



Department of Employee Relations

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Mayor  
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Labor Negotiator

October 18, 2011

Board of Fire and Police Commissioners  
Fire and Police Commission  
City Hall, Room 706A

Dear Commissioners:

I ask that you consider at your next meeting matters relative to the City's adoption of the 2012 Budget and certain modifications to the terms and conditions of employment for sworn and civilian members of the Police and Fire Departments, excluding, however, members of the MPA (with whom bargaining is still in progress). Such modifications include, *inter alia*, elimination of collective bargaining agreement provisions addressing subjects of bargaining that are now prohibited subjects of bargaining under 2010 Wis. Act 10, the Budget Repair Bill, with replacement of such provisions by which became effective on June 26, 2011. These items will be reviewed by the Common Council's Finance and Personnel Committee during the budget process on October 26, 2011.

Sec. 62.50(10), Stats., requires a prior written recommendation from the FPC before the Common Council can reduce either the "salary" or the "compensation" of members (sworn and unsworn) of the Fire or Police Departments. Because the term "compensation" is not defined in the statute (the scope of Sec. 62.50(10) is presently being litigated), the City Attorney's office has advised, as a precautionary measure and to avoid potential litigation and liability under a broad construction of the term, that the City seek a prior written recommendation from the Fire and Police Commission regarding any changes in the terms or conditions of employment for members of either department that could potentially be deemed to constitute a decrease in "compensation." Obtaining the Fire and Police Commission's recommendation of the following possible changes would ensure that no potentially viable challenge could be made by individual employees or their bargaining representatives under Sec. 62.50(10) if and when these changes are approved by the Common Council:

- Furloughs. The proposed 2012 Budget provides that sworn management and all civilian positions of the Milwaukee Fire and Police Departments shall take four furlough days in 2012, to be scheduled by the respective Chiefs throughout the year taking into consideration operational and public safety needs.

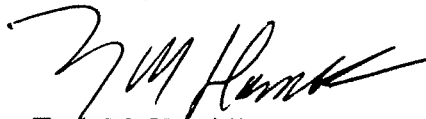
- **Group Health Coverage and Premium Contributions.** The proposed 2012 Budget provides that all members of the Milwaukee Fire and Police Departments contribute more for health insurance benefits such as, but not limited to, co-insurance, in/out-of-network benefits, deductibles, drug co-payments, emergency room co-payments, etc., in accordance with the schedule included as Attachment A to this letter (showing amounts paid for covered services by the City and by plan participants under each of the two plan options).

In addition, all other members (sworn and unsworn) of the Milwaukee Fire and Police Departments for whom this recommendation has not previously already been made by the Fire and Police Commission (i.e., the Local Milwaukee Professional Firefighters' Association, Local 215, and the Milwaukee Police Supervisors' Organization), but excluding members of the Milwaukee Police Association (with which bargaining is still in process), to pay, commencing January 1, 2012, up to 12 percent of the bi-monthly group health premium applicable to other active City employees for the particular plan choice and coverage type (single, employee plus dependents, etc.) options applicable to the member, and up to 12 percent of any and all increases to such premiums that are established by the City for particular plan choices and coverage type options from time-to-time after January 1, 2012 for active City employees. The maximum January 1, 2012 bi-monthly contribution rates for active City employees for the plan and coverage choice options available on January 1, 2012 are shown on Attachment B to this letter.

- **Police Training Academy.** The proposed 2012 Budget provides for the Step 1 rate for members of the Police Training Academy to be reduced 25 percent, from the 2009 bi-weekly rate of \$1,807.37 to a new bi-weekly rate of \$1,355.53.

By this letter, I respectfully request that the Fire and Police Commission formally recommend to the Common Council each of the changes referenced above in this letter. Additionally, given the language of the statute, I ask that this Commission recommendation be communicated in writing to the Common Council through correspondence signed by the Commission's Chair and its Executive Director.

Sincerely,



Troy M. Hamblin  
Labor Negotiator

## SUMMARY OF HEALTH INSURANCE BENEFITS FOR CITY OF MILWAUKEE

NOTE: This summary is intended only to highlight your benefits and should not be relied upon to fully determine your coverage. The Summary Plan Description shall prevail.

