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Sponsors: THE CHAIR

Indexes: INSURANCE BENEFITS, NONMANAGEMENT NONREPRESENTED PERSONNEL, WAGES AND BENEFITS

Attachments:

Date	Ver.	Action By	Action	Result	Tally
11/23/2004	0	COMMON COUNCIL	ASSIGNED TO		
11/29/2004		FINANCE & PERSONNEL COMMITTEE	REFERRED TO		
11/29/2004		FINANCE & PERSONNEL COMMITTEE	REFERRED TO		
12/6/2004	0	FINANCE & PERSONNEL COMMITTEE	HEARING NOTICES SENT		
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12/14/2004	1	CITY CLERK	DRAFT SUBMITTED		
12/15/2004	1	FINANCE & PERSONNEL COMMITTEE	RECOMMENDED FOR ADOPTION	Pass	5:0
12/21/2004	1	COMMON COUNCIL	ADOPTED	Pass	15:0
12/23/2004	1	MAYOR	SIGNED		

041079
SUBSTITUTE 1

THE CHAIR

Substitute resolution relating to changes in benefits for nonmanagement, nonrepresented employees. This resolution makes changes in benefits for nonmanagement, nonrepresented employees: increases tuition reimbursement beginning in 2006, adjusts employee contribution rates for health insurance for active and retired employees beginning in 2005, and provides a one-time \$100 non-pensionable lump sum payment for eligible employees.

Whereas, The City of Milwaukee wishes to adjust a number of benefits for nonmanagement/nonrepresented employees; now, therefore, be it

Resolved, By the Common Council of the City of Milwaukee that the following changes are made to benefits for nonmanagement/nonrepresented employees:

1. Tuition and text book reimbursement-effective calendar year 2006, the maximum annual amount is increased from \$1,000 to \$1,200.
2. Active employee contribution rate for the Basic Plan for health insurance-

a) Effective January 1, 2005 for employees enrolled in the Basic Plan, the employee contribution shall be increased from \$50 to \$60 per month for single enrollment and from \$100 to \$120 per month for family enrollment; b) Effective January 1, 2006 for employees enrolled in the Basic Plan, the employee contribution shall be increased from \$60 to \$75 per month for single enrollment and from \$120 to \$150 per month for family enrollment.

3. The City shall provide a one-time \$100 non-pensionable lump sum payment to current nonmanagement, nonrepresented employees as of September 21, 2004, excluding employees pursuant to part 1, section 23 of the salary ordinance which identifies hourly, part time, intermittent or miscellaneous personnel.

; and, be it

Further Resolved, That the City's policy relating to health insurance coverage and rates established by File Number 69-2528-c and subsequently amended by File Numbers 71-2469, 76-1224, 77-2192, 77-2192-a, 77-2192-c, 950743 and 020479 is amended as follows:

2. Paragraph 6 of the "Resolved" clause is created to read:

6. Eligible nonmanagement, nonrepresented employees who retire on a service retirement allowance between January 1, 2005 and December 31, 2006, or upon a later date prior to amendment of this resolution, with at least 15 years of creditable service and are at least age 60 or with at least 30 years of creditable service and are at least age 55 shall be subject to the following requirements until they turn age 65:

a. An eligible employee who retires on a service retirement allowance between January 1, 2005 and December 31, 2006, or upon a later date prior to amendment of this resolution, and who is enrolled in the Basic Plan shall contribute an amount toward meeting the monthly subscriber cost in the plan of \$30 per month for single enrollment and \$60 per month for family enrollment. The amount of the retiree contribution shall be deducted from the retiree's pension check. In the event that the monthly subscriber cost to the City for single enrollment for retirees in the Basic Plan is the lowest single enrollment subscriber cost health insurance plan offered by the City to retirees, the \$30 employee contribution shall be waived. In the event the monthly subscriber cost to the City for family enrollment in the Basic Plan is the lowest family enrollment subscriber cost health insurance plan offered by the City to retirees, the \$60 employee contribution shall be waived.

b. For an eligible employee who retires on a service retirement allowance between January 1, 2005 and December 31, 2006, or upon a later date prior to amendment of this resolution, and who is enrolled in a HMO plan-single enrollment, the City will contribute an amount toward meeting the monthly subscriber cost for single enrollment for retirees in the HMO plan elected of 100% of the monthly subscriber cost of single enrollment in the plan having the lowest single enrollment cost for retirees to the City. For an employee who retires between January 1, 2005 and December 31, 2006, or upon a later date prior to amendment of this resolution, and who is enrolled in an HMO plan-family enrollment, the City will contribute an amount toward meeting the monthly subscriber cost of family enrollment in the HMO plan elected of 100% of the monthly subscriber cost of family enrollment for retirees in the plan having the lowest family enrollment cost for retirees for the City. If the per capita subscriber cost for enrollment in the plan elected (single or family) exceeds the maximum City contribution provided, the retiree shall have the amount of excess cost deducted from the retiree's pension check.

c. In the event that the monthly subscriber cost to the City for single enrollment for retirees in the Basic Plan is the lowest single enrollment subscriber cost for retirees to the City for both the Basic Plan and any HMO plan, the City will contribute an amount toward meeting the subscriber cost for single enrollment for retirees in an HMO plan of 100% of the monthly subscriber cost of single enrollment for retirees in the Basic Plan. In the event that the monthly subscriber cost to the City for family enrollment for retirees in the Basic Plan is the lowest family enrollment subscriber cost for retirees to the City for both the Basic Plan and any HMO plan, the City will contribute an amount toward meeting the subscriber cost for family enrollment for retirees in an HMO plan of 100% of the monthly subscriber cost of single enrollment for retirees in the Basic Plan.

d. The provisions of paragraph 6 may be amended at any time after December 31, 2006 to change the terms and conditions of retiree health insurance coverage for any nonmanagement, nonrepresented employees who have not yet retired as of the effective date of any such amendment.

LRB04482-3

BJZ/cac

12/13/2004