Equipment Ex** under Capital Expenditures. Ostreng noted that page 18 in the packet contained the total 2% dues expenditures for 2025. Elam questioned what happened to left over 2% dues at the end of the year. Ostreng explained that 2% dues had strict spending requirements and had to be tracked separately from the general fund if not allocated. Chief Ostreng stated he intended to spend the remaining 2024 2% dues as well as all the 2025 2% dues this year.

The board reviewed check detail thoroughly. Barlow questioned a past item that had a short window of opportunity to pay via check and questioned how to handle this in the future. Chief Ostreng noted it was the check for Workers' Comp insurance. The board discussed having this paid electronically and be approved by one of the board members

## DRAFT MINUTES

### Subject To Change Before Approval By The Holmen Area Fire Department Board

ahead of time without having a check written. Hauser questioned a check to MCS networks. Chief Ostreng explained that it was for a SonicWall 3-year renewal as well as a Proofpoint license.

The board reviewed other quotes and invoices. Chief Ostreng explained it was his intention to purchase 5 new Motorola APX 8000XE portable radios for a total of 13 radios. Chief Ostreng stated he wanted to get everyone their own assigned radio so staff wouldn't have to sync radios with their SCBAs for shifts. Barlow asked if the radios were dual band so the department could communicate with all departments in the area. Chief Ostreng stated they were dual band. Chief Ostreng requested the approval of \$46,289.45 towards the purchase of 5 new Motorola Radios. Ostreng noted the radios had gone up in price and would continue to go up in price over the years. Department staff voiced support for having their own individually assigned radios. Elam questioned if it would be beneficial to save the 2% dues, gain interest by leaving them in the bank, and then use them in future purchases for the new fire station. Chief Ostreng re-explained what 2% dues could be used for and stated that 2% dues for the future fire station would be very limited. Barlow questioned if the department should reserve some of the 2025 2% dues for the start of 2026 just in case. Barlow asked if the Chief expected any large 2% dues purchases in the first half of 2026. Barlow also raised concerns about spending down the 2% dues and noted that he would like to see a certain percent of the 2% dues sit in the account for future big-ticket items. Chief Ostreng noted that this year the department received roughly \$90,000 in 2% dues from both municipalities and that the purchases of the new command vehicle had already come out of the LGIP 2% dues. Elam questioned how old the current radios in use were and how long the new radios were expected to last. Department staff noted that 4 of the 8 radios were purchased in 2023 and Ostreng noted the radios had a 20-year life span. Motion by Herlitzke to purchase the 5 new Motorola APX 8000XE in an amount not to exceed \$46,500. Second by Elam. Motion carried unanimously.

Chief Ostreng updated the department on recent donations.

#### **Fire Administration Report:**

The board reviewed the calls by month. Chief Ostreng noted that July had the most fire calls on record since 2017 with a total of 136 calls. Chief Ostreng noted that the calls for August were on pace for July and he expected roughly 130 calls. The board discussed notable calls for the month. The department noted a call that used the new cardiac monitor that was recently purchased and funded through donations. Department staff noted that it played a critical role in saving the person's life.

Chief Ostreng noted there were no staff or personnel updates.

Chief Ostreng provided a fleet update and stated that Engine 1 continued to have issues and that Engine 2 was in service. Chief Ostreng stated that New Car 1 should be finished by August 25<sup>th</sup> without the inclusion of the equipment slide out tray.

## DRAFT MINUTES

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Chief Ostreng stated that the facility continues to leak and that he had reached out to a company to perform an air test of the facility to check for mold. Herlitzke questioned if any progress was made on a quote to replace the roof and stated he would like the Chief to prioritize it before winter. Chief Ostreng stated his priority was an air quality analysis to figure out what needs to be removed from the building.

Chief Ostreng mentioned reviewing the automatic aid agreement with the City of Onalaska due to repeated cases where both fire departments had heavy call volume and were unable to respond to each other's call. Chief Ostreng stated that he was looking to get a formal automatic aid agreement setup with Trempealeau Fire Department to cover the 5 properties in Town of Holland that are the closest to Trempealeau.

#### **Review Fleet Replacement Plan:**

Chief Ostreng stated he didn't have the plan finished yet and was looking to collect more data. Chief Ostreng stated he planned to have the plan ready before the next board meeting.

Chief Ostreng referenced **Item G** and noted it was his intention to replace the current water tender with a new first-line pumper and move Engine 1 into the tender role. Chief Ostreng stated that he had support from department staff to move forward with this plan.

Barlow questioned if Engine 1 would retain enough equipment on it to function as a pumper if staff had to respond to two different structure fires at the same time. Chief Ostreng referenced ISO standards and stated that the pumper/tender could function as both a pumper/tender as well as a backup engine, and that eventually the Engine 1 could be moved back into a primary engine role in the next 10 years. Ostreng noted that Engine 1 has a lot of equipment on it that is typically seen on a special purpose truck.

Hauser stated that he wanted to see a finished fleet replacement plan before he could support purchasing a new truck. Chief Ostreng stated that waiting on purchasing a new truck would result in increased costs.

Herlitzke questioned if it would take about 4 years to receive a new truck and Chief Ostreng confirmed this.

Elam questioned if it was a good idea to move forward with purchasing a new engine when Engine 1 was only 2 years old and the department was looking to build a new station within the next 2 to 3 years. Chief Ostreng noted that he had safety concerns with how Engine 1 was currently being run and noted equal comments from La Crosse Fire Department about how the engine was being run. Chief Ostreng stated Engine 1 was perfect for how La Crosse had planned on running the department but currently was not a right fit for how the department is currently running. Elam asked if there was any way to recoup the cost of Engine 1 by selling it if the vehicle wasn't the right fit for the department. Elam stated he'd rather see the department have an engine it uses instead of holding onto one that isn't

## **DRAFT MINUTES**

### **Subject To Change Before Approval By The Holmen Area Fire Department Board**

used. Chief Ostreng stated he didn't think that was the right call, and that moving it to a tender is the best use for Engine 1.

