

CITY OF NEENAH
FINANCE AND PERSONNEL COMMITTEE MEETING
Monday, October 9, 2023–6:00 p.m.
Hauser Room, Neenah City Administration Building
211 Walnut Street, Neenah, Wisconsin

NOTICE IS HEREBY GIVEN, pursuant to the requirements of Wis. Stats. Sec. 19.84, that a majority of the Neenah Common Council may be present at this meeting. Common Council members may be present to gather information about a subject over which they have decision-making responsibility. This constitutes a meeting of the Neenah Common Council and must be noticed as such. The Council will follow the same agenda as the committee, but will not take any formal action at this meeting.

AGENDA

1. Public Appearances
2. Approval of Minutes from the September 25, 2023 Regular Meeting (minutes can be found on the City's website)
3. Development Agreement-Second Addition to The Homes at Freedom Meadows Subdivision (Attachments) (Schmidt)
4. Information Update – Freedom Acres/Homes at Freedom Meadows Development Agreement (2020) (Attachments) (Schmidt)
5. Fiscal Year 2024 Health Insurance Renewal Request (Attachments) (Fairchild)
6. The Committee may convene into closed session pursuant to Wis. Stat. Sec. 19.82(2) to confer with City Attorney who will render strategy concerning the Minks & Novak v City suit.
7. The Committee may reconvene into open session to take action on any item(s) discussed in closed session.
8. Adjournment

In accordance with the requirements of Title II of the Americans with Disabilities Act (ADA), the City of Neenah will not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs, or activities. If you need assistance, or reasonable accommodation in participating in this meeting or event due to a disability as defined under the ADA, please call the Clerk's Office (920) 886-6100 or the **City's ADA Coordinator at (920) 886-6106 or e-mail attorney@ci.Neenah.wi.us** at least 48 hours prior to the scheduled meeting or event to request an accommodation.

**CITY OF NEENAH
FINANCE AND PERSONNEL COMMITTEE MEETING
Monday, September 25, 2023 at 6:00 p.m.
Hauser Room, Neenah City Administration Building
211 Walnut Street, Neenah, Wisconsin**

MINUTES

The meeting was called to order at 6:00 pm.

Present: Chairman Erickson; Aldermen Boyette, Skyrms and Steiner; Mayor Lang, Director of Finance Rasmussen, Director of Public Works Kaiser, City Attorney Rashid, and Clerk Nagel. Council President Borchardt is excused. Duke Behnke, Appleton Post Crescent.

Public Appearances: None.

Minutes: Motion/Second/Carried Skyrms/Steiner to approve the minutes from the September 11, 2023 Regular meeting. All voting aye.

Ordinance 2023-14, Annexation No. 230, annexing 28.6 acres of land located on the northwest Corner of CTH G and Honor Street from the Town of Vinland to the City of Neenah. (Attachments) (Schmidt)

The proposed annexation includes approximately 28.6 acres of land on the northwest corner of CTH G and Honor Street in the Town of Vinland.

Annexation 230 will become the First addition of Freedom Acres subdivision with approximately 48 single-family lots to be developed. This is all part of an Armstrong farm development by Van Sistine Homes, LLC. Upon annexation the Zoning Classification will be R-1 , Single Family Residence District. Department annexation reports all recommend approval of the annexation.

Motion/Second/Carried Steiner/Skyrms to recommend Council to approve Ordinance 2023-14 Annexation No. 230, annexing 28.6 acres of land located on the northwest corner of CTH G and Honor Street from the Town of Vinland to the City of Neenah. All voting aye.

Transportation Assessment Replacement Fee (TARF) Review. (Attachment) (Kaiser)

The TARF was created in 2018 and implemented in 2019 as a replacement for street reconstruction, street resurfacing and sidewalk/trail in-fill projects. This was created in order to benefit property owners. The TARF utilized impervious area unit (IAU) to measure the impact that a parcel has on the street system. The development of the TARF rate methodology was explained to be about 37% of construction costs. There have been many changes in the construction industry since the creation of the TARF along with cost impacts stemming from the COVID pandemic.

REPORT

Minutes of the Finance and Personnel Committee Meeting

September 25, 2023

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The original rate methodology was explained, as well as the reason for a rate adjustment with Resolution 2018-24's five-year deadline which ends December 31, 2023. Prior to crafting an updated resolution, staff wanted to get some direction from the committee.

There was discussion on Director Kaiser's memo in which the committee gave input. At this point, this is an information gathering item. Staff will prepare a resolution for committee and council action based on committee feedback. No action taken.

Motion/Second/Carried Skyrms/Steiner to adjourn the meeting 6:37 pm. All voting aye.

Respectfully submitted,

A handwritten signature in cursive script that reads "Charlotte Nagel". The signature is written in black ink and is positioned above the printed name and title.

Charlotte Nagel
City Clerk



M E M O R A N D U M

DATE: October 9, 2023
TO: Chairperson Erickson and Members of Finance and Personnel Committee
FROM: Brad Schmidt, AICP, Deputy Director of Community Development
RE: Development Agreement – Second Addition to The Homes at Freedom Meadows Subdivision

The Community Development Department, Department of Public Works and the Neenah Water Utility have negotiated a Development Agreement with Van Sistine Homes, LLC for the Second Addition to The Homes at Freedom Meadows Subdivision. As with all residential subdivisions in the City, the Development Agreement identifies the terms and responsibilities of the Developer and City and identifies the required fees and costs for developing in the City.

The proposed plat includes 34 single-family residential lots located west of Woodenshoe Road. The land is zoned R-1, Single-Family Residence District. This subdivision is the third phase of the Homes at Freedom Meadows subdivision located directly east and southeast of the proposed development.

The Developer is responsible for installing public utilities (water, sanitary sewer, and storm water). Water main is proposed to be oversized to accommodate future development north and west of the development. The costs associated with oversizing the water main will be reimbursed to the developer by the Water Utility. The City will inspect the installation of those utilities prior to accepting them as public. Additional costs are held in an escrow account such as the temporary two-inch mat along Freedom Meadows Drive and Liberty Avenue and future sidewalks along Valor Place, Patriot Way, and Liberty Avenue.

In addition, the developer is dedicating 4.2 acres of land to the City for a future park. Funding is identified in the 5-year Capital Improvement Plan for the construction of the park.

Upon approval of the proposed development agreement, the Developer will purchase, from the City, the land for **\$177,105.30**

The Developer is responsible to pay for the following subdivision fees and costs (See Exhibit 8 of the Development Agreement for a summary):

- Subdivision Fee (\$1000/acre) - **\$19,939.80**
- Oversized Sanitary Sewer Fee (\$1000/acre) - **\$19,939.80**
- Street Trees (\$200/lot) – **\$6,800**
- Storm water Management Fee (\$200+\$75/lot) - **\$2,750**
- Oversized Water Main Fee (\$2,240.95/acre) - **\$44,684.09**
- Inspection Fees (Billed to Developer) – Water Inspection (**\$5,100**) and DPW Inspection (**\$2,500**)
- Storm Water Pond Construction **\$67,722.10**

The City will reimburse the developer for the following items:

- Actual costs of oversized water mains
- Actual costs of oversized sanitary mains

An appropriate action at this time is to recommend Common Council approve the Second Addition to The Homes at Freedom Meadows Subdivision Development Agreement.

DOCUMENT NUMBER

DEVELOPMENT AND FEE AGREEMENT

THIS SPACE RESERVED FOR RECORDING DATA

THIS AGREEMENT, made pursuant to Chapter 25 of the City of Neenah Municipal Code by and between the CITY OF NEENAH, Winnebago County, Wisconsin, a body politic and municipal corporation by its Common Council ("City") and owner of subject land and Van Sistine Homes, LLC, the developer ("Developer") of the following property lying within the City of Neenah:

Part of Lot 2 Certified Survey Map 5779 being part of the Northeast 1/4 of the Southeast 1/4 and unplatted lands being part of the Northwest 1/4 of the Southeast 1/4, all of Section 1, Township 19 North, Range 16 East, City of Neenah, Winnebago County, Wisconsin, containing 868,579 Square Feet (19.9398 Acres) of land described as follows:

Commencing at the East 1/4 corner of Section 1; thence, along the North line of the Southeast 1/4 of said Section 1, S88°52'57"W, 870.00 feet to the point of beginning; thence, along the West line of lands described in Document Number 461232, S00°20'38"E, 340.03 feet; thence, along the South line of said lands described in Document Number 461232, N88°52'53"E, 135.94 feet to the Northwest corner to 1st Addition to The Homes at Freedom Meadows; thence, along a West line of said 1st Addition to The Homes of Freedom Meadows, S22°09'07"W, 431.50 feet to the West right-of-way line of Freedom Meadows Drive; thence, along said West right-of-way line, S12°12'25"W, 50.13 feet; thence, along a West line of said 1st Addition to Homes of Freedom Meadows, S00°20'42"E, 267.22 feet to the North right-of-way line of Liberty Avenue; thence, along said North right-of-way line, N87°28'58"W, 55.56 feet; thence, continuing along said North right-of-way line, 26.39 feet along the arc of a curve to the left with a radius of 530.00 feet and a chord of 26.38 feet which bears N88°55'08"W; thence, continuing along said North right-of-way line, S89°45'44"W, 36.63 feet to a West line of The Homes of Freedom Meadows; thence, along said West line, S22°09'06"W, 297.42 feet; thence, S89°45'44"W, 642.52 feet; thence, N24°42'39"E, 979.80 feet; thence, N00°53'26"W, 50.00 feet; thence, S89°06'34"W, 192.60 feet; thence, N01°07'03"W, 377.95 feet to said North line of the Southeast 1/4; thence, along said North line, N88°52'57"E, 698.27 feet to the point of beginning, subject to all easements, and restrictions of record.

