

ENROLLED ORDINANCE 181-43

MODIFY 2026 HEALTH AND DENTAL INSURANCE FUND BUDGET FOR HIGHER
CLAIMS EXPENSES

WHEREAS, Waukesha County budgets for an internal service Health and Dental Insurance Fund, which is needed to account for all claims and costs filed against and paid by the county's self-insured employee health and dental programs and the premiums and other revenues that fund these claims expenses; and

WHEREAS, projected health claims and claim related costs are estimated to exceed budget by \$1.6 million in 2026 due to a higher volume of individual high-cost claimants; and

WHEREAS, to guard against higher-cost individual claims, the county purchases stop loss insurance, which reimburses the county for claims expenses above \$425,000; and

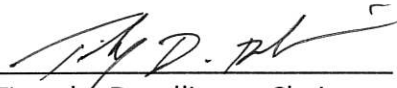
WHEREAS, based on year-to-date reimbursements, the county estimates it will receive \$500,000 in stop loss reimbursements to partially offset higher costs; and

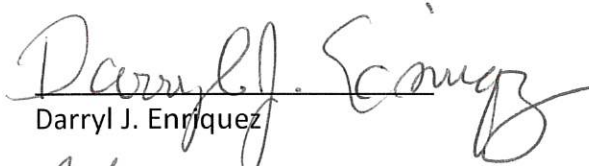
WHEREAS, the remaining \$1.1 million of the above-budget claims costs will be covered by use of Health and Dental Insurance Fund balance reserves.

THE COUNTY BOARD OF SUPERVISORS OF THE COUNTY OF WAUKESHA ORDAINS that the 2026 Health and Dental Insurance Fund budget be modified by increasing operating expenses by \$1,600,000, other revenues by \$500,000, and appropriated Health and Dental Insurance Fund balance by \$1,100,000.

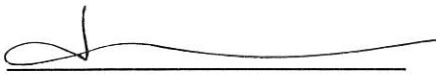
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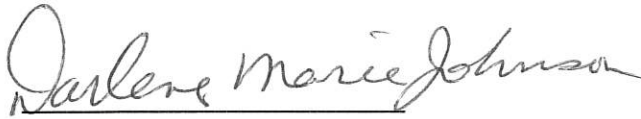
Approved by:
Finance Committee

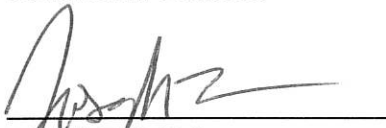

Timothy Dondlinger, Chair


Darryl J. Enriquez


Wayne Euclide


John G. Gscheidmeier


Darlene M. Johnson


Joseph T. O'Brien


Terry Thieme

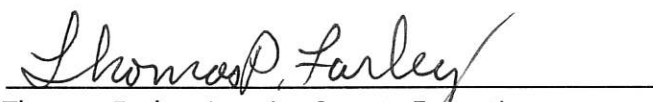
The foregoing legislation adopted by the County Board of Supervisors of Waukesha County, Wisconsin, was presented to the County Executive on:

Date: 9/25/26, 
Georgia E. Maxwell, County Clerk

The foregoing legislation adopted by the County Board of Supervisors of Waukesha County, Wisconsin, is hereby:

Approved: X

Vetoed: _____

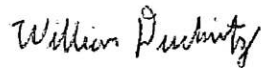
Date: 9/25/26, 
Thomas Farley, Interim County Executive

FISCAL NOTE
MODIFY 2026 HEALTH AND DENTAL INSURANCE FUND BUDGET FOR HIGHER
CLAIMS EXPENSES

This ordinance will increase operating expense appropriations in the Health and Dental Insurance Fund by \$1,600,000 to cover higher health claim costs. Year-to-date through July, the county has experienced \$3.4 million in higher claims costs, which is mostly due to a higher number of individual high-cost claimants. Through June 2025, there were 6 individuals that incurred over \$100,000 in medical and prescription costs, totaling \$818,000. For the same period in 2026, there were 14 individuals, totaling \$3,330,000, for a year-to-date increase of about \$2.5 million.

The county purchases stop loss insurance coverage to reimburse for individual medical costs that exceed \$425,000 during the year. The \$500,000 estimate is likely conservative based on year-to-date reimbursements (not all of the high-cost claimants will exceed the \$425,000 threshold), and the degree to which the county receives additional reimbursements will lessen the need for fund balance usage.

Health insurance claims activity varies year-to-year. Each year, the county relies on a third-party actuary firm to project claims costs and recommend increases to premium levels to cover those costs. Sometimes claims activity produces favorable financial results that contribute to fund reserves (e.g., the previous four years have resulted in a net increase in reserves of \$1.6 million). Other times higher quantities of costly procedures can require the county to use those reserves. The degree to which the current increase is due to a one-time cluster of high-cost procedures/medical situations versus a general rise in medical costs is difficult to determine. The county will continue to increase health premiums in 2027 to keep up with rising medical inflation, including 9.8% for its traditional PPO plan and 7.8% for its high-deductible health plan.



William Duckwitz
Budget Manager
9/1/2026

VOTE RESULTS

20 AYE

0 NAY

0 ABSTAIN

5 ABSENT

Consent Agenda

17 Yes Votes Needed

 **Passed**

D1 - Styza	ABSENT	D10 - Thieme	AYE	D19 - Enriquez	AYE
D2 - Euclide	ABSENT	D11 - Howard	S AYE	D20 - Schellinger	ABSENT
D3 - Gscheidmeier	ABSENT	D12 - Wolff	AYE	D25 - Johnson	AYE
D4 - Batzko	AYE	D13 - Leisemann	AYE	D21 - O'Brien	AYE
D5 - Dondlinger	AYE	D14 - Nissen	AYE	D22 - Gryczka	AYE
D6 - Walz	AYE	D15 - Kolb	AYE	D23 - Hammitt	AYE
D7 - LaFontain	M AYE	D16 - Crowley	AYE	D24 - Schroeder	ABSENT
D8 - Koremenos	AYE	D17 - Meier	AYE		
D9 - Heinrich	AYE	D18 - Nelson	AYE		

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