



# Milwaukee County

## Legislation Text

File #: 11-188, Version: 1

From the Interim Director, Department of Labor Relations, recommending that the Milwaukee County Board of Supervisors reaffirm the 2011 Adopted Budget policy of implementing health care plan design changes for all retirees and implement the 2011 health care plan for those retirees previously covered under the 2007-2008 District Council 48 Collective Bargaining Agreement.

### A RESOLUTION

WHEREAS, the 2011 Adopted Budget included a new employee health care plan design for all non-represented employees (non-reps) and retirees, that was developed to “better manage costs related to large claims, encourage utilization of appropriate health care resources and share health care costs”; and

WHEREAS, on January 1, 2011, those health care plan design changes were implemented for non-represented employees and those retirees who retired from the ranks of non-reps, or were represented prior to retirement by the Association of Attorneys, the Machinists union or TEAMCO; and

WHEREAS, because of an arbitration decision from February 2008 that determined that retirees were essentially represented by the unions from which they retired (Case 1743, GRN:035298), the health plan changes could not be extended without negotiation to those retirees who retired as members of District Council 48, the Federation of Nurses, the Building and Trades Council, the Deputy Sheriffs Association and the Fire Fighters; and

WHEREAS, with the adoption of 2011 Wisconsin Act 10 (Budget Repair Bill), Milwaukee County is permitted to extend the 2011 health care plan design changes to DC 48 retirees as was planned in the 2011 Adopted Budget; and

WHEREAS, because the 2011 Adopted Budget included \$8,334,449 in health care savings based on extending the health plan design changes to all retirees, it is necessary to now extend the 2011 health care plan design to all retirees as soon as practicable to mitigate the budget shortfall related to this initiative; and

WHEREAS, by adopting these changes in March 2011, the Employee Benefits Division will be able to implement the plan for DC 48 retirees on May 1, 2011, and the delay of only one month in implementation may reduce health savings by more than \$400,000; and

WHEREAS, it should be noted that the health plan changes are not contingent upon an individual’s retirement date; the changes - currently in effect for non-reps, non-rep retirees, and retirees from the Attorneys, Machinists or TEAMCO collective bargaining units -- will apply to a DC 48 retiree regardless of when he or she retires; and

WHEREAS, it should further be noted that extending health care benefit plan changes to retirees does not apply to active employees; now, therefore

BE IT RESOLVED, that the Milwaukee County Board of Supervisors hereby reaffirms its prior policy statement made in the 2011 Adopted Budget that the 2011 health care plan design, as adopted, shall be implemented for all eligible retirees not covered by a collective bargaining agreement; and

BE IT FURTHER RESOLVED, that upon the official publication of 2011 Wisconsin Act 10, the 2011 health care plan design changes shall be extended to retirees from District Council 48, with an anticipated implementation date of May 1, 2011; and

BE IT FURTHER RESOLVED, that health care plan design changes shall be implemented for the retirees from the Federation of Nurses and Health Professionals and the Building and Trades Council upon expiration of their respective collective bargaining agreements.