Recording Area

Return to:
David Rashid, City Attorney
City of Neenah, 211 Walnut Street
Neenah, WI 54956

Parcel No.: 8-11-4000-00-04

WHEREAS, Chapter 25 of the Neenah Municipal Code provides for the installation of required improvements (hereinafter referred to as the "Improvements") in new subdivisions, and

WHEREAS, the Developer has proposed to develop a residential subdivision on the above-referenced property located in the City (hereinafter referred to as "Second Addition to The Homes at Freedom Meadows" or the "Development"); and

WHEREAS, [Exhibit 1](#) shows the Development which has been approved by the City and has or will be recorded in the Winnebago County Register of Deeds Office; and

WHEREAS, a series of meetings and negotiations have taken place between the City and the Developer to determine various development and financial responsibilities for on-site and off-site public improvements and fees in connection with the proposed subdivision; and,

WHEREAS, the City and the Developer, for their mutual benefit, have mutually agreed as to development and financial responsibilities for public improvements and fees in connection with the proposed subdivision;

NOW THEREFORE, in consideration of the mutual promises contained herein, the sufficiency of which is hereby acknowledged, and the above recitals, which are contractual, the City and Developer agree as follows:

1. **Sanitary Sewer Interceptor Fee and Subdivision Fee.** The Developer shall pay the City a sanitary sewer interceptor fee in the amount of \$1,000.00 per acre (the "Sewer Fee") and a subdivision fee of \$1,000.00 per acre (the "Subdivision Fee") for the Improvements to the Development as more particularly detailed in [Exhibit 2](#). As subsequent phases are developed, the Developer shall be billed for the sewer fee and the subdivision fee at the established rate in effect at the time of platting.
2. **Storm Water Infrastructure Fee.** The Developer shall pay a storm water infrastructure fee in the amount of \$9,000.00 per acre (the "Storm Water Fee") as detailed in [Exhibit 3](#). In addition to the lots created in the subdivision, the storm water acreage calculation shall include street right-of-way and all other public land including, but not limited to parks, and easements lying within and/or adjacent to the subdivision. Existing mapped wetlands shall be excluded from storm water acreage calculation. This storm water infrastructure fee shall include all construction costs associated with storm water infrastructure installation except for the following which shall be funded entirely by the Developer:
 - design engineering
 - plan and specification development
 - contract bidding
 - construction engineering
 - final inspection
 - erosion control
 - yard drains and associated piping
 - perforated catch basin drain pipes
 - final storm sewer cleaning and televising
 - plan review by the City
 - field staking and surveying
 - project administration
 - construction inspection
 - final "as built" measurements
 - bedrock blasting and removal
 - storm sewer house laterals
 - storm water ponds

The Developer shall pay all costs of the storm water infrastructure installation during construction and shall keep an accurate account of all costs certified by the project engineer or other construction professional responsible for supervising the construction of the Development and retained by the Developer. Final accounting of the actual costs of those items covered by the Storm Water Fee will be settled upon completion and City acceptance of such construction. The Developer shall advance the costs of the public storm water infrastructure installation during construction. Final costs of the storm water infrastructure installation as certified at the completion of the subdivision construction, shall be credited against the Storm Water Fee and paid by the Developer. To the extent that installation costs exceed the Storm Water Fee, the City shall reimburse Developer the difference. To the extent that Developer has paid less in installation costs than is due under the Storm Water Fee, the Developer shall pay the City the difference within 30 days of billing by the City.

3. **Storm Water Ponds.** This development is served by a storm water pond constructed as part of the Homes at Freedom Meadows (Outlot 2 in the First Addition to the Homes at Freedom Meadows). The City recognized that the pond constructed for that development would serve areas outside of that development and held a portion of that construction cost as a deferred assessment against other served areas. The proposed subdivision was noted as Phase IV of the subdivision concept plan approved by the City's Plan Commission on August 20, 2020. [Exhibit 3](#) outlines the share of the pond cost attributed to the Development.
4. **Storm Water Management.** The Developer shall pay a storm water management, erosion control, plan review and inspection fee of \$200 per plat plus \$75 per lot ([Exhibit 2](#)) to cover the City's costs for plan review and inspection of storm water management and erosion control methods and practices.
5. **Water main within the Subdivision Plat.** The Developer shall pay the full cost to furnish and install water mains and water services within the plat including those that may front on all dedicated public lands, including but not limited to, parks, schools, dedicated public wetlands and open

spaces, detention ponds and other public areas. The Developer shall provide the Water Utility a complete accounting of all costs related to the installation of the water main and appurtenances within the Development. Upon acceptance, Neenah Water Utility shall take ownership of and maintain the water mains and related appurtenances inside the Development. The water service to each residence shall be installed by the Developer and owned by the resident. The Neenah Water Utility shall maintain the service from the water main to and including the curb box. Maintenance from the curb box to the house shall be the responsibility of the resident. The Developer shall pay for Neenah Water Utility inspection and testing during installation of the water main inside the Development as detailed in [Exhibit 4](#).

6. **Oversize Water Main Installation and Reimbursement.** The Neenah Water Utility is proposing an oversized water main within the Development to accommodate future development water supply needs. Upon approval by the Neenah Waterworks Commission, the Neenah Water Utility shall reimburse the Developer for the additional cost attributable to installing a 16-inch water main rather than the 10-inch water main required by the Water Utility's design and construction standards. Utility staff will work with the Developer to estimate the cost difference for labor and materials to install the 16-inch water main versus the 10-inch water main. An estimate of the oversizing reimbursement is included in [Exhibit 4](#).
7. **Outlot 3 Dedication.** Upon purchase of the parcel by the Developer, the Developer will dedicate Outlot 3 to the City. The City will own and maintain this property. The primary use of this outlot is for a utility corridor. The City reserves the right to construct a temporary road upon said outlot until such time as a platted, permanent street connects Liberty Avenue and Freedom Meadows Drive. The City will construct a sidewalk connection between Liberty Avenue and Freedom Meadows Drive.
8. **Oversize Water Main Fee.** The Neenah Water Utility has established a fee in the amount of \$2,240.95/acre. The Oversize water main fee is an area-wide assessment based on the cost to install oversized water main and infrastructure to boost water pressure in the proposed development. See [Exhibit 4](#) for more details.
9. **Sanitary Sewer Within the Subdivision Plat.** Developer shall pay the full cost of installing all sanitary sewer mains and sanitary sewer laterals within the plat including those that may front on all dedicated public lands, including but not limited to, parks, schools, dedicated public wetlands and open spaces, detention ponds and other public areas. If needed, the installation of an oversized sewer main required by the City shall be reimbursed to the Developer as detailed in [Exhibit 7](#). Sanitary sewer main over 10" in diameter and installed at a depth of greater than 13 feet is eligible for reimbursement as are sanitary lateral risers associated with sewer main installation deeper than 13 feet.
10. **Purchase Price.** Per Document number 1826908 recorded in the Winnebago County Register of Deeds office, the City purchased the subject land with the intent of selling the land to the Developer based on the agreed-upon schedule within the Development Agreement. The Developer agrees to purchase the subject land (Second Addition to The Homes at Freedom Meadows) which accounts for 19.9398 acres at a price of \$8,882/acre for a total sales price of \$177,105.30. This amount is due to the City prior to the City signing the Final Plat. See [Exhibit 2](#) for more information.
11. **Streets, Curb and Gutter and Sidewalks Within the Subdivision Plat.**

Street Grading/Graveling: The Developer shall pay the full cost of grading/graveling all streets within the plat, including those streets that may front on all dedicated public land and outlots, including but not limited to, parks, schools, dedicated public wetlands and open spaces, detention ponds and other public areas (hereinafter "Temporary Gravel Street"). The City shall establish and enforce spring load limits on all gravel streets.

