

**Summary of Wage & Fringe Benefit Modifications  
In the 2007-2009 Agreement  
between  
the City of Milwaukee  
and the  
Milwaukee Building and Construction Trades Council**

1. Duration, Article 1:

Three years: August 1, 2007, through July 31, 2010.

2. Base Salary, Article 19:

- a. Effective Pay Period 16, 2007, wages based on 95% of the outside rate.
- b. Effective Pay Period 16, 2008, wages based on 95% of the outside rate.
- c. Effective Pay Period 16, 2009, wages based on 95% of the outside rate.
- d. Update subsection 1.d. fund contributions to those in effect as of the execution date of the contract.
- e. Within sixty calendar days of execution of the Agreement, all employees shall participate in direct deposit of paychecks.

3. Health Insurance, Article 34:

Basic Plan: Effective the first full calendar month following execution of the Agreement, the monthly employee contribution for Basic coverage shall be \$75 per month for single coverage and \$150 per month for family coverage. Effective the first full calendar month following execution of the Agreement, Tier 1 (narrow network) shall be eliminated. Effective the first full calendar month following implementation of a Health Risk Assessment (HRA), including basic biometrics and a blood draw, but not sooner than January 1, 2009, increase the monthly employee contribution to \$85 single/\$170 family. The monthly employee contribution shall also increase \$20 per month for each adult (maximum of two, not including dependent children) who does not participate fully in the HRA. For employees with single coverage and for employees and their spouse (if applicable) with family coverage who fully participate in the HRA and who do not smoke (as determined by the HRA), the monthly contribution shall be \$75 per month for single coverage and \$150 per month for family coverage.

HMO:

Effective upon execution of the Agreement, eliminate the requirement to offer an HMO. The City may offer an exclusive provider organization with a SE Wisconsin network and no coverage outside of network. Effective the first full calendar month following execution of the Agreement, implement an office visit co-payment of \$10 (waived for preventive care and disease management visits as determined by the Plan) and an emergency room co-payment increase to \$50 (from \$25). Implement a 3-tier drug card with co-payments of \$5/\$17/\$25. Legend drug co-payment shall be \$5. A 90-day mail order supply shall be available for a 60-day co-payment.

Effective 1/1/09: implement a monthly employee contribution of \$20 single/\$40 family. Employees selecting a higher cost plan (if applicable) pay \$20/\$40 plus the difference between lowest cost plan and the plan selected. Effective the first full calendar month following implementation of a Health Risk Assessment (HRA) including basic biometrics and a blood draw, but not sooner than January 1, 2009, increase the monthly employee contribution to \$30 single/\$60 family. The monthly employee contribution shall also increase \$20 per month for each adult (maximum of two, not including dependent children) who does not participate fully in the HRA. For employees with single coverage and for employees and their spouse (if applicable) with family coverage who fully participate in the HRA and who do not smoke (as determined by the HRA), the monthly contribution shall remain at or be reduced to \$20 single/\$40 family.

A Wellness and Prevention Program and Committee shall be established to promote wellness and prevention of illness among employees and their families. The City shall not spend more than two million dollars annually, City-wide, including the cost of conducting the HRA, on the Wellness and Prevention Program (see attached description of Wellness and Prevention Program.).

4. Pension, Article 33:

Creditable service for active military service, as provided in 36-04-1-c, shall be extended to employees represented by the Union who participate in the combined fund and who retire on a service retirement on and after August 1, 2007.

5. Add or update language and dates and delete obsolete language as necessary in all articles.

## **Wellness and Prevention**

A Wellness and Prevention Program shall be implemented to promote the wellness and prevention of disease and illness of City employees, retirees, and their family members. The program may contain some or all of the following components: annual health risk assessment, benefit communications, medical self-care, nurse line, consumer health education, injury prevention, advanced directives, preventive medical benefits, targeted at-risk intervention, high-risk intervention, disease management, condition management, wellness incentives, and other components agreed upon by the City and the Unions.

The City shall retain a consultant to assist in developing a plan for a comprehensive, wellness and prevention program for the City and to assist in making program adjustments.

A Wellness and Prevention Committee shall be established to assist the consultant in the design of the Wellness and Prevention Program and to provide oversight of the program. The Wellness and Prevention Committee shall be comprised of nine union members appointed by the unions and three management representatives appointed by the Mayor.

The City has agreed that two of the nine union members on the Wellness and Prevention Committee shall be from the Milwaukee Police Association, one member from Milwaukee Professional Firefighters Association, Lo-215 , two members from District Council 48 and, pending final agreement by all four unions, one member representing Milwaukee Building and Construction Trades Council and IBEW Lo494 Electrical Group, Fire Equipment Dispatchers and Machine Shop.

The City has also agreed to allow other union presidents and union staff representatives or business agents to attend and participate in all Committee meetings, but only the nine members of the Committee will be allowed to officially make decisions and/or vote if necessary.

Decisions shall be made by consensus among committee members present. Consensus shall be reached when ten committee members agree. No decisions shall be made by the committee that requires employees to pay additional out-of-pocket costs unless it is ratified individually by every City bargaining unit. However, the committee may decide to provide additional lump sum compensation to employees, reduce an out-of-pocket or monthly expense, or provide some other type of benefit without ratification by the bargaining units. No decision made by the Committee or lack of decision made by the Committee shall be subject to any aspect of the various grievance procedures, complaint procedures, court action, or any other type of dispute resolution mechanism.

The City shall develop an RFP and solicit bids from third party vendors qualified to implement the City wellness and prevention program. Upon conclusion of the bidding process, the City shall meet with the unions to review the results of the RFP. The Committee shall decide on the vendors giving due consideration to all City polices associated with the selection procedures. The City shall not spend more than two million dollars, including the cost of conducting the HRA, on the Wellness and Prevention Program.