



# City of West Allis

## Meeting Agenda

### Administration and Finance Committee

*Alderson Kevin Haass, Chair*  
*Alderson Danna Kuehn, Vice-Chair*  
*Aldersons: Thomas G. Lajsic, Angelito Tenorio, and Martin J. Weigel*

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Monday, December 6, 2021

6:00 PM

City Hall, Art Gallery  
7525 W. Greenfield Ave.

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#### REGULAR MEETING

#### A. CALL TO ORDER

#### B. ROLL CALL

#### C. APPROVAL OF MINUTES

#### D. MATTERS FOR DISCUSSION/ACTION

1. [R-2021-0801](#) Resolution establishing the health insurance plan with Anthem as the Third-Party Administrator, funding levels, employee premiums, premium share, Health Savings Contributions, and participation in the Retiree Active Rate Option for the plan year of March 1, 2022 to February 28, 2023.

**Recommendation:** Adopt

#### CLOSED SESSION

2. [2021-1410](#) Considering compensation and performance evaluation data of city officials and deputy/assistant service employees.  
*For agenda item #2, the Committee may convene in closed session pursuant to the provisions of Section 19.85(1)(c) of the State Statutes for the purpose of considering employment, promotion, compensation or performance evaluation data of ????? and to take such further action as may be necessary and appropriate after reviewing the data considered in closed session.*

*This Committee may reconvene in open session after completion of the closed session to consider the balance of the agenda.*

#### E. ADJOURNMENT



All meetings of the Administration and Finance Committee are public meetings. In order for the general public to make comments at the committee meetings, the individual(s) must be scheduled (as an appearance) with the chair of the committee or the appropriate staff contact; otherwise, the meeting of the committee is a working session for the committee itself, and discussion by those in attendance is limited to committee members, the mayor, other alderpersons, staff and others that may be a party to the matter being discussed.

**NOTICE OF POSSIBLE QUORUM**

It is possible that members of, and possibly a quorum of, members of other governmental bodies of the municipality may be in attendance at the above-stated meeting to gather information. No action will be taken by any governmental body at the above-stated meeting other than the governmental body specifically referred to above in this notice.

**NON-DISCRIMINATION STATEMENT**

The City of West Allis does not discriminate against individuals on the basis of race, color, religion, age, marital or veterans' status, sex, national origin, disability or any other legally protected status in the admission or access to, or treatment or employment in, its services, programs or activities.

**AMERICANS WITH DISABILITIES ACT NOTICE**

Upon reasonable notice the City will furnish appropriate auxiliary aids and services when necessary to afford individuals with disabilities an equal opportunity to participate in and to enjoy the benefits of a service, program or activity provided by the City.

**LIMITED ENGLISH PROFICIENCY STATEMENT**

It is the policy of the City of West Allis to provide language access services to populations of persons with Limited English Proficiency (LEP) who are eligible to be served or likely to be directly affected by our programs. Such services will be focused on providing meaningful access to our programs, services and/or benefits.

**CITY OF WEST ALLIS**  
**RESOLUTION R-2021-0801**

**RESOLUTION ESTABLISHING THE HEALTH INSURANCE PLAN WITH ANTHEM AS THE THIRD-PARTY ADMINISTRATOR, FUNDING LEVELS, EMPLOYEE PREMIUMS, PREMIUM SHARE, HEALTH SAVINGS CONTRIBUTIONS, AND PARTICIPATION IN THE RETIREE ACTIVE RATE OPTION FOR THE PLAN YEAR OF MARCH 1, 2022 TO FEBRUARY 28, 2023.**

**WHEREAS**, the City of West Allis must establish premium levels for its self-funded health insurance plan on an annual basis; and

**WHEREAS**, in consultation with the City’s insurance consultant, The Horton Group, City staff have analyzed various options for the 2022-2023 plan year; and

**WHEREAS**, staff recommends establishing the plans and premiums as outlined in the attached.

**NOW THEREFORE**, be it resolved by the Council of City of West Allis, in the State of Wisconsin, that approval is granted:

1. To approve self-funded health insurance, dental insurance, and visions insurance plans and the recommended premiums for the 2022-23 plan year in the attached rate schedule;
2. To approve a monthly employee health insurance premium contribution of 12% for those who submitted biometric information (or HRA completion as required) or a premium of 20% for those who did not submit biometric information (or HRA completion as required), unless otherwise agreed to in collective bargaining agreements;
3. To approve the Health Savings Account contributions of \$500 for a single and \$1,000 for a family for eligible employees/retirees who are enrolled in the Anthem HDHP;
4. To continue the Family Savings Plan for actives and retirees; and
5. To continue the Retiree Active Rate Option (previously known as “Option 1”) for employees at the time of retirement, life event and annually during open enrollment.