Reclaimed Asphalt Streets: The Developer shall place two inches of compacted reclaimed asphalt in place of the top two inches of gravel on the following streets:

- Patriot Way
- Valor Place

Gravel Street Maintenance: Prior to construction of the Final Street, the Developer shall be completely responsible for all gravel street maintenance including but not limited to:

- removal of mud, dust and other non-granular deleterious material on an “as needed” basis; periodically adding granular material necessary to re-establish the true line and grade and cross section of the street;
- place calcium chloride dust control treatment on the streets semi-annually;
- cleaning out catch basins;
- regrading and filling all potholes, settled areas and areas where traffic has disturbed the gravel periodically on an “as needed” basis;
- provide any City mandated dust control.

If during the time prior to the City accepting maintenance responsibility, the Developer fails to maintain the gravel streets in a manner acceptable to the City, the City shall, after a 48-hour notice to the Developer, perform the required maintenance on the gravel street and bill all costs for this maintenance work to the Developer.

Two-Inch Asphalt Mat: The Developer shall pay the full cost of placing a two-inch asphalt mat on identified streets within the plat, including those streets that may front on all dedicated public land and outlots, including but not limited to, parks, schools, dedicated public wetlands and open spaces, detention ponds and other public areas (hereinafter “Temporary Asphalt Street”). Cost for said two-inch mat construction shall be prepaid, or escrowed, by the Developer based on estimated costs for similar construction. In the event that actual costs are less than the escrowed fund, any such excess of the escrowed funds shall be returned to the adjacent lot owners of record at the time of the final payment for the work. In the event that the escrow is insufficient, then the City reserves the right to special assess the shortage against the individual lots in Development (See [Exhibit 5](#)).

In late spring or early summer following the installation of utilities and gravel as provided for above, and after the gravel street and utility trenches have been subject to a winter “freeze-thaw” cycle and settled, the Developer shall grade and remove all mud and non-granular deleterious materials, re-shape and fine grade the gravel street, and add any required gravel to re-establish the true, designed grade, profile and cross section of the gravel streets. The City shall then install a two-inch asphalt mat surface on the streets. The City shall establish and enforce spring load limits on all asphalt mat streets.

Should the City determine that it is in its best interests to place a temporary two-inch asphalt mat on streets within the plat not initially identified in this Agreement, including those streets that may front on all dedicated public land and outlots, including but not limited to, parks, schools, dedicated public wetlands and open spaces, detention ponds and other public areas, cost for said two-inch mat construction shall be special assessed against the individual lots in the Development.

Final Street: When installed, curb/gutter and final street pavement shall be assessed 100% by the City to the adjacent lot owners of record with the exception that all costs associated with installation of curb/gutter and permanent pavement that front all public lands, including but not limited to: parks, greenspace, trails, outlots, and detention ponds shall be prepaid, or escrowed, by the Developer based on estimated costs for new street construction. Once public improvements anticipated by this paragraph are installed, in the event that actual costs are less than the escrowed fund, any such excess of the escrowed funds shall be returned to lot owners of record at the time of final payment for the work. In the event that the escrow is insufficient, then the City reserves the right to special assess the shortage against the individual lots in the Development (See [Exhibit 5](#)).

Sidewalks: The Developer shall pre-pay or escrow the estimated cost for installing sidewalk at the locations identified in [Exhibit 5](#). Said sidewalk shall be installed by the City in conjunction with construction of the Two-inch Asphalt Mat, described above, unless otherwise scheduled with the approval of the City. The lot owner of record for lots that develop and install sidewalk prior to the scheduled construction of sidewalk in the subdivision shall be reimbursed from the pre-paid or escrowed funds an amount equal to the estimated cost of sidewalk installation for that lot..

Temporary Character of Streets. In no manner shall the City or the Developer regard or consider either the Temporary Gravel Streets or the Temporary Asphalt Streets of the Development as permanent or final street for purposes of Municipal Code Sec. 26-126, and the public is hereby notified of property owners' special assessment responsibilities thereunder.

12. **Contract Procedures.** The Developer's engineer shall prepare the contract documents, construction plans and specifications, let the contracts, and provide all supervision, and all contract administration for the installation of sanitary sewer, storm sewer, water main, grading and graveling, and all appurtenances and shall bill the Developer for these services. The Developer's design engineer shall perform the construction staking. All plans and specifications for the improvements shall be consistent with City specification standards. The City shall review for approval all plans, specifications and contract documents in a timely manner. The City shall provide all construction inspection and shall bill the Developer for these services. Notwithstanding anything to the contrary in this agreement, construction inspection services by the City is not intended to, nor does it provide any guaranty, proper or satisfactory, of performance. The inspection services provided for by the City are for the City's benefit and may be relied upon only by the City. In the event that Improvements installed by the Developer do not operate properly even after inspections by the City, it shall remain the Developer's responsibility, at the Developer's sole cost, to correct any deficiencies so that the Improvements are working properly and in full compliance with all applicable standards before the City is obligated to accept the Improvements as part of the public infrastructure.
13. **Park Dedication.** The Developer agrees to dedicate Outlot 6 to the City for a future public park. The City is responsible costs related to the construction of the park including utilities.
14. **Outlots and Public Parks.** [Intentionally left blank]
15. **Sewer Cleaning and Televising Inspection.** Upon completion of installation of grading and graveling and prior to final acceptance by the City, the Developer shall clean all sanitary and storm sewer mains, all catch basin leads and all back yard drain pipes using a City approved sewer cleaning contractor utilizing modern "jet trucks" of adequate horsepower and capacity. Upon completion of sewer cleaning all sewer mains and backyard drainpipes shall be televised in color and the televising records provided to the City in a City-approved electronic format. Catch basin leads do not need to be televised but all leads must be cleaned and lamped and their condition verified in a written report. All catch basins and backyard drains shall be cleared of gravel and debris.
16. **Public Improvements Dedication.** The Developer agrees to convey by deed or dedication to the City all the streets, roads, courts, avenues, drives, public ways and parks in the Plat. Developer further agrees to convey the public access ways and storm water detention ponds by deed to the City. All public improvements contemplated in the final plat shall be constructed within areas to be dedicated to the City either by deed, dedication or easement as contemplated in the final plat and this agreement. The City agrees to accept the dedication of all the Public Improvements in the Plat, whether by deed, dedication or easement subject to the City's Acceptance of the Public Improvements provided they are constructed according to the City's specifications and in accordance with and subject to the terms of the City's Subdivision Ordinance.
17. **Utilities.** The Developer shall pay the entire cost associated with installation of underground gas, electric, telephone and cable TV utilities and street lights throughout the entire development

including the cost of installing utilities and street lights adjacent to detention ponds, parks, outlots, green space, trails and other public lands. Streetlights are required and the Developer shall be responsible for requesting the street lighting system from utility company. The street lighting plan, electrical distribution plan, and natural gas layout shall be designed by the utility company and approved by the City.

Standard street lighting shall be wood poles with LED fixtures. The City shall pay the utility company the monthly electrical charge for standard street lighting. The developer shall be responsible for all additional costs associated with installation of a decorative street lighting system by the utility company. In addition, the developer shall also be responsible for the monthly charges for a decorative system that are in excess of the monthly charges for a standard system through payment to the City of the present value of the cost difference. The Developer shall coordinate with the City any street lighting requested beyond the standard.

18. **Off-Site and Other Existing Improvements.** [Intentionally left blank]
19. **Terrace Trees Contribution.** The Developer shall pay a terrace tree contribution in the amount of \$200.00 per lot. This terrace tree contribution shall be paid by the Developer, on a per lot basis at the time of final closing of each lot sale. The subdivision plat shall note on its face "\$200.00 per lot 'Terrace Tree' contribution". This contribution will be deposited in the "City of Neenah Carpenter Tree Fund Trust" tax-exempt account and will be used to plant trees on the street terraces within the subdivision at the time curb and gutter is installed ([Exhibit 6](#)).
20. **Building Permits.** Provided Developer has installed water mains, storm sewer, sanitary sewer and gravel base to a given lot and guarantees of installation have been provided for electric, gas, phone and cable services, Developer and/or Developer's assigns and successors in interest shall be permitted to obtain building and erosion control permits for such lot.
21. **Plan Review and Construction Inspection.** The Developer shall pay a fee for plan review and construction inspection of proposed improvements as outlined in [Exhibit 7](#). Said Fee shall be based on \$2,750 for plan review and an estimated \$7,600 for inspections by City staff. Actual costs shall be determined based on actual time spent by City Staff. In the event that the City, in its sole discretion, determines that it requires the assistance of either outside consultants to review plans or provide for construction inspection services, the Developer shall pay the actual cost of such outside consulting services plus 10% for administration.
22. **Damages.** The Developer shall repair or replace, as directed by the City and to the City's satisfaction, at Developer's own cost, any damage caused to any public or private property by the installation of the improvements.
23. **City Costs.** [Intentionally left blank]
24. **Estimated Cost Summary Escrow Payment.** The estimate of costs paid by the Developer is attached hereto as Exhibits 2-7 (Summarized in [Exhibit 8](#)) and shows the items and estimated amounts to be paid by the Developer, including the basis for the Sewer Fee and Storm Water Fee. The total of the estimate of costs provides the basis for determining the amount of the escrow. The Developer shall submit a payment to be held in a City escrow account in the amount of **\$251,105.00**. The escrow amount is based on the sums shown in [Exhibit 5](#).
25. **Financing Alternative.** As an alternative to the payment of various fees and costs as outlined in this Agreement, the Developer may elect to pay the fees provided in sections [1](#), [2](#), [4](#), [7](#), and [18](#) proportionally on a per lot basis (excluding outlots) as summarized in [Exhibit 8](#). The Developer shall indicate, in writing, whether the per lot fee would be paid to the City when the lot is sold to a third party and collected at time of lot closing, or the fee would be collected at the time a building permit is issued. The owner of any lot for which the fees have not been paid by January 1, 2030, shall be issued a bill for the unpaid balance on the individual lot. Developer specifically agrees to waive all assessment procedures, including the right to notice and hearing, pursuant to Wis. Stat.

