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From Corporation Counsel, requesting authorization to amend Section 17.14(7) and (8) of the Milwaukee County Code of General Ordinances, regarding the employee and retiree health plan to conform to the 2017 Adopted Budget, by recommending adoption of the following:

A RESOLUTION/ORDINANCE

WHEREAS, the Milwaukee County Board of Supervisors adopted the 2017 Budget on November 7, 2016; and

WHEREAS, the 2017 Adopted Budget included appropriations for active and retiree fringe benefits; and

WHEREAS, the Milwaukee County Code of General Ordinances includes the monthly premiums (where applicable) for various insurance coverages, and flexible spending account matching funds provided to eligible employees; and

WHEREAS, the 2017 Adopted Budget was approved with the understanding that the ordinances would be updated to conform to the proposed employee participation amounts; and

WHEREAS, the Committee on Finance and Audit, at its meeting of December 8, 2016, recommended adoption of Corporation Counsel's request (vote 6-0); now, therefore,

BE IT RESOLVED, the Milwaukee County Board of Supervisors hereby amends Section 17.14(7) and (8) of the Milwaukee County Code of General Ordinances by adopting the following:

AN ORDINANCE

The County Board of Supervisors of the County of Milwaukee does ordain as following:

SECTION 1. Chapter 17 of the Milwaukee County Code of General Ordinances is hereby amended as follows:

17.14. - Employment definitions.

(7) Milwaukee County Group Health Benefit Program.

- (a) Health benefits shall be provided for in accordance with the terms and conditions of the current plan document and the group administrative agreement for the Milwaukee County Health Plan.

- 47 (b) All health care provided shall be subject to utilization review.
- 48 (c) Eligible employees may choose health benefits for themselves and their
- 49 dependents under a preferred provider organization (county health plan or
- 50 PPO).
- 51 (d) Eligible employees enrolled in the PPO shall pay a monthly amount
- 52 toward the monthly cost of health insurance as described below:
- 53
- 54 (1) Effective January ~~2015~~ 2017 employees enrolled in the PPO
- 55 comparable plan who would otherwise pay the premium
- 56 contribution set forth in subsection (2) and who comply with the
- 57 requirements of the wellness plan shall pay the following amounts
- 58 per month toward the monthly cost of the respective plan:
- 59 Employee Only\$91.00
- 60 Employee + Child(ren) ~~112.00~~ \$120.00
- 61 Employee + Spouse ~~\$180.00~~ \$190.00
- 62 Employee + Family ~~\$200.00~~ \$220.00
- 63
- 64 (2) Effective January ~~2015~~ 2017 employees enrolled in the PPO
- 65 comparable plan who do not comply with the requirements of the
- 66 wellness plan shall pay the following amounts per month toward the
- 67 monthly cost of the respective plan:
- 68 Employee Only \$130.00
- 69 Employee + Child(ren) ~~160.00~~ \$170.00
- 70 Employee + Spouse ~~230.00~~ \$240.00
- 71 Employee + Family ~~250.00~~ \$270.00
- 72
- 73 (3) The appropriate payment shall be made through payroll deductions.
- 74 When there are not enough net earnings to cover such a required
- 75 contribution, and the employee remains eligible to participate in a
- 76 health care plan, the employee must make the payment due within
- 77 ten (10) working days of the pay date such a contribution would
- 78 have been deducted. Failure to make such a payment will cause
- 79 the insurance coverage to be canceled effective the first of the
- 80 month for which the premium has not been paid.
- 81
- 82 (4) The county shall deduct employees' contributions to health
- 83 insurance on a pre-tax basis pursuant to a Section 125 Plan.
- 84
- 85 (5) The county shall establish and administer flexible spending
- 86 accounts (FSAs) for those employees who desire to pre-fund their
- 87 health and dependent care costs as governed by IRS regulations.
- 88 The county retains the right to select a third party administrator.
- 89 a. The county shall match the employees' annual contributions
- 90 to the healthcare FSA account on a dollar-for-dollar basis up
- 91 to an annual maximum match of ~~two~~ one thousand five
- 92 hundred dollars (~~\$2,000.00~~ \$1,500.00) for each active and

93 enrolled eligible employee who is covered by subsection
94 201.24(3.11) of the pension ordinance or who is covered by
95 a collective bargaining agreement that includes a mandatory
96 employee pension contribution consistent with subsection
97 201.24(3.11) of the pension ordinance.
98 The contributions shall be subject to and in accordance with
99 IRS regulations.

100
101 (8) *County dental benefit plan and dental maintenance organizations.* Employees who
102 are eligible for group medical benefits under the provision of subsection 7 of this
103 section shall also be eligible to enroll in dental benefits coverage in accordance with
104 enrollment procedures established by the County, except that retired members of
105 the county retirement system shall not be eligible for dental benefit coverage.
106 Eligible employees may enroll in the County's dental benefit plan or a dental
107 maintenance organization approved by the County.

- 108 (a) Dental benefits shall be provided for in accordance with the terms and
109 conditions of the current plan document and the group administrative
110 agreements for the Milwaukee County Dental Plan and the approved
111 dental maintenance organization.
112 (b) Employees shall pay ~~fifteen dollars (\$15.00)~~ twenty dollars (\$20.00) per
113 month toward the cost of the single plan and ~~thirty-five dollars (\$35.00)~~
114 forty-five dollars (\$45.00) per month toward the cost of a family plan. The
115 appropriate payment shall be made through payroll deduction.
116 (c) Employees may continue their dental benefits coverage during a leave of
117 absence under the same conditions as they may continue health benefits
118 coverage.
119 (d) The County shall deduct employee's contributions to dental coverage on a
120 pre-tax basis pursuant to a Section 125 Plan.

121
122 (9) Employees who are eligible for group medical benefits under the provision of
123 subsection 7 of this section shall also be eligible to enroll in vision benefit
124 coverage in accordance with enrollment procedures established by the County,
125 except that retired members of the county retirement system shall not be eligible
126 for vision benefit coverage. Effective January 2017 eligible employees enrolled in
127 the PPO comparable plan who through open enrollment are enrolled in the vision
128 benefit plan shall pay the following amounts per month toward the monthly costs
129 of the respective plan:

- 130 (a) Employee Only \$2.04
131 (b) Employee + Child(ren) \$4.16
132 (c) Employee + Spouse \$4.08
133 (d) Employee + Family \$6.20

134
135 **SECTION 2.** The provisions of this ordinance shall become effective upon passage and
136 publication.

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139 jmj
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