**BE IT FURTHER RESOLVED BY THE COMMON COUNCIL OF THE CITY OF WEST ALLIS THAT;**

1. The proper City Officials are authorized and directed to execute all related agreements and contracts on behalf of the City;
2. The City Attorney be and is hereby authorized to make such substantive and non-substantive changes, modifications, additions and deletions to and from the various provisions of the contract, including any and all attachments, exhibits, addendums and amendments, as may be necessary and proper to correct inconsistencies, eliminate ambiguity and otherwise clarify and supplement said provisions to preserve and maintain the general intent thereof, and to prepare

and deliver such other and further documents as may be reasonably necessary to complete the transactions contemplated therein.

**CITY OF WEST ALLIS**  
**HEALTH INSURANCE RATES**  
**For the Years Beginning Mar 1, 2021 and 2022**

2021						2022				
<b>ACTIVES</b>										
Plan	Description	Total ER+EE	Gen 12%	Union 14%	Dec Union 15%	No HRA 20%	Total ER+EE	Gen 12%	Union 15%	No HRA 20%
<b>PPO</b>										
1	Single (Under 65)	762.00	91.44	106.68	114.30	152.40	815.00	97.80	122.25	163.00
2	Family (2-Person)	1,492.00	179.04	208.88	223.80	298.40	1,596.00	191.52	239.40	319.20
3	Family (under 65) (3/more)	2,186.00	262.32	306.04	327.90	437.20	2,339.00	280.68	350.85	467.80
<b>HDHP</b>										
1	Single (Under 65)	973.00	116.76	136.22	145.95	194.60	1,041.00	124.92	156.15	208.20
2	Family (2-Person)	1,908.00	228.96	267.12	286.20	381.60	2,042.00	245.04	306.30	408.40
3	Family (under 65) (3/more)	2,792.00	335.04	390.88	418.80	558.40	2,987.00	358.44	448.05	597.40
<b>RETIREES (before 3/1/2013)</b>										
Plan	Description	Standard		Option 1 **		Standard		Option 1 **		
		ER+EE	50%	ER+EE	50%	ER+EE	50%	ER+EE	50%	
<b>PPO</b>										
1	Single (Under 65)	1,092.00	n/a	984.00	n/a	1,168.00	n/a	1,053.00	n/a	
2	Family (2-Person)	2,142.00	n/a	1,930.00	n/a	2,292.00	n/a	2,065.00	n/a	
3	Family (under 65) (3/more)	3,136.00	n/a	2,825.00	n/a	3,356.00	n/a	3,023.00	n/a	
<b>HDHP</b>										
1	Single (Under 65)	1,146.00	n/a	n/a	n/a	1,226.00	n/a	n/a	n/a	
2	Family (2-Person)	2,244.00	n/a	n/a	n/a	2,401.00	n/a	n/a	n/a	
3	Family (under 65) (3/more)	3,287.00	n/a	n/a	n/a	3,517.00	n/a	n/a	n/a	
<b>MEDICARE *</b>										
4	Single	441.83	220.92	n/a	n/a	499.86	249.93	n/a	n/a	
5	Family (2-Person)	883.66	441.83	n/a	n/a	999.72	499.86	n/a	n/a	
6	Split	1,435.83	717.92	n/a	n/a	1,563.36	781.68	n/a	n/a	
7	Split with Dependents	2,391.33	1,195.67	n/a	n/a	2,585.86	1,292.93	n/a	n/a	
8	Two Medicare w/ Depnd	1,877.66	938.83	n/a	n/a	2,063.22	1,031.61	n/a	n/a	
<b>RETIREES (on/after 3/1/2013)</b>										
Plan	Description	Standard		Option 1 **		Standard		Option 1 **		
		ER+EE	50%	ER+EE	50%	ER+EE	50%	ER+EE	50%	
<b>PPO</b>										
1	Single (Under 65)	896.00	n/a	863.00	n/a	959.00	n/a	923.00	n/a	
2	Family (2-Person)	1,757.00	n/a	1,694.00	n/a	1,880.00	n/a	1,813.00	n/a	
3	Family (under 65) (3/more)	2,573.00	n/a	2,480.00	n/a	2,753.00	n/a	2,654.00	n/a	
<b>HDHP</b>										
1	Single (Under 65)	1,146.00	n/a	n/a	n/a	1,226.00	n/a	n/a	n/a	
2	Family (2-Person)	2,244.00	n/a	n/a	n/a	2,401.00	n/a	n/a	n/a	
3	Family (under 65) (3/more)	3,287.00	n/a	n/a	n/a	3,517.00	n/a	n/a	n/a	
<b>MEDICARE *</b>										
4	Single	441.83	220.92	n/a	n/a	499.86	249.93	n/a	n/a	
5	Family (2-Person)	883.66	441.83	n/a	n/a	999.72	499.86	n/a	n/a	
6	Split	1,337.83	668.92	n/a	n/a	1,458.86	729.43	n/a	n/a	
7	Split with Dependents	2,198.83	1,099.42	n/a	n/a	2,379.86	1,189.93	n/a	n/a	
8	Two Medicare w/ Depnd	1,779.66	889.83	n/a	n/a	1,958.72	979.36	n/a	n/a	

