



## Legislation Details (With Text)

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**Type:** Resolution **Status:** Passed

**File created:** 7/6/2011 **In control:** FINANCE & PERSONNEL COMMITTEE

**On agenda:** **Final action:** 7/26/2011

**Effective date:**

**Title:** Substitute resolution authorizing the Department of Employee Relations to change the plan design of the City's health insurance benefits program, and to set health insurance premium contribution rates for City employees and retirees.

**Sponsors:** THE CHAIR

**Indexes:** DEPARTMENT OF EMPLOYEE RELATIONS, HEALTH INSURANCE

**Attachments:** 1. Cover Letter, 2. Memo to Employees and Retirees, 3. Fiscal Analysis, 4. Fiscal Impact Statement, 5. Health Care Benefit Comparables, 6. PowerPoint Presentation, 7. Hearing Notice List

Date	Ver.	Action By	Action	Result	Tally
7/6/2011	0	COMMON COUNCIL	ASSIGNED TO		
7/18/2011	0	FINANCE & PERSONNEL COMMITTEE	HEARING NOTICES SENT		
7/20/2011	0	FINANCE & PERSONNEL COMMITTEE	HELD TO CALL OF THE CHAIR	Pass	5:0
7/22/2011	1	FINANCE & PERSONNEL COMMITTEE	RECOMMENDED FOR ADOPTION	Pass	5:0
7/26/2011	1	COMMON COUNCIL	ADOPTED	Pass	12:2
8/4/2011	1	MAYOR	SIGNED		

110300

SUBSTITUTE 1

THE CHAIR

Substitute resolution authorizing the Department of Employee Relations to change the plan design of the City's health insurance benefits program, and to set health insurance premium contribution rates for City employees and retirees.

This resolution authorizes the Department of Employee Relations (DER) to change the City's health insurance benefits plan design for employees and retirees. These changes may include a specific deductible, co-insurance and out-of-pocket maximum for both the self-insured EPO, or Exclusive Provider Organization, plan and for the Basic Plan/Preferred Provider Organization plan as described by the DER in attachments to this file.

While the changes described by DER in the attachments to this file are expected to be

the final plan design changes, this resolution further authorizes the DER to make minor modifications to the proposed changes, and to make additional changes not described in the attachments, without seeking additional Common Council approval, provided these modifications are essentially technical in nature, or are in the spirit and within the overall scope of the plan design changes already described by the DER.

This resolution also requires all active general City employees, including civilian employees of the Police and Fire departments, to pay 12% of their total 2012 health premium cost, and stipulates general City employees, including civilian employees of the Police and Fire departments, retiring after December 31, 2011, will make the same health insurance premium contribution as active general City employees.

Whereas, The City may change the health insurance benefit plan design for active and retired City employees without labor negotiations after January 1, 2012; and

Whereas, The City is interested in sustaining good health benefits for all City employees and retirees at the most affordable costs to the City employees, retirees and the City; and

Whereas, The Department of Employee Relations (DER) recommends a new health insurance benefit plan design for all City employees and retirees beginning January 1, 2012 with a specific deductible, co-insurance and out-of-pocket maximum for both the self-insured EPO, or Exclusive Provider Organization, plan and for the Basic Plan/Preferred Provider Organization plan as described by the DER in attachments to this file; and

Whereas, The DER recommends all active general City employees, including civilian employees of the Police and Fire departments pay 12% of their total 2012 health insurance premium cost, the same as other non-safety public employees across the state of Wisconsin; and

Whereas, The DER recommends all active general City employees, including civilian employees of the Police and Fire departments who retire on or after January 1, 2012 pay a health insurance plan premium the same as active general City employees; and

Whereas, The DER recommends these changes to provide health benefits for City employees and retirees that are sustainable in the future; and

Whereas, The DER and the health plan vendors are committed to providing information about these changes to City employees and retirees during the open enrollment in 2011; therefore, now, be it

Resolved, By the Common Council of the City of Milwaukee, that the Department of Employee Relations is authorized to change the plan design of the City's health insurance benefits program as described by the Department of Employee Relations in

attachments to this file, and to set health insurance premium contribution rates for City employees and retirees effective January 1, 2012; and, be it

Further Resolved, The Department of Employee Relations is authorized to make additional health insurance benefit plan design changes not described by the Department of Employee Relations in the attachments to this file, or modifications to the plan design changes already described by DER, without seeking additional Common Council approval, provided these additional changes and modifications are essentially technical in nature, or are in the spirit and within the overall scope of the plan design changes described by the Department of Employee Relations in the attachments to this file.

DER  
MB  
07/11/11

LRB #131358-2  
Aaron Cadle  
07-18-11