

EMPLOYEE RELATIONS COMMITTEE MEETING

Tuesday, June 28, 2005
Council Chambers

PRESENT: Aids. Bruderle-Baran, Casey, Kopischke – 3

EXCUSED: Aids. Jenkins, Stepaniak

ALSO PRESENT: T. Wontorek, City Admin.; B. Aldana, Asst. City Atty.

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

Ordinance repealing and recreating certain sections of 2.52.020, 2.52.090, 2.52.200 and 2.58.220(C) extending recently negotiated contract language to non-represented employees

Ms. Aldana said the educational incentive section of the ordinance is not a result of recent contract changes. Those changes were made some time ago, but the language was never changed so the new language should reflect the earlier change. Ald. Bruderle-Baran asked about the professional time component of the ordinance. Ms. Aldana said that up to 16.8 hours can be paid out at present; however, recent contract negotiations added 8.4 hours that could be paid out in the same manner as vacation. Mr. Wontorek explained that it is really a cost saving measure because if the individual takes time off and chooses not to be paid there has to be a person working overtime to fill in for that position. Individuals need to plan in advance for the paid out vacation. He added that the language was put in some time ago and each bargaining unit has similar language for similar situations. Ms. Aldana said the public works department allotment was given in order to provide for an extra day for garbage pickup.

Moved by Ald. Kopischke, seconded by Ald. Bruderle-Baran to recommend that the Common Counsel draft an ordinance for introduction repealing and recreating certain sections of 2.52.020, 2.52.090, 2.52.200 and 2.58.220(C) extending recently negotiated contract language to non-represented employees – 3

Health insurance for duty disabled retirees

Ms. Aldana said this is a follow-up to an earlier discussion regarding whether duty disabled retirees should pay for health insurance on the same basis as other retirees even though they are eligible for Medicare based on their disability. At present, the contracts provide that once retirees are Medicare eligible they are not eligible for health insurance on the same basis as regular retirees. Regular retirees only pay the amount of the premium that exceeds 110% of the previous year's premium. Some years they pay something for premiums and some years they do not. For example, in 2005 regular retirees will not be paying anything in premium contributions because the 2005 premiums increased less than 10% over 2004. Once a retiree is Medicare eligible, the rates change.

Ms. Aldana said the coverage for the city's supplemental plan is the same as the city's regular health plan. Medicare pays first and then the city's policy pays for whatever is covered by the city's plan and not covered by Medicare. Medicare eligibility is lost if the person takes a supplemental policy through the city involving higher rates. This was presented as an inequitable situation by the duty disabled retiree in question. This person pays \$12,000 when a non-disabled retiree pays nothing. Ms. Aldana said that most retirees take supplemental insurance through the city because of the prescription drug benefits. The rate for the supplemental policy is calculated by the consultant based on past experience.

Ald. Kopischke asked if it was possible to put together prescription only coverage. Ms. Aldana said that was something she could research. It is one of the options under Medicare Part D.

Ald. Bruderle-Baran said there seems to be an inequity, but there are other factors related to this issue. Ald. Casey asked for an explanation of what would be part of a prescription only plan.

It was the consensus of the committee to hold this item for two weeks.

The meeting adjourned at 7:55 p.m.

Carla A. Ledesma, City Clerk
City of Wauwatosa

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