



Legislation Details (With Text)

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**Effective date:**

**Title:** Substitute resolution approving health plan benefit design changes for 2021.

**Sponsors:** THE CHAIR

**Indexes:** EMPLOYEE BENEFITS, HEALTH INSURANCE

**Attachments:** 1. DER Letter (Revised 9.15.pdf, 2. 2021 Health Plan Changes Exhibit, 3. DER Letter, 4. Hearing Notice List

Date	Ver.	Action By	Action	Result	Tally
7/7/2020	0	COMMON COUNCIL	ASSIGNED TO		
9/10/2020	1	CITY CLERK	DRAFT SUBMITTED		
9/16/2020	1	FINANCE & PERSONNEL COMMITTEE	RECOMMENDED FOR ADOPTION	Pass	5:0
9/22/2020	1	COMMON COUNCIL	ADOPTED	Pass	15:0
9/30/2020	1	MAYOR	SIGNED		

200336  
SUBSTITUTE 1

THE CHAIR

Substitute resolution approving health plan benefit design changes for 2021.

This resolution authorizes the Department of Employee Relations (DER) to implement health plan benefit design changes for City employees and retirees, effective January 1, 2021.

Whereas, The City of Milwaukee provides healthcare and prescription drug benefits to eligible employees and retirees; and

Whereas, The City’s healthcare expenditures have stabilized since 2012 but continue to increase; and

Whereas, The City’s annual health care expenditures are significant and increases in healthcare spend have implications for funds available for other City services; and

Whereas, The current health plan benefit design structure for employees has been in place since 2015 with no additional changes; and

Whereas, The City implemented benefit design changes for retirees in 2020 but the City continues to subsidize a higher portion of the health plan premium costs for retirees under the age of 65

compared to active employees; and

Whereas, The DER is recommending health plan benefit design changes in 2021 for City employees and retirees as specified in the letter attached to the file; and

Whereas, It is the best interest of the City of Milwaukee to work to contain costs for health plan benefits; now, therefore, be it

Resolved, By the Common Council of the City of Milwaukee that the health plan benefit design changes recommended in this file are approved for implementation beginning January 1, 2021.

Department of Employee Relations

Renee Joos  
09/09/20