Type of Coverage	CITY OF MILWAUKEE EPO UHC Choice Plan	CITY OF MILWAUKEE PPO UHC Choice Plus Plan (Replaces the Basic Plan)	
	Network Only Benefits	Network Benefits	Non-Network Benefits
1. Annual Deductible Individual Deductible Family Deductible	\$500 per year \$1,000 per year	\$750 per year \$1,500 per year	\$1,500 per year \$3,000 per year
2. Out-of-Pocket Maximum Individual Out-of-Pocket Maximum Family Out-of-Pocket Maximum	\$1,000 per year \$2,000 per year	\$1,500 per year \$3,000 per year	\$3,000 per year \$6,000 per year
3. Benefit Plan coinsurance – Amount the Plan Pays	90% after Deductible met.	90% after Deductible met.	70% after Deductible met.
4. Lifetime Maximum	No Lifetime Maximum	No Lifetime Maximum	No Lifetime Maximum
5. Ambulance Services – Emergency & approved Non-Emergency	90% after Deductible met.	90% after Deductible met.	90% after Deductible met.
6. Autism Spectrum Disorder Services	90% after Deductible met.	90% after Deductible met.	70% after Deductible met.
7. Dental Accident/Oral Surgery Oral Surgery coverage is limited to 13 specific oral surgical procedures. (See end of benefit summary on pg.10).*	90% after Deductible met.	90% after Deductible met.	70% after Deductible met.
8. Durable Medical Equipment	90% after Deductible met.	90% after Deductible met.	70% after Deductible met.
9. Emergency Health Services	90% after Deductible met.	90% after Deductible met.	70% after Deductible met.
10. Hearing Aids Benefits are limited to enrolled dependent children under 18, limited to one hearing aid per year, every 3 years	90% after Deductible met.	90% after Deductible met.	70% after Deductible met.
11. Home Health Care Benefits are limited to 40 visits per calendar year.	90% after Deductible met.	90% after Deductible met.	70% after Deductible met.
12. Hospice	90% after Deductible met.	90% after Deductible met.	70% after Deductible met.
13. Hospital – Inpatient Stay	90% after Deductible met.	90% after Deductible met.	70% after Deductible met.
14. Lab, X-Ray & Diagnostics - Outpatient	90% after Deductible met.	90% after Deductible met.	70% after Deductible met.
15. Mental Health Services	90% after Deductible met.	90% after Deductible met.	70% after Deductible met.
16. Nutritional Counseling	90% after Deductible met.	90% after Deductible met.	70% after Deductible met.
17. Physician Fees for Surgical & Medical Services	90% after Deductible met.	90% after Deductible met.	70% after Deductible met.
18. Physician Office Services – Sickness and Injury	90% after Deductible met.	90% after Deductible met.	70% after Deductible met.
19. Preventive Care Services Includes Physician Office Visit, Lab, X-Ray or other preventive tests. Generally when a service is performed during your annual preventive care visit, specifically for preventive screening, and there are no known symptoms, illnesses or history, the services will be considered for this benefit.  For more information about preventive services that might be right for you, visit <a href="http://www.uhcpreventivecare.com">www.uhcpreventivecare.com</a> .	100% Deductible does not apply	100% Deductible does not apply	Not Covered
20. Prosthetic Devices	90% after Deductible met.	90% after Deductible met.	70% after Deductible met.

## SUMMARY OF HEALTH INSURANCE BENEFITS FOR CITY OF MILWAUKEE

**NOTE:** This summary is intended only to highlight your benefits and should not be relied upon to fully determine your coverage. The Summary Plan Description shall prevail.

Type of Coverage	CITY OF MILWAUKEE EPO UHC Choice Plan	CITY OF MILWAUKEE PPO UHC Choice Plus Plan (Replaces the Basic Plan)	
	Network Only Benefits	Network Benefits	Non-Network Benefits
<b>21. Rehabilitation Services – Chiropractic Treatment:</b>	90% after Deductible met.	90% after Deductible met.	70% after Deductible met.
<b>22. Rehabilitation Services – Outpatient Therapy</b> Short-term outpatient rehabilitation for Physical therapy, Occupational therapy, Speech therapy, Pulmonary rehabilitation therapy, Cardiac rehabilitation therapy, and Respiratory therapy. 50 visit maximum per year for each necessary therapy.	90% after Deductible met.	90% after Deductible met.	70% after Deductible met.
<b>23. Skilled Nursing Facility/Inpatient Rehabilitation Facility Services:</b> 120 day maximum per inpatient stay.	90% after Deductible met.	90% after Deductible met.	70% after Deductible met.
<b>24. Substance Use Disorder</b>	90% after Deductible met.	90% after Deductible met.	70% after Deductible met.
<b>25. Temporomandibular Joint disorder Treatment (TMJ):</b> Benefits are limited to \$1,250 per year for diagnostic procedures and non-surgical treatment.	90% after Deductible met.	90% after Deductible met.	70% after Deductible met.
<b>26. Transplant Services</b>	90% after Deductible met.	90% after Deductible met.	70% after Deductible met.
<b>27. Urgent Care:</b>	90% after Deductible met.	90% after Deductible met.	70% after Deductible met.
<b>28. Vision Care:</b> One routine vision exam at a Network provider every 2 years.	90% after Deductible met.	90% after Deductible met.	Not Covered.
<b>29. Prescription Drug Benefits administered by MEDCO</b>  Retail Pharmacy – 30 day supply  Mail Order – up to 90 day supply	Tier 1: \$ 5.00 copay Tier 2: \$25.00 copay Tier 3: \$50.00 copay  Tier 1: \$10.00 copay Tier 2: \$50.00 copay Tier 3: \$100.00 copay	Tier 1: \$ 5.00 copay Tier 2: \$25.00 copay Tier 3: \$50.00 copay  Tier 1: \$10.00 copay Tier 2: \$50.00 copay Tier 3: \$100.00 copay	
<b>30. Dependent Coverage:</b>	Include employee's spouse; eligible dependent children, stepchildren, foster children, grandchildren (if the parent is an eligible dependent child under the age of 18), adopted children and children placed for adoption as mandated by the State or Federal government. Based on the recent federal health care reform, coverage for dependent children is through the end of the calendar year in which the dependent child or adult child turns 26, without regard to the adult child's school status, marital status or dependent status. There will be state imputed tax only, not federal imputed tax, if the adult child is not an IRB dependent.		

