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2 FROM THE OFFICE OF GEORGE L. CHRISTENSON
3 MILWAUKEE COUNTY CLERK
4

5 County Ordinance No. 17-2
6

7 File No. 16-736
8

9 AN ORDINANCE
10

11 The County Board of Supervisors of the County of Milwaukee does ordain as follows:
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13 **SECTION 1.** Chapter 17 of the Milwaukee County Code of General Ordinances is
14 hereby amended as follows:
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16 17.14. - Employment definitions.
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18 (7) *Milwaukee County Group Health Benefit Program.*
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- 20 (a) Health benefits shall be provided for in accordance with the terms and
21 conditions of the current plan document and the group administrative
22 agreement for the Milwaukee County Health Plan.
23 (b) All health care provided shall be subject to utilization review.
24 (c) Eligible employees may choose health benefits for themselves and their
25 dependents under a preferred provider organization (county health plan or
26 PPO).
27 (d) Eligible employees enrolled in the PPO shall pay a monthly amount
28 toward the monthly cost of health insurance as described below:
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- 30 (1) Effective January ~~2015~~ 2017 employees enrolled in the PPO
31 comparable plan who would otherwise pay the premium
32 contribution set forth in subsection (2) and who comply with the
33 requirements of the wellness plan shall pay the following amounts
34 per month toward the monthly cost of the respective plan:
35 Employee Only\$91.00
36 Employee + Child(ren) ~~112.00~~ \$120.00
37 Employee + Spouse ~~\$180.00~~ \$190.00
38 Employee + Family ~~\$200.00~~ \$220.00
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- 40 (2) Effective January ~~2015~~ 2017 employees enrolled in the PPO
41 comparable plan who do not comply with the requirements of the
42 wellness plan shall pay the following amounts per month toward the
43 monthly cost of the respective plan:
44 Employee Only \$130.00
45 Employee + Child(ren) ~~160.00~~ \$170.00
46 Employee + Spouse ~~230.00~~ \$240.00
47 Employee + Family ~~250.00~~ \$270.00

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- (3) The appropriate payment shall be made through payroll deductions. When there are not enough net earnings to cover such a required contribution, and the employee remains eligible to participate in a health care plan, the employee must make the payment due within ten (10) working days of the pay date such a contribution would have been deducted. Failure to make such a payment will cause the insurance coverage to be canceled effective the first of the month for which the premium has not been paid.
- (4) The county shall deduct employees' contributions to health insurance on a pre-tax basis pursuant to a Section 125 Plan.
- (5) The county shall establish and administer flexible spending accounts (FSAs) for those employees who desire to pre-fund their health and dependent care costs as governed by IRS regulations. The county retains the right to select a third party administrator.
 - a. The county shall match the employees' annual contributions to the healthcare FSA account on a dollar-for-dollar basis up to an annual maximum match of ~~two~~ one thousand five hundred dollars (~~\$2,000.00~~ \$1,500.00) for each active and enrolled eligible employee who is covered by subsection 201.24(3.11) of the pension ordinance or who is covered by a collective bargaining agreement that includes a mandatory employee pension contribution consistent with subsection 201.24(3.11) of the pension ordinance.
The contributions shall be subject to and in accordance with IRS regulations.
- (8) *County dental benefit plan and dental maintenance organizations.* Employees who are eligible for group medical benefits under the provision of subsection 7 of this section shall also be eligible to enroll in dental benefits coverage in accordance with enrollment procedures established by the County, except that retired members of the county retirement system shall not be eligible for dental benefit coverage. Eligible employees may enroll in the County's dental benefit plan or a dental maintenance organization approved by the County.
 - (a) Dental benefits shall be provided for in accordance with the terms and conditions of the current plan document and the group administrative agreements for the Milwaukee County Dental Plan and the approved dental maintenance organization.
 - (b) Employees shall pay ~~fifteen dollars (\$15.00)~~ twenty dollars (\$20.00) per month toward the cost of the single plan and ~~thirty-five dollars (\$35.00)~~ forty-five dollars (\$45.00) per month toward the cost of a family plan. The appropriate payment shall be made through payroll deduction.

92 (c) Employees may continue their dental benefits coverage during a leave of
93 absence under the same conditions as they may continue health benefits
94 coverage.

95 (d) The County shall deduct employee's contributions to dental coverage on a
96 pre-tax basis pursuant to a Section 125 Plan.
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98 (9) Employees who are eligible for group medical benefits under the provision of
99 subsection 7 of this section shall also be eligible to enroll in vision benefit
100 coverage in accordance with enrollment procedures established by the County,
101 except that retired members of the county retirement system shall not be eligible
102 for vision benefit coverage. Effective January 2017 eligible employees enrolled
103 in the PPO comparable plan who through open enrollment are enrolled in the
104 vision benefit plan shall pay the following amounts per month toward the monthly
105 costs of the respective plan:

106 (a) Employee Only \$2.04

107 (b) Employee + Child(ren) \$4.16

108 (c) Employee + Spouse \$4.08

109 (d) Employee + Family \$6.20
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111 **SECTION 2.** The provisions of this ordinance shall become effective upon passage and
112 publication.
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114 **Adopted by the Milwaukee County Board of Supervisors**
115 **December 15, 2016**