


**COUNTY OF MILWAUKEE
INTEROFFICE COMMUNICATION**

Date: NOVEMBER 25, 2013

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

FROM: Matthew Hanchek, Director of Benefits, 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, 2014 due to changes approved in the 2014 Adopted Budget.

Issue

The 2014 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:

- Medical and Dental plan premium contribution amounts
- Implementation of a wellness plan with participation incentive applied to medical plan premium contributions
- Employer-matched flexible spending account contributions
- Modifications to the Conventional Dental Plan (Delta Dental)
- Modifications to the DMO Plan

Recommendation

The Department of Human Resources is recommending approval of the proposed amendments to Chapters 17.14 (7) & (9) of the Milwaukee County Code of General Ordinances regarding employee healthcare benefits. The amendments are necessary to effectuate the changes approved in the 2014 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
Don Tyler, Administrative Services
Joshua Fudge, Fiscal and Budget Administrator
Kerry Mitchell, Human Resources
Fred Bau, Labor Relations
Steve Cady, Fiscal and Budget Analyst, County Board
Carol Mueller, Chief Committee Clerk

Attachment 1

Effective January 1, 2014:

Employee Medical Premium Contribution Amounts (monthly)

	Wellness Compliant	Non-Compliant
Employee Only	\$80	\$130
Employee + Child(ren)	\$100	\$150
Employee + Spouse	\$160	\$210
Employee + Family	\$180	\$230

Employer Healthcare FSA Contribution Amounts (Annual):

Milwaukee County will match employee contributions on a 1:1 basis up to a maximum County contribution of \$1200 per year

Milwaukee County Dental Premium Contributions

Employee Only	\$10
Employee + Child(ren)	\$25
Employee + Spouse	\$25
Employee + Family	\$25

Dental Plan Design Summary:

	Conventional	DMO
Annual Benefit Maximum	\$2500 (excludes preventive care)	\$3000
Deductible	\$25 single / \$75 family	\$25 single / \$75 family
Preventive	100%	100%
Minor Restorations	80%	100%
Major Restorations	50%	80%
Orthodontia	50%	75%
Lifetime Orthodontia Max	\$2500	Unlimited