Herlitzke stated that he was previously an opponent of a new smaller primary engine due to Town of Holland's water concerns, and that after spending time with the Chief and department staff he had changed his mind. Herlitzke voiced his support for a second smaller primary engine along with the transition of Engine 1 to a pumper/tender.

Barlow reiterated budget concerns. Chief Ostreng stated that he could get a basic quote to bring before the board for consideration. Herlitzke asked if it would be possible to get a spec truck that was cheaper with a faster lead time. Chief Ostreng stated this was possible but most modern engines are coming with only 750 gallons of water on board, which wouldn't fit the needs of the fire district.

Elam questioned the operating procedure for the trucks and raised concerns about department learning new procedures for the new truck, and staff only using Engine 2 and the new truck because those would be the engines they are familiar with. Elam stated he was worried Engine 1 would rarely get used or trained on. Chief Ostreng stated that any new engine would match Engine 1 or Engine 2 and that it wouldn't be an issue. Hauser questioned what the primary engine was currently. Chief Ostreng stated that Engine 2 was the current primary engine due to issues with Engine 1.

Barlow asked if the board could look at the specs of trucks that were recently purchased by City of Onalaska or La Crosse. Chief Ostreng said he would find out more details about specs, but the baseline cost of a new truck would be 1 to 1.5 million dollars. Motion to continue discussion on purchasing a new truck once the Chief provides a completed replacement plan in addition to quotes by Herlitzke. Second by Elam. Motion carried unanimously.

#### **Town of Holland Innovation Planning Grant Feasibility Study:**

Town of Holland members stated the study revealed the same things the fire station study revealed and stated they had nothing additional to comment. Herlitzke noted the study also involved speaking with the Town of Onalaska and that the new officials seem to be more susceptible to working with the Fire Department. Hauser also noted that the Mayor of Onalaska attended the study presentation.

#### **Fire Station Study:**

The board discussed the results of the fire station study presentation. Chief Ostreng noted that he was surprised the two-station option was even brought up. Chief Ostreng stated the multiple station options were only ever explored for future planning and noted the district only has the capacity to develop one new station. Barlow noted that although the initial quotes were high, he is confident that Wendel Five Bugles can work with the department to bring costs down to match the communities' borrowing limitations.

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#### **Closed Session:**

Motion to go into closed session pursuant to Wis. Stats. §19.85(1)(e) by Herlitzke. Second by Hauser. Motion carried unanimously.

#### **Actions on Closed Session Items:**

No actions were taken on closed session items.

#### **Announcement and future agenda items:**

None

**Next Regular Meeting:** September 28<sup>th</sup>, 2025

#### **Adjourn:**

Motion to adjourn 9:45 p.m. by Herlitzke. Second by Elam. Motion carried unanimously.

Minutes by Travis E. Elam, Secretary

9:08 AM

## HOLMEN AREA FIRE DEPARTMENT

## Profit &amp; Loss

09/23/25

January 1 through September 23, 2025

Cash Basis

	<u>Jan 1 - Sep ...</u>
Ordinary Income/Expense	
Income	
2% Fire Protection Equipmnet	93,739.18
Income-Budget	1,413,795.75
Capital /Reserve Income	37,500.00
Grants	80,617.50
Income-Interest	1,075.04
Income-Interest-Special	11,339.87
Donations/Grants	39,923.09
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Total Income	1,677,990.43
Expense	
CAPITAL EXPENDITURES	
2% Fire Protection Equipment Ex	154,394.67
Building -Capital Expenditures	4,577.07
EMS-Capital Expenditures	11,617.99
Fire-Capital Expenditures	9,222.37
	<hr/>
Total CAPITAL EXPENDITURES	179,812.10
OPERATIONAL EXPENDITURES	
Wages	
SALARY/WAGES EXPENSE	
Employee Benefit Health	125,819.03
Employee Retirement Career	107,689.27
Insurance-Life	1,207.85
Insurance-Work-Comp	13,844.75
Officer Salary	75,269.26
Salary	547,055.11
Salary -OT	139,813.17
Acting Pay	470.00
FLSA	8,205.60
Holiday Pay	28,909.80
Parttime Wages	2,953.75
Payroll-Tax Expense	61,476.23
SALARY/WAGES EXPENSE - Other	334.40
	<hr/>
Total SALARY/WAGES EXPENSE	1,113,048.22
Total Wages	1,113,048.22
BUILDING	
Building Maintenance/Repair	1,778.91
Grounds Maintenance	746.37
Supplies	1,903.66
	<hr/>
Total BUILDING	4,428.94
EMS	
Lease/Air/Oxygen	714.67
Repairs & Maintenance	36.57
Replacement-EMS	142.32
Supplies	1,255.91
Training	720.00
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Total EMS	2,869.47
FIRE	
Professional Dues/Licenses	1,391.29
Batteries	30.98
Conventions/Conferences	2,912.34
Physicals	1,457.00
Repairs & Maintenance	772.40
Replacement -Fire	819.21
Supplies	1,714.17
Testing/Insp	1,315.00
Training	2,080.23

9:08 AM  
09/23/25  
Cash Basis

**HOLMEN AREA FIRE DEPARTMENT**  
**Profit & Loss**  
**January 1 through September 23, 2025**

	Jan 1 - Sep ...
Uniform Clothing	6,589.06
Total FIRE	19,081.68
<b>INSURANCE</b>	
Insurance-General	17,596.00
Total INSURANCE	17,596.00
<b>OFFICE</b>	
Consulting	0.00
Human Resources/Business Suppor	7,375.50
Accounting Services	8,010.00
Computer Maintenance	10,730.17
Office Software	12,865.40
Office Supplies	1,630.07
Postage	353.50
Telephone/Cell-Phones/Internet	5,158.56
OFFICE - Other	10.00
Total OFFICE	46,133.20
<b>UTILITIES</b>	
Electricity	8,521.58
Water/Sewer/Runoff	3,151.60
Total UTILITIES	11,673.18
<b>VEHICLES</b>	
Fuel	6,990.81
Repairs & Maintenance	12,191.17
Tire Replacement	1,614.84
Total VEHICLES	20,796.82
Total OPERATIONAL EXPENDITURES	1,235,627.51
Total Expense	1,415,439.61
Net Ordinary Income	262,550.82
Net Income	262,550.82