§66.0703(7)(b) and hereby consents to the imposition of the fees and costs anticipated by this Agreement as special assessments against the property in the Development.

- 26. **Consistency With Adopted Ordinances and Resolutions.** The City represents that this Agreement and the terms and conditions contained herein are consistent with adopted ordinances and resolutions on the subject matter.
- 27. **Merger; Successors and Assigns.** This Agreement, together with all referenced and attached Exhibits, sets forth the entire understanding of the parties relative to its subject matter and supersedes and merges any and all prior communications, negotiations and agreements, oral or written. The terms of this Agreement shall survive any closing involving the transfer of lots to any grantee and shall not merge with the deed. The terms and conditions of this Agreement shall be binding on successors and assignees of the Developer.
- 28. **Governing Law and Venue.** This Agreement shall be construed in accordance with the laws of the State of Wisconsin and the venue for resolution of any legal action commenced to enforce same shall be in the Wisconsin Circuit Court for Winnebago County.
- 29. **Severability.** It is understood and agreed that the provisions of this agreement shall be deemed severable and the invalidity or unenforceability of any one or more of the provisions contained herein shall not affect the validity and enforceability of the other, remaining provisions contained herein.
- 30. **Modification.** This agreement may not be modified or amended, except in writing, with the written approval of both the City and the Developer.
- 31. **Notices.** Any notices required under this agreement shall be deemed made as of the date deposited in the US mail, postage prepaid and addressed to the following.

If to the City:

Director of Public Works
City of Neenah
211 Walnut Street
Neenah, WI 54956

If to Developer:

Van Sistine Homes, LLC
Attn: Richard Van Sistine III
1430 Freedom Court
Neenah, WI 54956

Dated this ____ day of _____, 2023.

CITY OF NEENAH

VAN SISTINE HOMES, LLC

_____(SEAL)
Jane Lang, Mayor

Richard C. Van Sistine III, Member

Attest: _____(SEAL)
Charlotte Nagel, City Clerk

AUTHENTICATION

Signature(s) of Jane Lang, Mayor and Charlotte Nagel, City Clerk authenticated this ____ day of _____, 2023.

ACKNOWLEDGMENT

STATE OF WISCONSIN)
) ss.
COUNTY OF _____)

David Rashid
Title: Member State Bar of Wisconsin

THIS INSTRUMENT DRAFTED BY:

David Rashid, City Attorney
211 Walnut St., Neenah, WI 54956

(SIGNATURES MAY BE AUTHENTICATED OR
ACKNOWLEDGED. BOTH ARE NOT NECESSARY.)

Personally came before me this _____ day of
_____, 2023 the above- named Richard C.
Van Sistine III who acknowledged that he is sole
member of Van Sistine Homes, LLC, a Wisconsin limited
liability company, and that he is authorized to execute
the foregoing instrument on Van Sistine Homes, LLC's
behalf.

Notary Public, _____ County, Wisconsin.
My commission is permanent.
(If not, state expiration date: _____)

Exhibit 1

Second Addition to The Homes at Freedom Meadows Plat Map

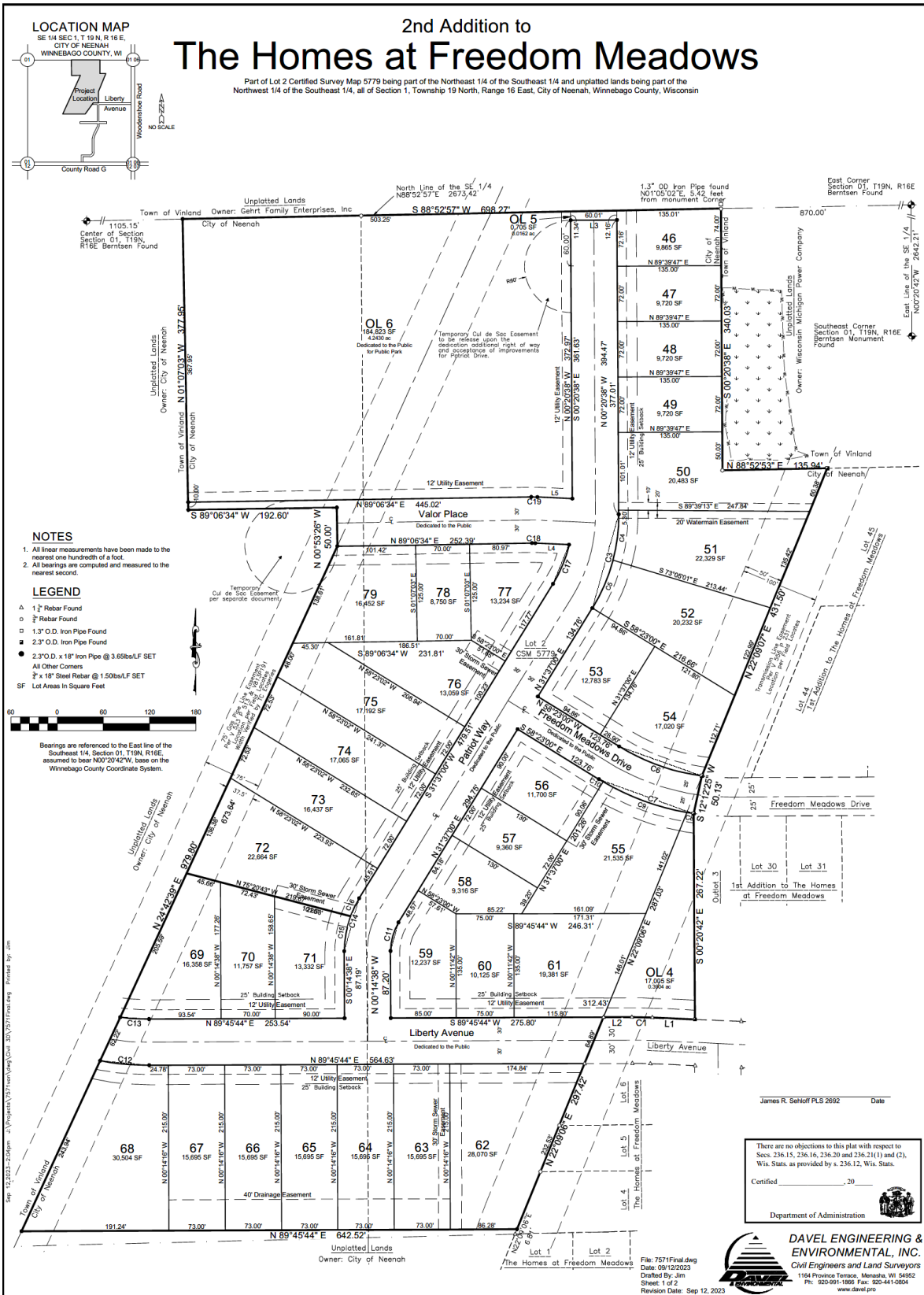


Exhibit 2
Second Addition to The Homes at Freedom Meadows

Fee Schedule

Total Developable Acres = 19.9398
Total Lots = 34

1. Subdivision Fee: \$1,000/acre x 19.9398	\$19,939.80
2. Oversized sanitary sewer interceptor fee: \$1,000/acre x 19.9398	\$19,939.80
3. Storm water management, erosion control, plan review and inspection fee: \$200 + \$75/lot	\$2,750.00
<hr/>	
Total Fees Due Upon Billing	\$43,629.60

Land Sale: \$8,882/acre x 19.9398 \$177,105.30

Due to City prior to signing Final Plat \$177,105.30

Exhibit 3
Second Addition to The Homes at Freedom Meadows
Storm Sewer Cost
Public Infrastructure
(Estimated)

1. Acreage

Total Developable Acres

2. Storm/Infrastructure Construction Costs

Total Private (Developer) Costs (estimated)

Total Public Costs (estimated)

Total Construction Costs (estimated)

3. Summary Public Infrastructure Costs

Developer Storm Fee Due City (\$9,000/ac x 19.94 acres)

Public Storm Sewer Funded by Developer (estimated)

Balance Due Developer for Public Storm Sewer Funded by Developer (estimated)

Storm Water Pond Reimbursement Costs

4.

