



## Legislation Details (With Text)

<b>File #:</b>	080372	<b>Version:</b>	1
<b>Type:</b>	Resolution	<b>Status:</b>	Passed
<b>File created:</b>	7/1/2008	<b>In control:</b>	FINANCE & PERSONNEL COMMITTEE
<b>On agenda:</b>		<b>Final action:</b>	7/30/2008
<b>Effective date:</b>			
<b>Title:</b>	Substitute resolution authorizing the City to make Management employees health benefits consistent with current union health benefits contracts.		
<b>Sponsors:</b>	THE CHAIR		
<b>Indexes:</b>	HEALTH INSURANCE, MANAGEMENT EMPLOYEES		
<b>Attachments:</b>	1. Hearing notice list, 2. Fiscal note, 3. Management employee letter from Employee Benefits Director, 4. Fiscal Analysis		

Date	Ver.	Action By	Action	Result	Tally
7/1/2008	0	COMMON COUNCIL	ASSIGNED TO		
7/3/2008	0	FINANCE & PERSONNEL COMMITTEE	REFERRED TO		
7/15/2008	0	FINANCE & PERSONNEL COMMITTEE	HEARING NOTICES SENT		
7/21/2008	1	CITY CLERK	DRAFT SUBMITTED		
7/23/2008	1	FINANCE & PERSONNEL COMMITTEE	RECOMMENDED FOR ADOPTION	Pass	5:0
7/30/2008	1	COMMON COUNCIL	ADOPTED	Pass	14:0
8/6/2008	1	MAYOR	SIGNED		

080372

SUBSTITUTE 1

THE CHAIR

Substitute resolution authorizing the City to make Management employees health benefits consistent with current union health benefits contracts.

This resolution authorizes the Department of Employee Relations to initiate changes in Management employee benefits consistent with health benefits provided to Local #215, Fire Fighters' Association and Milwaukee Police Association members.

Whereas, The City desires to control health care costs for all employees; and

Whereas, Local #215, Fire Fighters' Association and Milwaukee Police Association (MPA) unions have agreed to new contracts with the City that include some changes in health care benefits or co-pays; and

Whereas, The City desires to make these changes so Management employee benefits are consistent with other employees; and

Whereas, The City desires to change the current 20% co-insurance for management employees with the City HMO plan to a three-tier \$5 generic, \$17 formulary brand and \$25 non-formulary brand co-pay effective January 1, 2009; and

Wherea, The City desires to change the current \$0 co-pay for office visits and urgent care visits to a \$10 co-pay for office visits and urgent care visits, and the \$25 co-pay for emergency room visits to \$50 co-pay for emergency room visits effective January 1, 2009; and

Whereas, The City desires to change the premium for the low cost HMO plan in 2009, UHC Choice, from \$0 monthly to \$20 monthly for single and from \$0 monthly to \$40 monthly for family for management employees, effective January 1, 2009; and

Whereas, The City desires to provide incentives and disincentives to management employees after health risk assessments are offered in 2009, including a financial incentive to have the health risk assessment and a financial incentive to avoid smoking; and

Whereas These changes are consistent with current contracts signed by the Milwaukee Police Association and Local #215, Fire Fighters' Association unions; and

Whereas, Management employees who retire will continue to pay the same premiums as active management employees and have the same choices; and

Whereas, Management employees who retire will have the same co-pays and co-insurance as other City retirees; now, therefore, be it

Resolved, By the Common Council of the City of Milwaukee, that the Department of Employee Relations is authorized to make the co-pay changes for Management employees effective January 1, 2009, the premium changes for Management employees effective January 1, 2009, and the premium changes related to health risk assessments for Management employees after the health risk assessments are offered.

Department of Employee Relations - Employee Benefits

DER  
MB  
7/21/08