**HOLMEN AREA FIRE DEPARTMENT**  
**Balance Sheet**  
 As of September 23, 2025

	Sep 23, 25
<b>ASSETS</b>	
<b>Current Assets</b>	
<b>Checking/Savings</b>	
<b>Park Bank</b>	
Park Bank Checking	560,236.23
<b>Total Park Bank</b>	560,236.23
<b>LGIP-General Capital Savings</b>	
LGIP- Capital Savings	89,515.75
LGIP -Operational Checking	71,216.10
LGIP-2% Dues Savings	175,527.01
LGIP-Sick Leave Payout	36,613.91
LGIP-Medical Equip Upgrades	42,499.04
LGIP- Special Events/Donations	25,552.57
<b>Total LGIP-General Capital Savings</b>	440,924.38
<b>Total Checking/Savings</b>	1,001,160.61
<b>Accounts Receivable</b>	
Accounts Receivable	-160,010.58
<b>Total Accounts Receivable</b>	-160,010.58
<b>Other Current Assets</b>	
Location Study A/R from Municip	6,880.51
<b>Total Other Current Assets</b>	6,880.51
<b>Total Current Assets</b>	848,030.54
<b>Other Assets</b>	
Equipment Purchased by Grant	104,034.36
<b>Total Other Assets</b>	104,034.36
<b>TOTAL ASSETS</b>	<b>952,064.90</b>
<b>LIABILITIES &amp; EQUITY</b>	
<b>Liabilities</b>	
<b>Current Liabilities</b>	
<b>Other Current Liabilities</b>	
Location Study Payable	5,605.51
Health Insurance payable	1,724.42
WI State Income tax payable	2,158.55
Life Insurance Payable EE	16.46
WI Retirement Payable	11,550.17
Union Dues Payable	1,770.79
<b>Total Other Current Liabilities</b>	22,825.90
<b>Total Current Liabilities</b>	22,825.90
<b>Long Term Liabilities</b>	
Future Sick Pay Payable	36,000.00
<b>Total Long Term Liabilities</b>	36,000.00
<b>Total Liabilities</b>	58,825.90
<b>Equity</b>	
Retained Earnings	630,688.18
Net Income	262,550.82
<b>Total Equity</b>	893,239.00
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>952,064.90</b>

**HOLMEN AREA FIRE DEPARTMENT**  
**Profit & Loss Budget vs. Actual**  
 January through December 2025

	Jan - Dec 25	Budget	\$ Over Budget	% of Budget
<b>Ordinary Income/Expense</b>				
<b>Income</b>				
2% Fire Protection Equipmnet	93,739.18	80,000.00	13,739.18	117.2%
Income-Budget	1,567,556.33	1,885,061.00	-317,504.67	83.2%
Capital /Reserve Income	43,750.00	50,000.00	-6,250.00	87.5%
Grants	80,617.50			
Income-Interest	1,075.04			
Income-Interest-Special	11,339.87			
Donations/Grants	39,923.09			
<b>Total Income</b>	<b>1,838,001.01</b>	<b>2,015,061.00</b>	<b>-177,059.99</b>	<b>91.2%</b>
<b>Expense</b>				
<b>CAPITAL EXPENDITURES</b>				
2% Fire Protection Equipment Ex	154,394.67	80,000.00	74,394.67	193.0%
Building -Capital Expenditures	4,577.07	15,000.00	-10,422.93	30.5%
EMS-Capital Expenditures	11,617.99	20,000.00	-8,382.01	58.1%
Fire-Capital Expenditures	9,222.37	15,000.00	-5,777.63	61.5%
<b>Total CAPITAL EXPENDITURES</b>	<b>179,812.10</b>	<b>130,000.00</b>	<b>49,812.10</b>	<b>138.3%</b>
<b>OPERATIONAL EXPENDITURES</b>				
<b>Wages</b>				
<b>SALARY/WAGES EXPENSE</b>				
Employee Benefit Health	125,819.03	234,600.00	-108,780.97	53.6%
Employee Retirement Career	119,991.05	150,689.65	-30,698.60	79.6%
Insurance-DWD Compensation	0.00	5,328.66	-5,328.66	0.0%
Insurance-Life	1,207.85	3,000.06	-1,792.21	40.3%
Insurance-Work-Comp	13,844.75	30,000.00	-16,155.25	46.1%
Officer Salary	75,269.26	103,000.00	-27,730.74	73.1%
Salary	547,055.11	813,994.27	-266,939.16	67.2%
Salary -OT	139,813.17	175,907.37	-36,094.20	79.5%
Acting Pay	470.00	1,260.00	-790.00	37.3%
FLSA	8,205.60	21,803.42	-13,597.82	37.6%
Holiday Pay	28,909.80	36,898.09	-7,988.29	78.4%
Parttime Wages	2,953.75	6,000.00	-3,046.25	49.2%
Payroll-Tax Expense	61,476.23	88,653.03	-27,176.80	69.3%
SALARY/WAGES EXPENSE - Other	334.40			
<b>Total SALARY/WAGES EXPENSE</b>	<b>1,125,350.00</b>	<b>1,671,134.55</b>	<b>-545,784.55</b>	<b>67.3%</b>
<b>Total Wages</b>	<b>1,125,350.00</b>	<b>1,671,134.55</b>	<b>-545,784.55</b>	<b>67.3%</b>
<b>BUILDING</b>				
Building Maintenance/Repair	2,684.45	3,000.00	-315.55	89.5%
Grounds Maintenance	876.43	3,000.00	-2,123.57	29.2%
Supplies	1,903.66	4,000.00	-2,096.34	47.6%