Construction Cost of Outlot 2 Pond = \$185,794.50

Total Watershed Served by Pond = 45.90 acres

Contributing Area within this Phase = 16.93 acres

Percent of Total Watershed = 36.45%

Developer Reimbursement to City for Held Pond Cost

NOTE: The final amount due under this exhibit shall be determined based on an “as-built” cost determination at the completion of construction of the public improvements contemplated by this agreement.

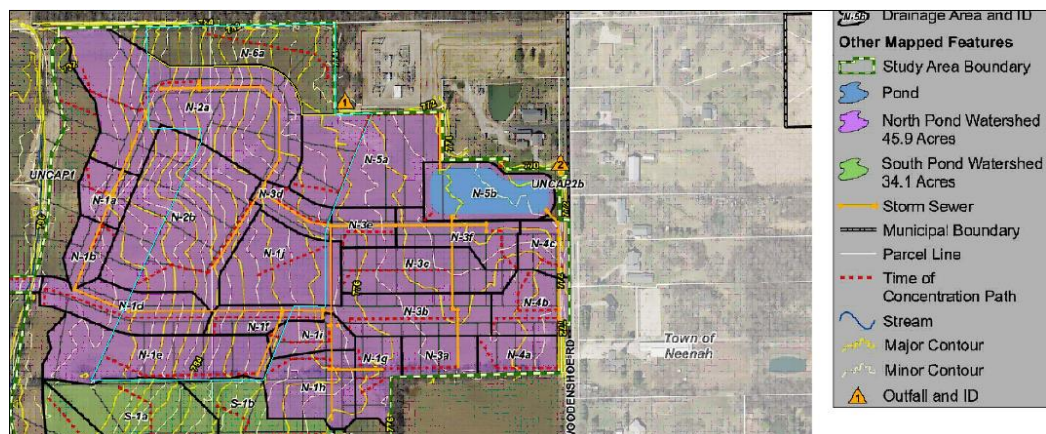


Exhibit 4
Second Addition to The Homes at Freedom Meadows

Water Main Costs
Public Infrastructure
(Estimated)

1. Acreage	
Total Developable Acres	19.9398
2. Water Main Infrastructure Costs	
Total Private (Developer) Construction Costs (estimated)	\$301,000.00
3. Total Public Infrastructure Costs	
Total Water Main Oversizing Costs Due Developer (estimated)	\$20,000.00
4. Inspection Fee Due Water Utility Upon Billing (estimated)	\$5,100.00
5. Water Main Oversizing Fee - \$2,240.95/acre (Due City)	\$44,684.09
Total Water Main Oversizing Fee Due to City	\$44,684.09

Exhibit 5
Second Addition to The Homes at Freedom Meadows

Escrow/Prepayment

Two-Inch Mat, Future Street and Sidewalk

1. Two-Inch Mat (\$60/centerline foot)	\$52,800.00
Freedom Meadows Drive: 250 feet	
Liberty Avenue: 630 feet	
2. Gravel Street Maintenance (\$10/centerline foot)	\$14,600.00
Patriot Way: 1,130 feet	
Valor Place: 330 feet	
3. Final Street Construction	\$14,415.00
Outlot 4: 118.58 feet ((\$130/front foot) = \$14,415	
4. Sidewalk Installation (at \$45/lineal foot)	\$169,290.00
Freedom Meadows Drive (South side): 255 LF	
Liberty Avenue: 1,344 LF	
Patriot Way (excluding park frontage): 1,863 LF	
Valor Place (excluding park frontage): 300 LF	

Total Prepayment/Escrow required	\$ 251,105.00
---	----------------------

Exhibit 6
Second Addition to The Homes at Freedom Meadows

Terrace Tree Contribution

1.	Terrace Tree Contribution: \$200/lot x 34 lots	\$6,800.00
<hr/>		
	Total amount due	\$6,800.00

Exhibit 7
Second Addition to The Homes at Freedom Meadows
Oversize Sanitary Sewer

Estimated Developer's Cost Due City

Sanitary Sewer Main Costs Due Developer (estimated ¹)	\$ 5,615.00
Sanitary Sewer Manhole Costs Due Developer (estimated ¹)	\$ 8,064.00
Installation Inspection Fee Due Department of Public Works (estimated)	\$ 2,500.00
<hr/>	
Total Due at the time of billing	\$ 2,500.00

¹ Assumptions for Sanitary Sewer Reimbursement

- *\$5/lineal foot for pipe depth lower than 13 feet. (\$5 is the difference between the unit price for 10-inch, which is all deep and the unit price for 8-inch, which is shallower.)*
- *Unit price per vertical foot (\$295/VF) for manhole depth greater than 13 feet.*

Exhibit 8
Second Addition to The Homes at Freedom Meadows
Summary of Developer's Costs and Financing Per Lot

Land Sale – Due to City Immediately

[Exhibit 2:](#) \$8,882.00/acre x 19.9398 acres \$177,105.30

Estimated Developer's Cost Due at Billing

[Exhibit 4:](#) Inspection Fee – Water Utility (Estimate) \$ 5,100.00

[Exhibit 7:](#) Construction Inspection Fees (Estimate) \$ 2,500.00

Estimated Storm Sewer Due City

[Exhibit 3:](#) Storm Water Pond Construction due City \$ 67,722.10

[Exhibit 3:](#) Public Storm Sewer Fee Due (Estimate) \$ 45,112.40

Estimated Oversized Water Main and Sanitary Sewer Reimbursement Due Developer

[Exhibit 4:](#) 12 inch and 16 inch water main and valves (Estimate) \$ 20,000.00

[Exhibit 7:](#) Oversize sanitary sewer main depth (Estimate) \$ 5,615.00

[Exhibit 7:](#) Oversize sanitary sewer manhole depth (Estimate) \$ 8,064.00

Estimated Developer's Costs to be Financed by City of Neenah (No Interest Due)

[Exhibit 2:](#) Subdivision Fee \$ 19,939.80

Oversized Sanitary Fee \$ 19,939.80

Storm Water Management Fee \$ 2,750.00

[Exhibit 6:](#) Terrace Tree Contribution (\$200.00 x 15 lots) \$ 6,800.00

[Exhibit 4:](#) Oversized Water Main Fee \$ 44,684.09

Total to be financed by City (estimated) \$ 94,113.69

**Special Assessment Applied To
Each Lot (estimated) and Due at Building Permit \$ 2,768.05**
(\$94,113.69/34 lots = \$2,768.05/lot)

Developer's Escrow Fees Required

[Exhibit 5:](#) Two-Inch Mat \$ 52,800.00

Final Street – Outlot 4 \$ 14,415.00

Gravel Street Maintenance \$ 14,600.00

Sidewalk Installation \$169,290.00

Total Escrow Required \$251,105.00



MEMORANDUM

DATE: October 9, 2023
TO: Chairperson Erickson and Members of the Finance and Personnel Committee
FROM: Brad Schmidt, AICP, Deputy Director
RE: Informational Update: Freedom Acres/Homes at Freedom Meadows Development Agreement (2020)

In 2020, the City entered into an agreement with Van Sistine Homes, LLC, to develop land on the northwest corner of Woodenshoe Road and County Road G in the Town of Vinland. The development became the Freedom Acres and Homes at Freedom Meadows subdivisions. This unique partnership provided an opportunity for the City to secure an important westward growth corridor which would have likely developed in the Town of Vinland had the partnership not formed. The City agreed to purchase 130 acres of undeveloped farm land from the developer, in return for an aggressive re-purchase and development schedule. The purpose of this memo is to provide you an update regarding the development which has occurred since 2020.

