

LRB-FISCAL REVIEW SECTION ANALYSIS

FINANCE AND PERSONNEL COMMITTEE

ITEM 11, FILE # 040437

JULY 21, 2004

MARK A. RAMION

File # 040437 is a substitute resolution relating to family health plan benefits afforded management employees.

Background

This resolution requires that any City of Milwaukee management employee who is enrolled for family health insurance coverage as a dependent through a participant in a health insurance that is sponsored for its employees by any state, local, school district or federal governmental body is not eligible for family health insurance coverage under a City of Milwaukee health insurance plan.

Discussion

1. Under the terms of this resolution, spouses or domestic partners employed in government may each choose individual health coverage or waive health coverage completely. The effect of this resolution is to limit “family” coverage to one or the other government-employed spouse or registered domestic partner and to eliminate duplicate family health insurance coverage.
2. Approximately 700 management employees are insured within city government.
3. For purposes of this resolution, “governmental employers” include, but are not limited to, MPS, Milwaukee County, Metropolitan Sewage District, Milwaukee Area Technical College, the State of Wisconsin and the federal government.
4. This resolution applies only to the City of Milwaukee management employee. For the management employee with a spouse or registered domestic partner employed by another governmental body, only single health coverage may be obtained or health coverage may be waived altogether.
5. This resolution is effective January 1, 2005.

Fiscal Impact

There is no fiscal impact associated with this resolution. This resolution will expand the current “one family” insurance plan in effect with City of Milwaukee to include all governmental bodies. This resolution applies to City of Milwaukee employees only and has no effect upon government-employed spouses or domestic partners outside of city government.

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LRB-Fiscal Review Section
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