

CITY OF WAUWATOSA

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EMPLOYEE RELATIONS COMMITTEE MEETING

Tuesday, October 14, 2003
Council Chambers

PRESENT: Alds. Casey, Heins, Jenkins, Kopischke, Stepaniak – 5

EXCUSED: Ald. Heins

ALSO PRESENT: Alds. Bruderle-Baran; Treis; T. Wontorek City Admin.; B. Aldana, Asst. City Atty.; M. Brown, Personnel Dir.; W. Tarman-Ramcheck, Public Works Prog. Analyst

Ald. Jenkins as Chair called the meeting to order at 7:30 p.m.

Health plan contributions and benefit changes for non-represented employees and newly hired or promoted non-represented employees

Mr. Wontorek said city administration initiated the process of meeting with representatives of the various unionized and non-represented employees to review the current health benefits and to look at future changes that would make the city's health package more marketable. He said the long term goal is to lay the foundation for health benefit changes that could be incorporated in the upcoming contract negotiations. There were three meetings on Health Benefits 101 that took place between September and early October. The next meeting is set for October 23rd. They have looked at a variety of different formats for health insurance and talked about the forces at work in the general health insurance market. He said they are not ready to propose solutions for modifying the plan yet, but that will be addressed in the next two or three meetings. They would like to meet with the committee before the upcoming union negotiations.

Mr. Wontorek said that during the last meeting, the group was presented with data that showed the contributions the employees have made regarding the prescription portion of the health benefit program. The total cost of the prescription plan under the BSI-administered PPO plan for 2003 (through August 31st) was \$785,791.44. During the same period, the employees contributed \$120,203.58 through co-pays, or 15.3% of the total. He said that data for 2002 showed a similar level of co-payment for prescriptions under the PPO. Between July 2002 and June 2003, the prescriptions under the United Healthcare HMO totaled \$146,196 and the employee co-payments totaled \$26,340, or approximately 19% of the total.

Mr. Wontorek gave an update on the Employee Council. He has been meeting with the current Employee Council Chair and members of a variety of employee groups. They are formulating a procedure for holding elections and they are soliciting nominations for the Employee Council from employee groups. They should have a reconstituted Employee Council sometime in November.

Ald. Jenkins observed that there may not be a need for Health Benefits 101 in the future because a base of figures has been created in these initial meetings. Ald. Stepaniak requested that the materials provided by the groups participating in Health Benefits 101 also be provided to the Council members. Mr. Wontorek said there were many good ideas that came out in the meetings such as incentives for people to join fitness programs. The consultant said this idea doesn't have a great impact, but it is an example of some of the ideas that are being discussed in the meetings.

Ald. Casey said it would be helpful to gather information on what is being done in the public and private sectors to use as bench marks. Mr. Wontorek said they have already distributed information on the public entities. The consultant might be able to provide information on the private entities.

It was the consensus of the committee to accept the report. Ald. Jenkins asked for an update in the next few months.

The meeting adjourned at 7:42 p.m.

Carla A. Ledesma, City Clerk
City of Wauwatosa

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