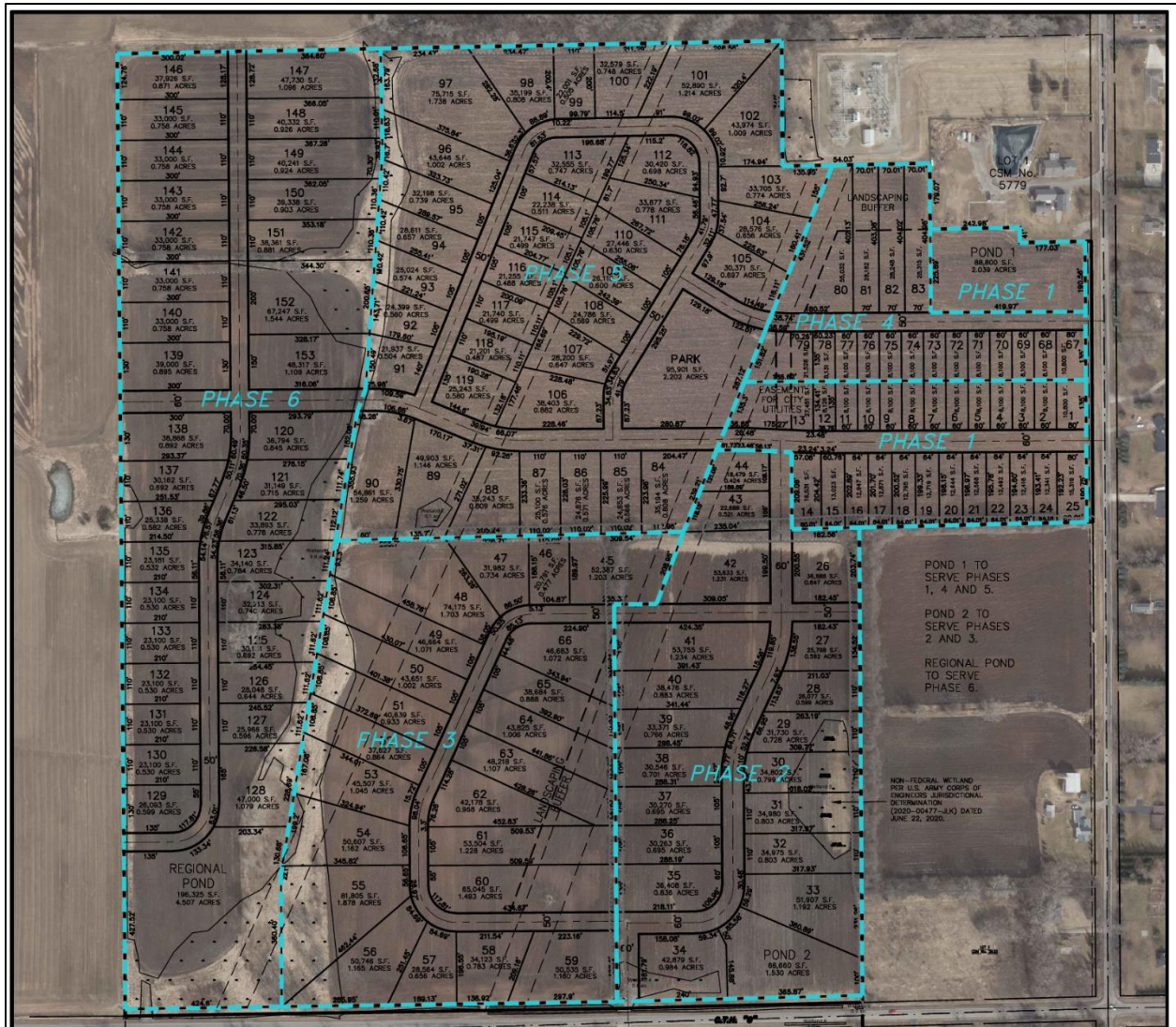
The initial development concept included six development phases planned over a 10-year period. In addition, approximately 155 new single-family homes sites and a 2.9-acre neighborhood park were planned. At the time of the initial agreement and during the preliminary phases of development, there was uncertainty in the economy due to the COVID-19 pandemic and challenges related to rising borrowing, construction material and labor costs. If the City were not a partner, it's likely the development may have been slowed or significantly scaled down.

I'm happy to report that the development is ahead of the approved development and re-payment schedule. Since 2020, three phases are either completed or under construction. A total 61 single-family lots were created on 38 acres of land and over \$6,000,000 of new tax base created. The City has also been repaid \$336,290 of its original \$887,000 investment. This amount exceeds the initial development agreement timeline by six acres. By the end of 2023, two more phases of development will begin, creating an additional 82 single-family lots on 48 acres of land. By July 2024, the initial development schedule required the development of 53 acres and re-payment of \$474,473. The developer will have re-purchased 86 acres of land and paid the City \$743,463 before the July deadline.

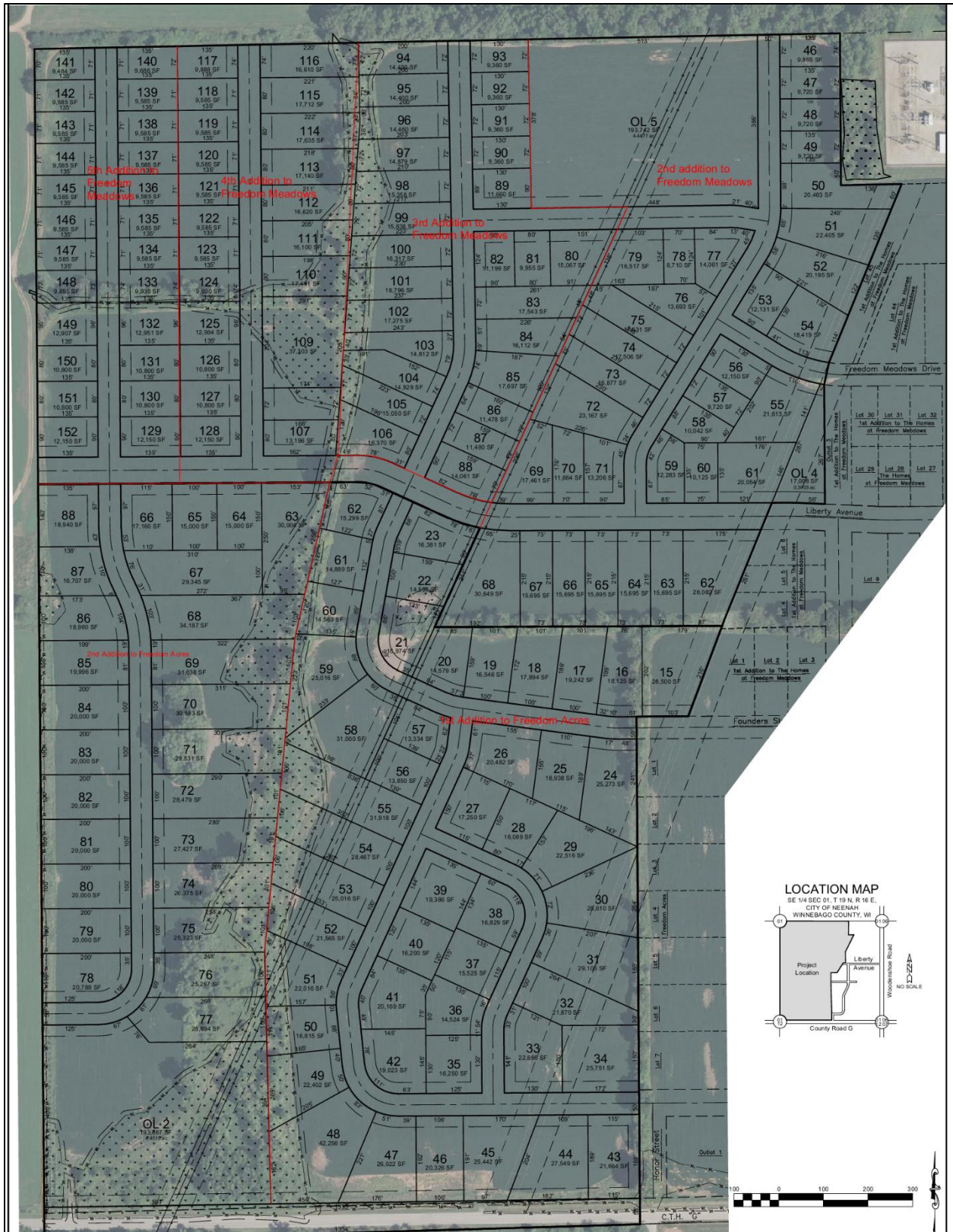
In 2023, the developer amended the development concept because of market demands. The new development concept layout is more efficient and was able to create an additional 87 single-family lots (56% increase). In addition, the proposed neighborhood park was relocated and increased in size from 2.9 acres to 4.5 acres. The new location provides the flexibility for the park to expand north and function as a community park rather than a neighborhood park.

