

**AUTHORIZING ADDENDUM A TO AN AGREEMENT WITH DEAN HEALTH PLAN, INC TO
PROVIDE EMPLOYEE GROUP HEALTH INSURANCE**

The County executed Contract # 15411 with Dean Health Plan, Inc to provide health insurance coverage for Dane County employees. The contract provides for a not to exceed rate increase of 11.4 % for the HMO plan and 15.9% for the POS plan in 2026. The current estimated annual cost for 2026 is approximately \$86 million, which represents an increase of approximately \$9 million from the 2025 annual cost

Under the current contract, the County reserves the right to make plan design changes. Dean Health Plan, Inc. has presented the County with a potential plan design change that would reduce the estimated annual cost for 2026. Under the proposed plan design, the estimated annual cost for 2026 would total \$80 million, which would result in a savings of \$6 million.

The Employee-Management Insurance Advisory Committee considered the proposed design change on July 30, 2025 and August 20, 2025 but were unable to make a recommendation. Due to the upcoming deadline for open enrollment on October 20, 2025, the County must decide on the plan design change by October 1, 2025 to ensure that there is sufficient time to implement the change and provide education to employees.

NOW, THEREFORE, BE IT RESOLVED that Addendum A to Contract # 15411 be approved.

BE IT FINALLY RESOLVED that the Dane County Executive and Dane County Clerk are authorized to execute the addendum on behalf of Dane County.