


**COUNTY OF MILWAUKEE
INTEROFFICE COMMUNICATION**

Date: DECEMBER 7, 2012

To: Marina Dimitrijevic, Chairwoman of the County Board of Supervisors

FROM: Kerry Mitchell, Director, Department of Human Resources 

SUBJECT: **Request to amend Chapter 17 of the Milwaukee County Code of General Ordinances as it pertains to employee healthcare benefits based on the provisions of the 2013 Adopted Budget**

Background

Milwaukee County Code of General Ordinances contains various provisions that relate to employee healthcare benefits. The healthcare benefits defined in ordinance require modification prior to January 1, 2013 due to changes approved in the 2013 Adopted Budget.

Issue

The 2013 Adopted Budget included several plan design changes that are reflected in the attached resolution/ordinance and are summarized in Attachment 1. Those modifications establish the following:

- Premium contribution amounts based on enrollment in one of four plan design tiers
- Employer paid flexible spending account contribution amounts based on plan enrollment
- In-network and out-of-network deductible amounts based on plan enrollment
- Co-payments for mail order maintenance drugs are set at two and one-half times the regular retail prescription co-payment for a 90-day supply.

Recommendation

The Department of Human Resources is recommending approval of the proposed amendments to Chapters 17.14 (7) of the Milwaukee County Code of General Ordinances regarding employee healthcare benefits. The amendments are necessary to effectuate the changes approved in the 2013 Adopted Budget to achieve budgeted savings and to codify plan design changes.

Cc: County Executive Chris Abele
Supervisor Willie Johnson, Jr., Finance, Personnel and Audit Committee
Supervisor David Cullen, Finance, Personnel and Audit Committee
Amber Moreen, Chief of Staff, County Executive's Office
Kelly Bablitch, County Board Chief of Staff
Craig Kammholz, Fiscal and Budget Administrator
Matt Hanchek, Employee Benefits
Fred Bau, Labor Relations
Steve Cady, Fiscal and Budget Analyst, County Board
Carol Mueller, Chief Committee Clerk

Attachment 1

Effective January 1, 2013:

Employee Premium Contribution Amounts (monthly)

Employee Only	\$100
Employee + Child(ren)	\$125
Employee + Spouse	\$200
Employee + Family	\$225

Employer FSA Contribution Amounts (Annual)

Employee Only	\$600
Employee + Child(ren)	\$1,440
Employee + Spouse	\$1,200
Employee + Family	\$1,800

Effective February 1, 2013:

In-Network Deductible Amounts

Employee Only	\$800
Employee + Child(ren)	\$1,050
Employee + Spouse	\$1,600
Employee + Family	\$1,850

Out-of-Network Deductible Amount

Employee Only	\$1,600
Employee + Child(ren)	\$2,100
Employee + Spouse	\$3,230
Employee + Family	\$3,700

90-day Mail Order Pharmacy Copays (2.5x retail)

Generic	\$25
Diabetic Supplies	\$50
Preferred Brand	\$75
Non-preferred Brand	\$125