While unique and somewhat unprecedented, this type of partnership between the City and a developer has been successful. The challenges developers face will continue to impact the location and scale of development. City staff continue to work with developers and be creative to ensure development occurs in the City

Original Concept Plan



New Concept Plan





MEMORANDUM

Date: October 9, 2023

To: Chairman Erickson and Members of the Finance and Personnel Committee

From: Amy J. Fairchild, Director of Human Resources and Safety

RE: FY24 Health Insurance Renewal Request

The City of Neenah currently utilizes Robin as our health insurance provider. Due high utilization of the plan the City worked with our broker, M3 to secure a contract with Robin which proposed a three-year rate cap of no more than 12%. This is the final year for that rate cap provision.

Despite the plan designs, the City continues to see significant utilization which directly impacts the renewal rates. Given the rate cap, the City has worked with the broker to create a plan design which would create minimal plan disruption within the 12% rate cap.

Robin provided the initial renewal which was capped at the maximum rate of 12%. Given the information provided to the City, the initial proposal provided by Robin resulted in significant changes to all three plans. When evaluating the proposal, the City requested alternates to include no changes to plan 1 and a modified change to plan 1 resulting in the following rate increases.

Proposal	Plan 1	Plan 2	Plan 3	Overall Increase
Projected increase per plan	10.88%	11.45%	15.51%	12.00%
Proposal 1 (Initial Proposal from Robin)	7.11%	10.25%	15.51%	9.72%
Proposal 2 (City requested Alternate)	10.88%	10.25%	15.51%	11.68%
Proposal 3 (City requested Alternate)	7.05%	10.25%	15.51%	9.68%

Of the three alternatives, proposal 3 provides the best renewal rate with minimal plan changes. This aligns with the current utilization of the plans and will assist the City in mitigating increased costs going forward.

Staff recommends the approval of proposal 3 to the Health plan for FY24 plan year resulting in an expected increase of 9.68% over prior year.



City of Neenah
Health Insurance Benefit Comparison

Effective Date 1/1/2024

Plan 1

Plan 2
2023 Current Plan Offerings

Plan 3

Health Carrier	HealthPartners with Robin		HealthPartners with Robin		HealthPartners with Robin	
	Current/Renewal		Current/Renewal		Current/Renewal	
Plan	Select \$3,500/\$7,000		Broad \$3,500/\$7,000		Select \$2,000/\$4,000	
Deductible	Single	Family	Single	Family	Single	Family
In Network	\$3,500	\$7,000	\$3,500	\$7,000	\$2,000	\$4,000
Out of Network	\$7,000	\$14,000	\$7,000	\$14,000	\$4,000	\$8,000
HRA Contribution	Single	Family	Single	Family	Single	Family
	\$1,750	\$3,500	\$1,750	\$3,500	\$500	\$1,000
Co-Insurance						
In Network	80%		80%		80%	
Out of Network	50%		50%		50%	
Max Out-of-Pocket	Single	Family	Single	Family	Single	Family
In Network Medical	\$5,000	\$10,000	\$6,000	\$12,000	\$2,500	\$5,000
Out of Network	\$14,000	\$28,000	\$14,000	\$28,000	\$5,000	\$10,000
Office Visits						
In Network	Deductible & Coinsurance		Deductible & Coinsurance		Deductible & Coinsurance	
Out of Network	Deductible & Coinsurance		Deductible & Coinsurance		Deductible & Coinsurance	
Routine/Preventive Care						
In Network	Select Services Covered In Full		Select Services Covered In Full		Select Services Covered In Full	
Out of Network	Deductible & Coinsurance		Deductible & Coinsurance		Deductible & Coinsurance	
Urgent Care						
In Network	Deductible & Coinsurance		Deductible & Coinsurance		Deductible & Coinsurance	
Out of Network	Deductible & Coinsurance		Deductible & Coinsurance		Deductible & Coinsurance	
Emergency Room						
	Deductible & Coinsurance		Deductible & Coinsurance		Deductible & Coinsurance	
Hospital Services						
In Network	Deductible & Coinsurance		Deductible & Coinsurance		Deductible & Coinsurance	
Out of Network	Deductible & Coinsurance		Deductible & Coinsurance		Deductible & Coinsurance	
Prescription Drugs						
Retail 30 day supply	Deductible & Coinsurance \$10 Generic / \$50 Brand Preventive		Deductible & Coinsurance \$10 Generic / \$50 Brand Preventive		Deductible & Coinsurance	

Rates	Current		Renewal		Current		Renewal		
Employee	32	\$622.73	\$690.50	17	\$737.82	\$822.26	5	\$665.99	\$769.27
Family	73	\$1,647.14	\$1,826.40	31	\$1,951.55	\$2,174.91	30	\$1,761.57	\$2,034.75
Annual Δ% from Current			10.88%			11.45%			15.51%
Monthly Totals		\$140,168.58	\$155,423.20		\$73,040.99	\$81,400.63		\$56,177.05	\$64,888.85
Annual Totals		\$1,682,022.96	\$1,865,078.40		\$876,491.88	\$976,807.56		\$674,124.60	\$778,666.20
Annual Δ\$ from Current			\$183,055			\$100,316			\$104,542

Current Annual Total	\$3,232,639.44	Renewal Annual Total	\$3,620,552.16
Total Annual Δ\$ from Current	\$387,912.72	Total Annual Δ% from Current	12.00%
HealthPartners Calculated Increase	-18.49%		130.09%

While every effort is made to illustrate the carriers' various benefits, discrepancies or errors are possible. In the event of an error, the actual product brochure furnished by the insurance carrier and approved by the Commissioner of Insurance will prevail. The master contract and policyholder certificates are more detailed and should be used for the determination of benefits. All plans will comply with state and/or federal requirements with regard to nervous and mental benefits.

Projected Renewal



City of Neenah
Health Insurance Benefit Comparison

Effective Date 1/1/2024

Health Carrier	1		2		3	
	HealthPartners with Robln Alt 1		HealthPartners with Robln Alt 2		HealthPartners with Robln Alt 3	
Plan	Alt - Select \$3,500/\$7,000		Alt - Broad \$3,500/\$7,000		Select \$2,000/\$4,000	
Deductible		Single Family	Single Family	Single Family	Single Family	Single Family
In Network		\$3,500 \$7,000	\$3,500 \$7,000	\$7,000 \$14,000	\$2,000 \$4,000	\$4,000 \$8,000
Out of Network		\$7,000 \$14,000	\$7,000 \$14,000	\$4,000 \$8,000	\$5,000 \$1,000	\$5,000 \$1,000
HRA Contribution		Single Family	Single Family	Single Family	Single Family	Single Family
		\$1,750 \$3,500	\$1,750 \$3,500	\$5,000 \$1,000		
Co-Insurance						
In Network		80%	80%	80%	80%	80%
Out of Network		50%	50%	50%	50%	50%
Max Out-of-Pocket		Single Family	Single Family	Single Family	Single Family	Single Family
In Network Medical	*	\$6,000 \$12,000	\$6,000 \$12,000	\$2,500 \$5,000	\$2,500 \$5,000	\$2,500 \$5,000
Out of Network		\$14,000 \$28,000	\$14,000 \$28,000	* \$14,000 *	* \$14,000 *	* \$14,000 *
Office Visits						
In Network	*	\$50 Copay after Deductible	*	\$50 Copay after Deductible	Deductible & Coinsurance	Deductible & Coinsurance
Out of Network		Deductible & Coinsurance		Deductible & Coinsurance	Deductible & Coinsurance	Deductible & Coinsurance
Routine/Preventive Care						
In Network		Select Services Covered In Full	Select Services Covered In Full	Select Services Covered In Full	Select Services Covered In Full	Select Services Covered In Full
Out of Network		Deductible & Coinsurance	Deductible & Coinsurance	Deductible & Coinsurance	Deductible & Coinsurance	Deductible & Coinsurance
Urgent Care						
In Network	*	\$50 Copay after Deductible	*	\$50 Copay after Deductible	Deductible & Coinsurance	Deductible & Coinsurance
Out of Network	*	\$50 Copay after In-Network Deductible	*	\$50 Copay after In-Network Deductible	Deductible & Coinsurance	Deductible & Coinsurance
Emergency Room						
	*	\$300 Copay after Deductible	*	\$300 Copay after Deductible	Deductible & Coinsurance	Deductible & Coinsurance
Hospital Services						
In Network		Deductible & Coinsurance	Deductible & Coinsurance	Deductible & Coinsurance	Deductible & Coinsurance	Deductible & Coinsurance
Out of Network		Deductible & Coinsurance	Deductible & Coinsurance	Deductible & Coinsurance	Deductible & Coinsurance	Deductible & Coinsurance
Prescription Drugs						
In Network	*	Deductible, then \$10/\$50/\$75/80% to \$250	*	Deductible, then \$10/\$50/\$75/80% to \$250	Deductible & Coinsurance	Deductible & Coinsurance
Rates						
Employee	32	\$667.03	17	\$813.46	5	\$769.27
Family	73	\$1,764.32	31	\$2,151.61	30	\$2,034.75
Annual Δ% from Current		7.11%		10.25%		15.51%
Monthly Totals		\$150,140.32		\$80,528.73		\$64,888.85
Annual Totals		\$1,801,683.84		\$966,344.76		\$778,666.20
Annual Δ\$ from Current		\$119,661		\$89,853		\$104,542
Annual Total		\$3,546,694.80				
Total Annual Δ\$ from Current		\$314,055.36				9.72%

While every effort is made to illustrate the carriers' various benefits, discrepancies or errors are possible. In the event of an error, the actual product brochure furnished by the insurance carrier and approved by the Commissioner of Insurance will prevail. The master contract and policyholder certificates are more detailed and should be used for the determination of benefits. All plans will comply with state and/or federal requirements with regard to nervous and mental benefits.