United Healthcare Oral Surgery is limited to the following 13 oral surgical procedures (see #7 above)

1. Surgical removal of bony impacted teeth;
2. Excision of tumors, cysts of the jaws, cheeks, lips, tongue, roof of mouth when such conditions require pathological examination;
3. Surgical procedures required to correct accidental injuries of the jaws, cheeks, lips, tongue, roof and floor of mouth;
4. Apicoectomy;
5. Excision of exostosis of jaws and hard palate;
6. Treatment of fractures of facial bones;
7. External incisions and drainage of cellulitis;
8. Incision of accessory sinuses, salivary glands or ducts;
9. Gingivectomy;
10. Alveolectomy;
11. Frenectomy;
12. Removal of retained root;
13. Gingival and Apical curettage.

### 2012 Rate Chart For Active Employees

This Chart applies to all Employees whose positions are represented by any of the following units:

**GC Management; DC #48; NMNR; TEAM; Assc of Scient Pers; Assc of Muni Attys;  
SNC; Loc 510 IAM; Loc 494 Mach; Loc 75 Plumbers; Loc 195 Bridge Operators;  
Loc 139; Loc 61 Sanitation; ALEASP; Police Aides; Loc 494 FEDS**

#### HEALTH PLAN "EMPLOYEE RATE" INFORMATION

An employee will pay twice per month the rate listed below under "Employee Rate" for the plan selected.

#### CHART I - 2012 Employee HEALTH PLAN Payroll Contribution.

The "Employee Rate" will be deducted from the employee twice per month from the first and second paycheck.

HEALTH PLAN	<sup>1</sup> UHC CHOICE PLAN			<sup>2</sup> UHC CHOICE PLUS PLAN (Replaces the City's Basic Plan)		
	UHC CHOICE PLAN	City Share	Employee Rate	UHC CHOICE PLUS PLAN	City Share	Employee Rate
<b>Single</b>	\$ 311.98	\$ 274.54	<b>\$ 37.44</b>	\$ 396.84	\$ 349.22	<b>\$ 47.62</b>
<b>Employee + Dependents</b>	\$ 467.97	\$ 411.81	<b>\$ 56.16</b>	\$ 595.26	\$ 523.83	<b>\$ 71.43</b>
<b>Employee + Spouse</b>	\$ 623.96	\$ 549.08	<b>\$ 74.88</b>	\$ 793.68	\$ 698.44	<b>\$ 95.24</b>
<b>Family</b>	\$ 935.94	\$ 823.63	<b>\$ 112.31</b>	\$ 1,190.51	\$ 1,047.65	<b>\$ 142.86</b>

<sup>1</sup>This is the HMO equivalent.

<sup>2</sup>This is the Basic Plan equivalent.

#### CHART II - 2012 Employee DENTAL PLAN Payroll Contribution.

The "Employee Rate" will be deducted from the employee twice per month from the first and second paycheck.

DENTAL PLAN	SINGLE PREMIUM	City Share	Single Employee Rate	FAMILY PREMIUM	City Share	Family Employee Rate
<b>WPS/Delta Dental</b>	\$ 12.48	\$ 6.50	<b>\$ 5.98</b>	\$ 43.10	\$ 18.75	<b>\$ 24.35</b>
<b>Care-Plus</b>	\$ 21.93	\$ 6.50	<b>\$ 15.43</b>	\$ 64.83	\$ 18.75	<b>\$ 45.88</b>
<b>DentalBlue</b>	\$ 23.63	\$ 6.50	<b>\$ 17.13</b>	\$ 70.89	\$ 18.75	<b>\$ 52.14</b>

**DISCLAIMER:** The benefit design and rate equivalents are subject to change by Common Council action.

**NOTE:** All rates/premiums and Employee Share amounts shown on this chart are shown as semi-monthly (twice per month) figures to reflect the fact that employee payroll deductions will take place twice per month, on the first and second paychecks of each month. Multiply the Rates/Premiums and Employee Share amounts by two (2) to calculate the full amounts.