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Title: Substitute resolution relating to City contributions for health benefits of certain employees of the Fire and Police Departments upon retirement.

Sponsors: THE CHAIR

Indexes: EMPLOYEE BENEFITS, FIRE DEPARTMENT, INSURANCE BENEFITS, POLICE DEPARTMENT

Attachments: 1. F&P Management Retiree Health LRB Analysis.pdf, 2. Contribution Formula Fire, 3. Contribution Formula Police, 4. Fiscal Impact Statement

Date	Ver.	Action By	Action	Result	Tally
3/21/2013	0	COMMON COUNCIL	ASSIGNED TO		
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121718
SUBSTITUTE 1
020479, 041592
THE CHAIR

Substitute resolution relating to City contributions for health benefits of certain employees of the Fire and Police Departments upon retirement.

This resolution corrects a discrepancy in Common Council Resolution File Number 041592 so as to continue to permit sworn fire and police management personnel who retire on a service retirement to have their share and the City's share of the cost of retiree health coverage based on their sick leave balances at retirement.

Whereas, Common Council Resolution File Number 041592, adopted July 6, 2005, stated that the "Common Council wishes to amend Common Council Resolution File No. 020479 to permit all sworn fire and police management employees appointed to a management position on or after January 1, 2004, to pay for retiree health insurance based on their sick leave balances on the same basis as provided in the current contract between the City and Local 215 for sworn Fire management, and on the same basis as provided in the current contract between the City and the Milwaukee Police Supervisors' Organization for police management;" and

Whereas, Common Council Resolution File Number 041592 was adopted to permit sworn fire and police management employees who retire on a service retirement to continue to have the monthly contribution toward meeting the monthly cost of their enrollment in City health plans, so long as they are less than age 65, paid by the City and the retirees based upon the employees' sick leave balances upon retirement subject to the Common Council's reserved right to change the terms and conditions of retiree health care benefits after the adoption of that resolution; and

Whereas, The final “Resolved” clause of Common Council Resolution File Number 041592 inadvertently stated in part that “the terms of this resolution shall apply only to sworn fire and police management employees who were appointed to a management position on or after January 1, 2004 and who retire on a service retirement allowance on or before December 31, 2006”; and

Whereas, Sworn fire and police management employees who retired on a service retirement after December 31, 2006, have had the monthly contribution toward meeting the monthly cost of their retiree health care coverage paid in accordance with the employees’ sick leave balance upon retirement; and

Whereas, The Department of Employee Relations has requested the adoption of this resolution to avoid any ambiguity in the manner in which the monthly contribution toward meeting the monthly cost of retiree health care coverage for eligible sworn fire and police management employees is to be paid; now, therefore, be it

Resolved, By the Common Council of the City of Milwaukee, that all sworn fire management employees who were appointed to management positions on or after January 1, 2004, and who retire on a service retirement allowance on or after that date, shall have the monthly contribution toward meeting the monthly cost of retiree health care coverage offered by the City, so long as they are less than age 65, based on their sick leave balances at the time of retirement in accordance with the “Contribution Formula” set forth in the collective bargaining agreement in effect from time to time between the City and the Milwaukee Professional Firefighters’ Association, Local 215; and, be it

Further Resolved, That all sworn police management employees who were appointed to management positions on or after January 1, 2004 and who retire on a service retirement allowance on or after that date, shall have the monthly contribution toward meeting the monthly cost of retiree health care coverage offered by the City, so long as they are less than age 65, based on their sick leave balances at the time of retirement in accordance with the “Contribution Formula” set forth in the collective bargaining agreement in effect from time to time between the City and the Milwaukee Police Supervisors’ Organization; and, be it

Further Resolved, That none of the provisions of this resolution are intended to give rise to or create any contractual or vested rights or interests of any kind and that the Common Council reserves the right to review and modify or revoke any of the terms and conditions of retiree health care coverage applicable to sworn fire and police management personnel.

Department of Employee Relations
LRB145430-2
Mary E. Turk
3/26/13
TB
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