* = Changes

Proposal 1



City of Neenah
Health Insurance Benefit Comparison

Effective Date 1/1/2024

2024 Renewal/Alternate Plan Options

Health Carrier	HealthPartners with Robin		HealthPartners with Robin		HealthPartners with Robin		
	Current/Renewal		Alternate		Alternate		
Plan	Select \$3,500/\$7,000		Alt - Broad \$3,500/\$7,000		Select \$2,000/\$4,000		
Deductible	Single	Family	Single	Family	Single	Family	
In Network	\$3,500	\$7,000	\$3,500	\$7,000	\$2,000	\$4,000	
Out of Network	\$7,000	\$14,000	\$7,000	\$14,000	\$4,000	\$8,000	
HRA Contribution	Single	Family	Single	Family	Single	Family	
	\$1,750	\$3,500	\$1,750	\$3,500	\$500	\$1,000	
Co-Insurance	In Network	80%	80%	80%	80%	80%	
Out of Network	50%	50%	50%	50%	50%	50%	
Max Out-of-Pocket	Single	Family	Single	Family	Single	Family	
In Network Medical	\$5,000	\$10,000	\$6,000	\$12,000	\$2,500	\$5,000	
Out of Network	\$14,000	\$28,000	\$14,000	\$28,000	* \$14,000	* \$28,000	
Office Visits	In Network	Deductible & Coinsurance	* \$50 Copay after Deductible	Deductible & Coinsurance	Deductible & Coinsurance	Deductible & Coinsurance	
Out of Network	Deductible & Coinsurance	Deductible & Coinsurance	Deductible & Coinsurance	Deductible & Coinsurance	Deductible & Coinsurance	Deductible & Coinsurance	
Routine/Preventive Care	In Network	Select Services Covered In Full	Select Services Covered In Full	Select Services Covered In Full	Select Services Covered In Full	Select Services Covered In Full	
Out of Network	Deductible & Coinsurance	Deductible & Coinsurance	Deductible & Coinsurance	Deductible & Coinsurance	Deductible & Coinsurance	Deductible & Coinsurance	
Urgent Care	In Network	Deductible & Coinsurance	* \$50 Copay after Deductible	Deductible & Coinsurance	Deductible & Coinsurance	Deductible & Coinsurance	
Out of Network	Deductible & Coinsurance	* \$50 Copay after In-Network Deductible	Deductible & Coinsurance	Deductible & Coinsurance	Deductible & Coinsurance	Deductible & Coinsurance	
Emergency Room		Deductible & Coinsurance	* \$300 Copay after Deductible	Deductible & Coinsurance	Deductible & Coinsurance	Deductible & Coinsurance	
Hospital Services	In Network	Deductible & Coinsurance	Deductible & Coinsurance	Deductible & Coinsurance	Deductible & Coinsurance	Deductible & Coinsurance	
Out of Network	Deductible & Coinsurance	Deductible & Coinsurance	Deductible & Coinsurance	Deductible & Coinsurance	Deductible & Coinsurance	Deductible & Coinsurance	
Prescription Drugs	In Network	Deductible & Coinsurance \$10 Generic / \$50 Brand Preventive	* Deductible, then \$10/\$50/\$75/80% to \$250	Deductible & Coinsurance	Deductible & Coinsurance	Deductible & Coinsurance	
Rates	Employee	32	\$690.50	17	\$813.46	5	\$769.27
Family	73	\$1,826.40	31	\$2,151.61	30	\$2,034.75	
Annual Δ% from Current		10.88%		10.25%		15.51%	
Monthly Totals		\$155,423.20		\$80,528.73		\$64,888.85	
Annual Totals		\$1,865,078.40		\$966,344.76		\$778,666.20	
Annual Δ\$ from Current		\$183,055		\$89,853		\$104,542	
Annual Total		\$3,610,089.36					
Total Annual Δ\$ from Current		\$377,449.92		Total Annual Δ% from Current		11.68%	

While every effort is made to illustrate the carriers' various benefits, discrepancies or errors are possible. In the event of an error, the actual product brochure furnished by the insurance carrier and approved by the Commissioner of Insurance will prevail. The master contract and policyholder certificates are more detailed and should be used for the determination of benefits. All plans will comply with state and/or federal requirements with regard to nervous and mental benefits.

Proposal 2



City of Neenah
Health Insurance Benefit Comparison

Effective Date 1/1/2024

2024 Renewal/Alternate Plan Options

Health Carrier	HealthPartners with Robin Alternate		HealthPartners with Robin Alternate		HealthPartners with Robin Alternate			
Plan	Alt - Select \$3,500/\$7,000		Alt - Broad \$3,500/\$7,000		Alt - Select \$2,000/\$4,000			
Deductible		Single	Family	Single	Family	Single	Family	
In Network		\$3,500	\$7,000	\$3,500	\$7,000	\$2,000	\$4,000	
Out of Network		\$7,000	\$14,000	\$7,000	\$14,000	\$4,000	\$8,000	
HRA Contribution		Single	Family	Single	Family	Single	Family	
		\$1,750	\$3,500	\$1,750	\$3,500	\$500	\$1,000	
Co-Insurance								
In Network		80%		80%		80%		
Out of Network		50%		50%		50%		
Max Out-of-Pocket		Single	Family	Single	Family	Single	Family	
In Network Medical *		\$6,000	\$12,000	\$6,000	\$12,000	\$2,500	\$5,000	
Out of Network		\$14,000	\$28,000	\$14,000	\$28,000	* \$14,000	* \$28,000	
Office Visits								
In Network		Deductible & Coinsurance		* \$50 Copay after Deductible	Deductible & Coinsurance		Deductible & Coinsurance	
Out of Network		Deductible & Coinsurance		Deductible & Coinsurance	Deductible & Coinsurance		Deductible & Coinsurance	
Routine/Preventive Care								
In Network		Select Services Covered In Full		Select Services Covered In Full		Select Services Covered In Full		
Out of Network		Deductible & Coinsurance		Deductible & Coinsurance		Deductible & Coinsurance		
Urgent Care								
In Network		Deductible & Coinsurance		* \$50 Copay after Deductible	Deductible & Coinsurance		Deductible & Coinsurance	
Out of Network		Deductible & Coinsurance		* \$50 Copay after In-Network Deductible	Deductible & Coinsurance		Deductible & Coinsurance	
Emergency Room								
		Deductible & Coinsurance		* \$300 Copay after Deductible	Deductible & Coinsurance		Deductible & Coinsurance	
Hospital Services								
In Network		Deductible & Coinsurance		Deductible & Coinsurance		Deductible & Coinsurance		
Out of Network		Deductible & Coinsurance		Deductible & Coinsurance		Deductible & Coinsurance		
Prescription Drugs								
In Network *		Deductible, then \$10/\$50/\$75/80% to \$250		* Deductible, then \$10/\$50/\$75/80% to \$250	Deductible & Coinsurance		Deductible & Coinsurance	
Rates								
Employee	32	\$666.65		17	\$813.46		5	\$769.27
Family	73	\$1,763.32		31	\$2,151.61		30	\$2,034.75
Annual Δ% from Current		7.05%			10.25%			15.51%
Monthly Totals		\$150,055.16			\$80,528.73			\$64,888.85
Annual Totals		\$1,800,661.92			\$966,344.76			\$778,666.20
Annual Δ\$ from Current		\$118,639			\$966,345			\$104,542
Annual Total		\$3,545,672.88						
Total Annual Δ\$ from Current		\$313,033.44			Total Annual Δ% from Current			9.68%

While every effort is made to illustrate the carriers' various benefits, discrepancies or errors are possible. In the event of an error, the actual product brochure furnished by the insurance carrier and approved by the Commissioner of Insurance will prevail. The master contract and policyholder certificates are more detailed and should be used for the determination of benefits. All plans will comply with state and/or federal requirements with regard to nervous and mental benefits.

Proposal 3