

Reply to Common Council File No. 010340

From DOA-Budget and Management Division

July 27, 2001

Ref: 01003

Common Council file 010340 contains a resolution relating to benefit changes for management and non-management/non-represented city employees. This resolution makes changes in tuition and textbook reimbursement benefits for non-management/non-represented employees and changes in health insurance benefits for both management and non-management/non-represented employees for 2001 and 2002. The changes included in this resolution are as follows:

- Increases the tuition and textbook maximum reimbursement for non-management/non-represented employees from \$900 to \$1,000 annually effective 2002. **The fiscal impact of this change is estimated to be \$1,500.**
- Increases the employee contribution for non-management/non-represented employees enrolled in the Basic Plan to \$50 per month for single enrollment and \$100 per month for family enrollment (from \$40 and \$80) starting January 2002. **The fiscal impact of this change is estimated to be savings of -\$7,080.**
- Increases the Major Medical lifetime maximum for management and non-management/non-represented employees enrolled in the Basic Plan from \$250,000 to \$500,000 effective January 1, 2002. **There is not an immediate fiscal impact associated with this change.**
- Provides effective January 1, 2002, health and dental insurance benefits for domestic partners of City employees who are registered as such by the City Clerk (as provided under Chapter 111 of the Milwaukee Code of Ordinances). **The fiscal impact of this change is estimated to be \$ 36,053.**

These changes mirror those negotiated with DC48. The City has traditionally given the same benefit enhancements received by DC 48 to management and non-represented/non-management employees in an effort to ensure internal equity and to remain competitive in a tight labor market.

**RECOMMENDATION: APPROVE COMMON COUNCIL FILE 010340 A
RESOLUTION RELATING TO BENEFIT CHANGES FOR MANAGEMENT
AND NON-MANAGEMENT/NON-REPRESENTED CITY EMPLOYEES.**


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