**HOLMEN AREA FIRE DEPARTMENT**  
**Profit & Loss Budget vs. Actual**  
 January through December 2025

	Jan - Dec 25	Budget	\$ Over Budget	% of Budget
<b>Total BUILDING</b>	5,464.54	10,000.00	-4,535.46	54.6%
<b>EMS</b>				
Lease/Air/Oxygen	777.94	1,200.00	-422.06	64.8%
Repairs & Maintenance	36.57	250.00	-213.43	14.6%
Replacement-EMS	142.32	650.00	-507.68	21.9%
Supplies	1,334.63	4,000.00	-2,665.37	33.4%
Training	720.00	1,000.00	-280.00	72.0%
<b>Total EMS</b>	3,011.46	7,100.00	-4,088.54	42.4%
<b>FIRE</b>				
Professional Dues/Licenses	1,391.29	2,000.00	-608.71	69.6%
Fire Prevention/Pub Education	0.00	500.00	-500.00	0.0%
Batteries	30.98	300.00	-269.02	10.3%
Conventions/Conferences	2,912.34	4,000.00	-1,087.66	72.8%
Physicals	1,457.00	5,500.00	-4,043.00	26.5%
Repairs & Maintenance	1,987.39	3,000.00	-1,012.61	66.2%
Replacement -Fire	819.21	2,000.00	-1,180.79	41.0%
Supplies	1,714.17	5,000.00	-3,285.83	34.3%
Testing/Insp	1,315.00	1,000.00	315.00	131.5%
Training	2,359.68	4,000.00	-1,640.32	59.0%
Uniform Clothing	6,589.06	14,000.00	-7,410.94	47.1%
<b>Total FIRE</b>	20,576.12	41,300.00	-20,723.88	49.8%
<b>INSURANCE</b>				
Insurance-General	17,596.00	16,000.00	1,596.00	110.0%
<b>Total INSURANCE</b>	17,596.00	16,000.00	1,596.00	110.0%
<b>OFFICE</b>				
Consulting	0.00			
Human Resources/Business Support	8,200.50	17,500.00	-9,299.50	46.9%
Accounting Services	8,010.00	9,000.00	-990.00	89.0%
Attorney/Support	0.00	4,426.45	-4,426.45	0.0%
Computer Maintenance	10,730.17	14,700.00	-3,969.83	73.0%
Office Software	12,865.40	18,700.00	-5,834.60	68.8%
Office Supplies	1,630.07	1,500.00	130.07	108.7%
Postage	353.50	200.00	153.50	176.8%
Telephone/Cell-Phones/Internet	5,575.42	9,000.00	-3,424.58	61.9%
OFFICE - Other	10.00			
<b>Total OFFICE</b>	47,375.06	75,026.45	-27,651.39	63.1%
<b>UTILITIES</b>				
Electricity	8,521.58	14,000.00	-5,478.42	60.9%
Heating/Cooling	0.00	1,500.00	-1,500.00	0.0%
Water/Sewer/Runoff	3,151.60	4,000.00	-848.40	78.8%

**HOLMEN AREA FIRE DEPARTMENT**  
**Profit & Loss Budget vs. Actual**  
 January through December 2025

	Jan - Dec 25	Budget	\$ Over Budget	% of Budget
Total UTILITIES	11,673.18	19,500.00	-7,826.82	59.9%
<b>VEHICLES</b>				
Fuel	7,989.19	25,000.00	-17,010.81	32.0%
Repairs & Maintenance	12,191.17	15,000.00	-2,808.83	81.3%
Testing/Inspection	0.00	1,000.00	-1,000.00	0.0%
Tire Replacement	1,614.84	4,000.00	-2,385.16	40.4%
Total VEHICLES	21,795.20	45,000.00	-23,204.80	48.4%
Total OPERATIONAL EXPENDITURES	1,252,841.56	1,885,061.00	-632,219.44	66.5%
Total Expense	1,432,653.66	2,015,061.00	-582,407.34	71.1%
Net Ordinary Income	405,347.35	0.00	405,347.35	100.0%
Net Income	405,347.35	0.00	405,347.35	100.0%

2024 2% Dues Expenditures								
<b>\$85,107.60 Total 2024 Municipal Disbursement</b>								
Trans Date	Trans Number	Invoice Number	Supplier/Vendor Name	Check Date	Check Number	Credit/Debit	Description	Note
7/24/24	1		WSFIA	7/29/24	17363	\$ (375.00)	WI State Fire Inspectors Assoc Annual Conference	Conference Registration for Frank Garrow
7/26/24	2					\$ 55,953.01	Village of Holmen 2% Fire Dues Distribution	Deposit
8/20/24	3					\$ 29,154.59	Town of Holland 2% Fire Dues Distribution	Deposit
9/11/24	4	191581	Fire Safety USA	9/24/24	17399	\$ (479.95)	Structure Fire Helment - Bullard UST-LW	Chief Ostreng replacement helmet
10/23/24	5	57060	Fire Service, Inc	10/24/24	17481	\$ (11,849.00)	Assorted Attack Fire Hose	Cover AFG 21 Purchases - Will Reimburse 2% From AFG
10/26/24	6		Frank Garrow	11/18/24	17439	\$ (266.90)	Travel Reimbursement for WI State Fire Inspectors Assoc Conf	Reimbursement for Frank Garrow
12/20/24	7					\$ (44,000.00)	Transfer to Budget To Cover WRS Employee Retirement	2024 Budget
1/2/25	8					\$ 11,849.00	AFG 2021 Grant FEMA Deposit	Used to Reimburse 2% Dues for Trans Number 5
2/12/25	9	P43777	MacQueen	2/26/25	17523	\$ (17,419.15)	2 MSA Airpack/bottles	
3/31/25	10	8282102151	Motorola	5/8/25	17574	\$ (3,484.20)	VHF Mobile Radio for New Command Car	
4/1/25	11	8282103065	Motorola	5/8/25	17583	\$ (6,103.80)	Dual Band Mobile Radio for New Command Car	
9/9/25	12	8282197666	Motorola	9/23/25	17703	\$ (12,978.60)	Five Dual Band Portable Radios	Partly Paid Through 2025 2% Dues
<b>TOTAL REMAINING 2024 2% DUES</b>						<b>\$ -</b>		



