



Department of Employee Relations

March 10, 2005

Tom Barrett
Mayor

Maria Monteagudo
Director

David Heard
Fire and Police Commission
Executive Director

Michael Brady
Employee Benefits Director

David Kwiatkowski
Labor Negotiator

The Honorable Common Council
Finance and Personnel Committee
200 East Wells Street
Milwaukee, WI 53202

**RE: SWORN FIRE AND SWORN POLICE MANAGEMENT
EMPLOYEES RETIREE HEALTH INSURANCE**

Dear Gentlemen:

On July 15, 2003 the Common Council approved resolution 030405 regarding retiree health insurance benefits for sworn fire and sworn police management employees hired or promoted after January 1, 2004 that requires them to pay as retirees the same as active employees. This change does not allow them to use sick leave as an incentive to control their share of retiree health care costs along the lines that Local 215, Milwaukee Police Association (MPA) and Milwaukee Police Supervisors Organization (MPSO) labor contracts provide. The Employee Benefits and Budget office have found the two retiree health systems are cost neutral and do not diminish or enhance the retiree benefit.

There is a desire to change the retiree health insurance system for sworn fire and sworn police management employees hired after January 1, 2004 so this group will be provided with an incentive to save their sick leave so it can be used to help control their share of retiree health care costs along the lines that are currently done with Local 215, MPA and MPSO labor contracts.

Alderman Michael D'Amato has asked to be a sponsor of this resolution. Please introduce and schedule before the next Finance and Personnel Committee a file to accomplish this. Please contact me at 286-2317 or mbrady@milwaukee.gov if you have any questions or comments regarding this file.

Sincerely,

Michael Brady

Employee Benefits

City Attorney Grant Langley and Ellen Tangen
Dennis Yaccarino, Budget Office
James Owczarski, Council Administration Manager
Barry Zalben, Legislative Reference Bureau
Marianne Walsh, Fiscal Staff
Mark Ramion
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