



Department of Human Resources
Division of Employee Benefits

INTER-OFFICE COMMUNICATION

Date: 3/9/2018
TO: Theodore Lipscomb Sr., Chairman, Milwaukee County Board of Supervisors
FROM: Michael Stanke, Benefits Manager *MS*
SUBJECT: **Report from the Benefits Manager, Department of Human Resources, requesting authorization to amend Section 17.14(7)(8) and (9) of the Milwaukee County Code of General Ordinances, regarding the employee and retiree health plan to conform to the 2018 Adopted Budget.**

Background

Milwaukee County Code of General Ordinances contains various provisions that relate to employee and retiree healthcare benefits. The healthcare benefits defined in ordinance require modification due to changes approved in the 2018 Adopted Budget.

Issue

The 2018 Adopted Budget included several plan design changes that are reflected in the attached resolution/ordinance and are summarized in Attachment 1. Those modification establish the following:

- Medical and Dental plan premium contribution amounts
- Updates to deductibles
- Updates to amount of Employer-matched flexible spending account contributions
- Establishing an office copay of specialty doctor visits
- Benefit deductions to be taken out of each pay period annually

Recommendation

The Department of Human Resources is recommending approval of the proposed amendments to Chapters 17.14 (7)(8) & (9) of the Milwaukee County Code of General Ordinances regarding employee healthcare benefits. The amendments are necessary to effectuate the changes approved in the 2018 Adopted Budget to achieve budgeted savings and to codify plan design changes.

CC: County Executive Chris Abele
Raisa Koltun, Chief of Staff
Kerry Mitchell, Chief Human Resources Officer
Margaret Daun, Corporation Counsel
Supervisor Peggy West, Chair, Finance & Audit Committee
Supervisor Luigi Schmitt, Chair, Personnel Committee
Kelly Bablitch, Milwaukee County Board of Supervisors Chief of Staff
Teig Whaley-Smith, Director of Administrative Services
Stephen Cady, Comptroller's Office
Rick Norris, Director, Office of the Community Business Development Partners
Amy Pechacek, Director, Risk Management

Attachment 1

Effective January 1, 2018:

Employee Medical Premium Contribution Amounts (monthly)

	Wellness Compliant	Non-Compliant
Employee Only	\$97	\$138
Employee + Child(ren)	\$143	\$193
Employee + Spouse	\$226	\$276
Employee + Family	\$254	\$304

Employer Healthcare FSA Contribution Amounts (Annual):

Milwaukee County will match employee contributions on a 1:1 basis up to a maximum County contribution of \$1,000 per year

Milwaukee County Dental Premium Contributions

Employee Only	\$25
Employee + Child(ren)	\$50
Employee + Spouse	\$50
Employee + Family	\$50

Medical Plan Design Summary:

	Network	Non-Network
Annual Deductible	Single: \$1,250	Single: \$2,250
	EE+ Child(ren) \$1,500	EE+ Child(ren) \$2,750
	EE+ Spouse \$2,250	EE+ Spouse \$4,250
	EE+ Family \$2,500	EE+ Family \$4,750
Office Visit -Specialist	\$40 Copay	\$80 Copay