11:40 AM

08/27/25

**HOLMEN AREA FIRE DEPARTMENT**  
**Check Detail**  
 August 27, 2025

Type	Num	Date	Name	Item	Account	Paid Amount	Original Amount
Check	17677	08/27/2025	Bound Tree Medica...		Park Bank Checking		-34.78
				Supplies		-34.78	34.78
TOTAL						-34.78	34.78
Check	17678	08/27/2025	EMC INSURANCE ...		Park Bank Checking		-6,846.75
				Insurance-Work-Co...		-6,846.75	6,846.75
TOTAL						-6,846.75	6,846.75
Check	17679	08/27/2025	Chippewa Valley T...		Park Bank Checking		-1,500.00
				Human Resources/...		-1,500.00	1,500.00
TOTAL						-1,500.00	1,500.00
Check	17680	08/27/2025	MACQUEEN		Park Bank Checking		-255.08
				Replacement -Fire		-255.08	255.08
TOTAL						-255.08	255.08
Check	17681	08/27/2025	McMahon Associat...		Park Bank Checking		-1,072.50
				Human Resources/...		-1,072.50	1,072.50
TOTAL						-1,072.50	1,072.50
Check	17682	08/27/2025	O'REILLY AUTO P...		Park Bank Checking		-15.99
				Repairs & Maintena...		-15.99	15.99
TOTAL						-15.99	15.99
Check	17683	08/27/2025	RIVER CITY LAWN...		Park Bank Checking		-152.99
				Grounds Maintenance		-152.99	152.99
TOTAL						-152.99	152.99
Check	17684	08/27/2025	FLEIS INSURANCE		Park Bank Checking		-17,434.00

11:40 AM

08/27/25

# HOLMEN AREA FIRE DEPARTMENT

## Check Detail

August 27, 2025

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<u>Type</u>	<u>Num</u>	<u>Date</u>	<u>Name</u>	<u>Item</u>	<u>Account</u>	<u>Paid Amount</u>	<u>Original Amount</u>
					Insurance-General	-17,434.00	17,434.00
TOTAL						-17,434.00	17,434.00

## HOLMEN AREA FIRE DEPARTMENT

### Check Detail

September 8 - 9, 2025

Type	Num	Date	Name	Item	Account	Paid Amount	Original Amount
Liability Check	17686	09/08/2025	SECURIAN LIFE IN...		Park Bank Checking		-171.34
				Insurance-Life		-138.42	138.42
				Life Insurance Paya...		-32.92	32.92
TOTAL						-171.34	171.34
Check	17687	09/08/2025	THE UNIFORM SH...		Park Bank Checking		-23.95
				Uniform Clothing		-23.95	23.95
TOTAL						-23.95	23.95
Check	17688	09/08/2025	VISA		Park Bank Checking		-1,806.81
				Supplies		-291.06	291.06
				Supplies		-34.98	34.98
				Repairs & Maintena...		-274.30	274.30
				Telephone/Cell-Pho...		-221.96	221.96
				Postage		-156.00	156.00
				Office Supplies		-504.51	504.51
				2% Fire Protection E...		-324.00	324.00
TOTAL						-1,806.81	1,806.81
Check	17689	09/09/2025	Coaches Corner S...		Park Bank Checking		-684.75
				Uniform Clothing		-684.75	684.75
TOTAL						-684.75	684.75
Check	17690	09/09/2025	ENGELSON & ASS...		Park Bank Checking		-870.00
				Accounting Services		-870.00	870.00
TOTAL						-870.00	870.00
Check	17691	09/09/2025	HOLMEN ACE HAR...		Park Bank Checking		-128.90
				Grounds Maintenance		-69.97	69.97
				Supplies		-58.93	58.93
TOTAL						-128.90	128.90

2:04 PM

09/08/25

# HOLMEN AREA FIRE DEPARTMENT

## Check Detail

September 8 - 9, 2025

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<u>Type</u>	<u>Num</u>	<u>Date</u>	<u>Name</u>	<u>Item</u>	<u>Account</u>	<u>Paid Amount</u>	<u>Original Amount</u>
Check	17692	09/09/2025	O'REILLY AUTO P...		Park Bank Checking		-6.84
					Supplies	-6.84	6.84
TOTAL						-6.84	6.84

HOLMEN AREA FIRE DEPARTMENT

Check Detail

September 11, 2025

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Type	Num	Date	Name	Item	Account	Paid Amount	Original Amount
Check	17693	09/11/2025	VISION DESIGN G...		Park Bank Checking		-60.00
					Office Software	-60.00	60.00
TOTAL						-60.00	60.00

**HOLMEN AREA FIRE DEPARTMENT**  
**Check Detail**  
 September 24, 2025

Type	Num	Date	Name	Item	Account	Paid Amount	Original Amount
Check	17694	09/24/2025	AIRGAS NORTH C...		Park Bank Checking		-63.27
				Lease/Air/Oxygen		-63.27	63.27
TOTAL						-63.27	63.27
Check	17695	09/24/2025	FIRE SAFTEY USA		Park Bank Checking		-1,494.44
				Training		-279.45	279.45
				Repairs & Maintena...		-1,214.99	1,214.99
TOTAL						-1,494.44	1,494.44
Check	17696	09/24/2025	KWIK TRIP		Park Bank Checking		-998.38
				Fuel		-998.38	998.38
TOTAL						-998.38	998.38
Check	17697	09/24/2025	McMahon Associat...		Park Bank Checking		-825.00
				Human Resources/...		-825.00	825.00
TOTAL						-825.00	825.00
Check	17698	09/24/2025	MWSCO		Park Bank Checking		-292.58
				Building Maintenanc...		-292.58	292.58
TOTAL						-292.58	292.58
Check	17699	09/24/2025	OVERHEAD DOOR ...		Park Bank Checking		-82.96
				Building Maintenanc...		-82.96	82.96
TOTAL						-82.96	82.96
Check	17700	09/24/2025	RIVER CITY LAWN...		Park Bank Checking		-130.06
				Grounds Maintenance		-130.06	130.06
TOTAL						-130.06	130.06

