

EMPLOYEE RELATIONS COMMITTEE MEETING

Tuesday, July 26, 2005

Council Chambers

PRESENT: Aids. Bruderle-Baran, Casey (7:35), Jenkins, Kopischke, Stepaniak – 5

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

Ald. Jenkins as Chair called the meeting to order at 7:15 p.m.

Health insurance for duty disabled retirees

Ms. Aldana said the consensus of the committee seemed to be focused on option #3 which would allow duty disabled, Medicare eligible, retirees to pay for supplemental health insurance on the same basis as regular retirees pay for primary health insurance. The retiree only pays if the premium goes up more than 110% of the previous year's premium. Spouses would pay full premium for either the primary or the supplemental health insurance plan. She spoke with the health benefits consultant and a representative from workers compensation. Neither of them had significant feedback, although the workers compensation representative favored option #3.

Ald. Kopischke asked if there was any information on how other communities handle this type of situation. Ms. Aldana said the consultant was not familiar with the practice in other cities.

Ald. Stepaniak noted that the city would be subsidizing a payment of \$441 so that the duty disabled retiree's cost would decrease to \$630. Ms. Aldana said that in a non-legal sense, the city would be waiving that amount for the duty disabled person only if they were eligible for Medicare. Ald. Stepaniak indicated that the duty disabled retiree should not have to pay more than what a regular retiree is paying. He felt that option #3 was the best way to address the problem.

Ald. Bruderle-Baran felt that there was a fairness issue that needed to be addressed. She thought that option #3 would be the way to address that. The maximum number of people would be relatively small and although the cost would be significant it would still be an issue of fairness.

Ald. Kopischke said this is a particularly complicated issue. He would be comfortable with no changes to the policy, but he could also support option #3 with the stipulation that the Personnel Administrator is satisfied that the duty disabled retiree made appropriate efforts to seek eligibility.

It was the consensus of the committee to hold this item until September.

Update on collective bargaining

Moved by Ald Bruderle-Baran, seconded by Ald. Stepaniak to convene into closed session per Wis. Stat. 19.85(1)(e): Deliberating or negotiating the purchase of public properties, the investing of public funds, or conducting other specified public business, whenever competitive bargaining reasons require a closed session, and may reconvene into open session – 4

The committee convened into closed session at 7:29 p.m.

The meeting adjourned at 7:52 p.m.

Carla A. Ledesma, City Clerk
City of Wauwatosa