9:26 AM

09/22/25

# HOLMEN AREA FIRE DEPARTMENT

## Check Detail

September 24, 2025

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<u>Type</u>	<u>Num</u>	<u>Date</u>	<u>Name</u>	<u>Item</u>	<u>Account</u>	<u>Paid Amount</u>	<u>Original Amount</u>
Check	17701	09/24/2025	ZIEGLER HEATING...		Park Bank Checking		-530.00
					Building Maintenanc...	-530.00	530.00
TOTAL						-530.00	530.00
Check	17702	09/24/2025	ZOLL Medical Corp...		Park Bank Checking		-78.72
					Supplies	-78.72	78.72
TOTAL						-78.72	78.72

9:01 AM

09/23/25

# HOLMEN AREA FIRE DEPARTMENT

## Check Detail

September 23, 2025

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<u>Type</u>	<u>Num</u>	<u>Date</u>	<u>Name</u>	<u>Item</u>	<u>Account</u>	<u>Paid Amount</u>	<u>Original Amount</u>
Check	17703	09/23/2025	Motorola Solutions...		Park Bank Checking		-42,806.85
					2% Fire Protection E...	-12,978.60	12,978.60
					2% Fire Protection E...	-29,828.25	29,828.25
TOTAL						-42,806.85	42,806.85

**Reliant Fire Apparatus, Inc.** AUG 26 REC'D  
 880 Enterprise Drive  
 Slinger, WI 53086  
 partswi@reliantfire.com  
 (262) 297-5020



Invoice: **INV-WI-3463**  
 Date: **8/22/2025**

**Bill To**  
 HOLMEN AREA FIRE DEPARTMENT  
 710 S Main Street  
 P.O. Box 92  
 Holmen, WI 54636

**Remit Payment To**  
 Reliant Fire Apparatus  
 PO BOX 470  
 Slinger, WI 53086

Service Order	Terms	Due Date	Authorizer	Customer PO	Unit #
SO-WI-2174	Net 15	9/6/2025			37738-1

Item	Description	Quantity	Rate	Amount
<b>Drive to unit</b>				
Labor	Drive to unit (Diagnose 1st trip) 710 S Main Street P.O. Box 92, Holmen, WI			\$287.55
				<b>Subtotal</b> \$287.55

<b>Inspection</b>				
Labor	Incoming Inspection: Complimentary walk-around at no charge to customer.			\$0.00
				<b>Subtotal</b> \$0.00

**Complaint:** When we engage the pump, we are not able to increase RPMs to increase the pump. Sentry governor says loss communication. Getting throttle ready and ok to pump lights. Pump does engage. As soon as it engages get attached error message on display for governor.

**Cause:** Test and confirm the fault is active on the Sentry governor. Look up info and turn on the twister throttle again, then change to twister comm loss but still no throttle control. Wired in a test governor, test and was able to operate the engine rpm's. Governor has failed and is causing the failure to control rpm's. Need to check for warranty through class 1 for the part.

Labor	<b>Correction:</b> *Fire Pump / General / Need to replace the sentry governor, possibly remove the twister control if any further issues arise. Holmen removed twister and governor and sent in for warranty repair. - Created: 6/30/2025 Completed: 8/21/2025			\$615.00
				<b>Subtotal</b> \$615.00

<b>Return from unit</b>				
Labor	Return from unit (1st trip) 710 S Main Street P.O. Box 92, Holmen, WI			\$337.50
				<b>Subtotal</b> \$337.50

<b>Drive to unit</b>				
Labor	Drive to and from unit (Service Call 8/21 2nd trip) Billing Address, 710 S Main Street P.O. Box 92, Holmen, WI 54636, US			\$845.10
				<b>Subtotal</b> \$845.10

Item	Description	Quantity	Rate	Amount
<b>Complaint:</b> Customer received the new governor. It has been installed but they are having programing issues. Per trouble shooting with Hail they need to replace the intake sensor/transducer. Holmen has requested we come out and install transducer and program.				
<b>Cause:</b> Holmen has requested we come out and install transducer and program.				
(Inspection)				
Labor	<b>Correction:</b> *Fire Pump / Governor / Remove gauge panel and locate transducer for intake. Connect new transducer, look up information, and calibrate transducer to zero. Remove and replace the intake transducer and reinstall gauge panel. Ran pump in both rpm and psi modes, had no issues pumping for about an hour. Also looked over chassis for a right side body lean, found suspension to be all in good condition, with no defective parts. Did find one body mount that was ahead of the right drive tires that looked to be crushed/ squeezed more than all the others, but not failed. Truck does have the ladders into the tank, folding tank rack and suction on the right side of the truck, which could cause some of the lean. No repairs needed at this time, discussed findings with the customer. - Created: 8/5/2025 Completed: 8/21/2025			\$615.00
Parts	PRESSURE GOVERNOR TRANSDUCER - 2865473	1.00000	\$560.46	\$560.46
<b>Subtotal</b>				\$1,175.46

**Unit:** 37738-1 (E1) **VIN:** 4P1BAAFF5NB025129  
Pierce Saber FR Chassis  
**In Service Date:** 6/12/2023  
\***Engine:** 1,105 Hours  
\***Fire Pump:** 83 Hours  
\***Generator:** 0 Hours  
**Chassis:** 13,277 Miles

<b>Labor</b>	\$2,700.15
<b>Parts</b>	\$560.46
<b>Shop Supplies</b>	\$135.01
<b>Pre-Charge Subtotal</b>	\$3,395.62
<b>Exempt (0% of \$0.00)</b>	\$0.00
<b>Total</b>	\$3,395.62
<b>Payments &amp; Credits</b>	\$0.00
<b>Balance Due</b>	\$3,395.62

*If wheels were removed for any reason the lug nuts should be rechecked after OEM recommended mileage.*

*A surcharge of 4.00% of the transaction amount on Visa and Mastercard purchases, which is not greater than our cost of acceptance, will be charged. We do not surcharge Visa and Mastercard debit cards.*

*Part Returns: Returns will be accepted within fourteen (14) days of the original invoice date and subject to a 25% restocking fee for non-fabricated or special order parts. Fabricated or special order parts sales are final and non-returnable. Shipping/handling/freight/surcharges incurred will be the responsibility of the Purchaser and not refunded from the original invoice.*



**We would love your feedback! Please tell us how we did using the link below. It will only take a minute of your time and each review helps us to grow and improve our service.**

<https://bit.ly/reliantservice>

SEP 11 REC'D

**Reliant Fire Apparatus, Inc.**

880 Enterprise Drive  
Slinger, WI 53086  
partswi@reliantfire.com  
(262) 297-5020



Invoice: **INV-WI-3705**

Date: **9/5/2025**

**Bill To**  
HOLMEN AREA FIRE DEPARTMENT  
710 S Main Street  
P.O. Box 92  
Holmen, WI 54636

**Remit Payment To**  
Reliant Fire Apparatus  
PO BOX 470  
Slinger, WI 53086

Service Order	Terms	Due Date	Authorizer	Customer PO	Unit #
SO-WI-2632	Net 15	9/20/2025			37738-1

Item	Description	Quantity	Rate	Amount
Drive to unit				
Labor	Drive to and from unit (Service Call)			\$572.40
			<b>Subtotal</b>	<b>\$572.40</b>

**Complaint:** Customer states the governor does not match the gauges. Pics sent to Ben.

**Cause:** Possible mismatched transducer pressures.

Labor	<b>Correction:</b> *Fire Pump / Governor / Found an incorrect transducer installed for the discharge. Drain the pump and install the new transducer. Adjust a few settings, zero transducers, and check for pump hours correction per customer request. Did not find a parameter to change, was able to zero the hours. At this time the pump hours ended up at 90 hours, relayed that to the customer. Took unit out to a hydrant, tested gauges and at several places were within 5psi. Confirm with the customer, showed them the result and then breakdown hoses. <small>Repair complete. - Created: 8/28/2025 Completed: 9/3/2025</small>			\$358.75
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Parts	PRESSURE GOVERNOR TRANSDUCER - 2865473	1.00000	\$560.46	\$560.46
			<b>Subtotal</b>	<b>\$919.21</b>

**Unit:** 37738-1 (E1) **VIN:** 4P1BAAFF5NB025129  
Pierce Saber FR Chassis  
**In Service Date:** 6/12/2023  
**\*Engine:** 1,130 Hours  
**\*Fire Pump:** 90 Hours  
**\*Generator:** 0 Hours  
**Chassis:** 13,558 Miles

<b>Labor</b>	\$931.15
<b>Parts</b>	\$560.46
<b>Shop Supplies</b>	\$46.56
<b>Pre-Charge Subtotal</b>	\$1,538.17
<b>Exempt (0% of \$0.00)</b>	\$0.00
<b>Total</b>	\$1,538.17
<b>Payments &amp; Credits</b>	\$0.00
<b>Balance Due</b>	\$1,538.17

If wheels were removed for any reason the lug nuts should be rechecked after OEM recommended mileage.

## CALLS BY MONTH

	2017	-/+	2018	-/+	2019	-/+	2020	-/+	2021	-/+	2022	-/+	2023	-/+	2024	-/+	2025	-/+
JANUARY	74	23	74	0	103	29	83	-20	83	0	113	30	92	-21	99	7	101	2
FEBRUARY	82	23	71	-11	80	9	71	-9	80	9	92	12	97	5	90	-7	96	6
MARCH	81	8	65	-16	107	42	64	-43	111	26	112	1	103	-9	84	-19	103	19
APRIL	90	23	87	-3	97	10	85	-12	104	19	122	18	130	8	83	-47	85	2
MAY	85	22	92	7	82	-10	70	-12	101	31	131	30	114	-17	83	-31	113	30
JUNE	76	-4	90	14	98	8	83	-15	88	5	91	3	94	3	97	3	111	14
JULY	79	0	98	19	80	-18	92	12	109	17	104	-5	101	-3	98	-3	136	38
AUGUST	82	-14	87	5	84	-3	97	13	125	28	104	-21	113	9	110	-3	126	16
SEPTEMBER	64	5	84	20	77	-7	90	13	113	23	128	15	97	-31	89	-8		
OCTOBER	80	22	82	2	87	5	109	22	132	23	100	-32	120	20	104	-16		
NOVEMBER	89	21	94	5	77	-17	106	29	94	-12	109	15	107	-2	103	-4		
DECEMBER	64	-8	77	13	85	8	102	17	109	7	109	0	118	9	91	-27		
<b>TOTAL</b>	<b>946</b>	<b>121</b>	<b>1001</b>	<b>55</b>	<b>1057</b>	<b>56</b>	<b>1052</b>	<b>-5</b>	<b>1249</b>	<b>176</b>	<b>1315</b>	<b>66</b>	<b>1286</b>	<b>-29</b>	<b>1131</b>	<b>-155</b>	<b>871</b>	<b>127</b>

### CALL TYPES RESPONDED TO FOR AUGUST

<u>INCIDENT TYPE</u>	<u>TOTAL</u>
1 - Fire	3
2 - Overpressure Rupture, Explosion, Overheat-No Fire	0
3 - Rescue & Emergency Medical Service Incident	85
4 - Hazardous Condition (No Fire)	4
5 - Service Call	3
6 - Good Intent Call	20
7 - False Alarm & False Call	10
8 - Severe Weather & Natural Disaster	0
9 - Special Incident Type	1
	<b>126</b>



# Holmen Area Fire Department

710 S Main St, Holmen, WI 54636

608-526-9363

www.holmenfire.com



ITEM 8a2

## August 2025

### HAFD Incidents by Municipality

Report Pulled On: 09/05/2025

Incident Category	Total
<b>Municipality: City of Onalaska</b>	
1 - Fire	2
4 - Hazardous Condition (No Fire)	1
6 - Good Intent Call	7
	<b>Total: 10</b>
<b>Municipality: Town of Holland</b>	
1 - Fire	1
3 - Rescue & Emergency Medical Service Incident	9
4 - Hazardous Condition (No Fire)	1
5 - Service Call	1
7 - False Alarm & False Call	2
9 - Special Incident Type	1
	<b>Total: 15</b>
<b>Municipality: Village of Holmen</b>	
3 - Rescue & Emergency Medical Service Incident	76
4 - Hazardous Condition (No Fire)	2
5 - Service Call	2
6 - Good Intent Call	13
7 - False Alarm & False Call	8
	<b>Total: 101</b>
	<b>Total: 126</b>

#### Report Criteria

Municipality: Is In Bangor/Burns, Campbell, City of Onalaska, Farmington, Galesville, La Crescent, La Crosse, Medary, Shelby, Stoddard/Bergen, Town of Holland, Town of Onalaska, Trempealeau, Village of Holmen, West Salem

Agency Name: Contains Holmen

Basic Incident Date - Derived (Fd1.3): Is Equal To Last Month

#### Description

This report is for the HAFD Board fire administration report and captures the incident for the previous month categorized by call type and grouped by municipality.

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## MEMORANDUM

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DATE: September 1, 2025

TO: Holmen Area Fire Department Board

FROM: Robert Whitaker

RE: Participation in Supplemental Dental Coverage Program

Earlier this year, I fielded a request from a member of the Department regarding offering supplemental dental coverage through Wisconsin Employee Trust Funds (ETF). Currently, the Department offers what is referred to as Uniform Dental through ETF's Health Insurance Program. Premiums for Uniform Dental are included in the health insurance premiums.

ETF offers supplemental dental coverage, also through Delta Dental. The program, called Select and Select Plus Dental, provides additional coverage including a higher annual maximum benefit. Coverage details are included on Page 2 of this Memo.

Chief Ostreng and I had a meeting with representatives of Firefighters Local 127 to get a better understanding of how they interpret language in the labor contract that states the Department covers 90% of dental coverage (Section 8D). The Local indicated that they felt the language in 8D addresses the current offering of Uniform Dental, but is not applicable to supplemental coverage, if offered.

I would suggest the Department offer the Select and Select Plus Dental through ETF to employees, with 100% of the premiums covered by the employee through payroll deduction.

To initiate this offering, the Department needs to file an application with ETF in October 2025. Coverage would begin in January 2026.

It is my recommendation the Board approve filing of an application to offer Select and Select Plus Dental through ETF beginning in January 2026 with full premiums paid by the employee.

Coverage	Uniform Dental & Preventive Plan	Select Plan	Select Plus Plan
In-Network providers (No out-of-network coverage)	Delta Dental PPO & Premier providers	Delta Dental PPO	Delta Dental PPO & Premier providers
Annual deductible	None	\$100 / person	\$25 / person
Annual benefit max	\$1,000 / person	\$1,000 / person	\$2,500 / person
Waiting period	None	None	None
Routine evaluations, dental cleanings, sealants*, bitewing and panoramic X-rays, fluoride treatments*, pulp vitality tests	100%	No coverage	No coverage
Fillings	100%	No coverage	No coverage
Anesthesia (general and IV sedation)	80%	50%	80%
Emergency pain relief	80%	No coverage	No coverage
Periodontal maintenance	100%	No coverage	No coverage
Crowns, bridges, dentures, implants	No coverage	50%	60%
Surgical extraction, root canal (endodontics), periodontics (except maintenance), oral surgery	No coverage	50%	80%
Non-surgical extractions (above gumline)	90%	No coverage	No coverage
Orthodontics coverage	50% (Under age 19)	No coverage	50% (Any age)
Orthodontics lifetime maximum	\$1,500	No coverage	\$1,500

**Article 8**  
**Medical and Dental Benefit Plans**

Full-time employees are eligible to participate in the Department's Medical and Dental Benefit Plan.

**A. Employee's Medical Benefit Plan Contributions**

Active employees' monthly contribution shall be through payroll deductions. Employee contributions will be deducted from the first two paychecks of the month for the current month's coverage.

Effective January 1, 2020 the employee's contribution shall be 14% of the monthly premium for single coverage, and 14% of the monthly premium for family coverage. Effective January 01, 2021, the employee's contribution shall be 10% of the monthly premium for single coverage, and 10% of the monthly premium for family coverage.

**B. One Plan for Married Employees**

Effective January 1, 2017, married employees that both work for the Department shall be limited to one medical benefit plan. The employee with the most seniority shall be the subscriber. In the event that the subscriber's health insurance is terminated, the remaining employee shall become the subscriber and the former subscriber shall become the dependent without any waiting periods or limitations for pre-existing conditions. (The purpose of this clause is merely to avoid the duplication of administrative and stop loss insurance premium charges. It is not intended to reduce any employee's eligibility or benefits.) This is not intended to enhance the level of benefits or expand the network selection procedures as provided above.

**C. Medical Benefit Plan Coverage While on Income Continuation Insurance**

Full time employees who are participants in the Department's medical benefit plan and are receiving the Income Continuation Insurance (ICI) benefit as identified in Article 10 shall receive the same medical benefit plan benefits including contributions rates on the same basis as in effect for active employees.

**D. Employee's Dental Benefit Plan Contributions**

Effective January 1, 2020 the employee's contribution shall be 14% of the monthly premium for single coverage, and 14% of the monthly premium for family coverage. Effective January 01, 2021, the employee's contribution shall be 10% of the monthly premium for single coverage, and 10% of the monthly premium for family coverage.

## 2025 Monthly Premium Rates

	Uniform Dental	Preventive Plan	Select Plan	Select Plus Plan
Individual	\$4	\$36.10	\$9.08	\$21.60
Individual + Spouse	---	---	\$18.16	\$43.22
Individual + Child(ren)	---	---	\$12.24	\$40.12
Family	\$10	\$90.28	\$21.76	\$66.20