\* Medicare single and family rates effective 1/1, split rates effective 3/1

\*\* Option 1 was offered (with concessions) in 2020 as an alternative to the 11% standard increase

**CITY OF WEST ALLIS  
OTHER BENEFIT RATES**

	2021			2022		
<b>DENTAL (March 1st)</b> <span style="float:right"><i>no change</i></span>						
<b>Standard</b>						
Single	37.00	---	---	<b>37.00</b>	---	---
Family	105.00	---	---	<b>105.00</b>	---	---
<b>Care-Plus</b>						
Single	35.96	---	---	<b>35.96</b>	---	---
Family	110.62	---	---	<b>110.62</b>	---	---
<b>VISION (March 1st)</b> <span style="float:right"><i>no change</i></span>						
Single	5.95	---	---	<b>5.95</b>	---	---
Family	16.21	---	---	<b>16.21</b>	---	---
<b>WRS (January 1st)</b>						
	ER	EE	Total	ER	EE	Total
General	6.75%	6.75%	13.50%	6.50%	6.50%	13.00%
Elected	6.75%	6.75%	13.50%	6.50%	6.50%	13.00%
Police	11.92%	6.75%	18.67%	12.08%	6.50%	18.58%
Fire	16.52%	6.75%	23.27%	16.48%	6.50%	22.98%
<b>Life Insurance (July 1st)</b> <span style="float:right"><i>no change</i></span>						
	Basic	Supp'l	Add'l	Basic	Supp'l	Add'l
Under 30	0.05	0.05	0.05	0.05	0.05	0.05
30-34	0.06	0.06	0.06	0.06	0.06	0.06
35-39	0.07	0.07	0.07	0.07	0.07	0.07
40-44	0.08	0.08	0.08	0.08	0.08	0.08
45-49	0.12	0.12	0.12	0.12	0.12	0.12
50-54	0.22	0.22	0.22	0.22	0.22	0.22
55-59	0.39	0.39	0.39	0.39	0.39	0.39
60-64	0.49	0.49	0.49	0.49	0.49	0.49
65-69	0.57	0.57	0.57	0.57	0.57	0.57

**CITY OF WEST ALLIS**  
**PART-TIME INSURANCE ALLOCATIONS**  
For the Year Beginning Mar 1, 2022

	Total Premium	Employee Premium Share								
		%	1 FTE	0.95 FTE	0.9 FTE	0.8 FTE	0.75 FTE	0.7 FTE	0.6 FTE	0.5 FTE
<b>HEALTH - PPO w/ HRA (Non-Union)</b>										
Employee Only	815.00	12%	97.80	133.66	169.52	241.24	277.10	312.96	384.68	456.40
Employee + 1	1,596.00	12%	191.52	261.74	331.97	472.42	542.64	612.86	753.31	893.76
Family	2,339.00	12%	280.68	383.60	486.51	692.34	795.26	898.18	1,104.01	1,309.84
<b>HEALTH - PPO w/ HRA (Union)</b>										
Employee Only	815.00	15%	122.25	156.89	191.53	260.80	295.44	330.08	399.35	468.63
Employee + 1	1,596.00	15%	239.40	307.23	375.06	510.72	578.55	646.38	782.04	917.70
Family	2,339.00	15%	350.85	450.26	549.67	748.48	847.89	947.30	1,146.11	1,344.93
<b>HEALTH - PPO w/o HRA</b>										
Employee Only	815.00	20%	163.00	195.60	228.20	293.40	326.00	358.60	423.80	489.00
Employee + 1	1,596.00	20%	319.20	383.04	446.88	574.56	638.40	702.24	829.92	957.60
Family	2,339.00	20%	467.80	561.36	654.92	842.04	935.60	1,029.16	1,216.28	1,403.40
<b>HEALTH - HDHP w/ HRA (Non-Union)</b>										
Employee Only	1,041.00	12%	124.92	170.72	216.53	308.14	353.94	399.74	491.35	582.96
Employee + 1	2,042.00	12%	245.04	334.89	424.74	604.43	694.28	784.13	963.82	1,143.52
Family	2,987.00	12%	358.44	489.87	621.30	884.15	1,015.58	1,147.01	1,409.86	1,672.72
<b>HEALTH - HDHP w/ HRA (Union)</b>										
Employee Only	1,041.00	15%	156.15	200.39	244.64	333.12	377.36	421.61	510.09	598.58
Employee + 1	2,042.00	15%	306.30	393.09	479.87	653.44	740.23	827.01	1,000.58	1,174.15
Family	2,987.00	15%	448.05	575.00	701.95	955.84	1,082.79	1,209.74	1,463.63	1,717.53
<b>HEALTH - HDHP w/o HRA</b>										
Employee Only	1,041.00	20%	208.20	249.84	291.48	374.76	416.40	458.04	541.32	624.60
Employee + 1	2,042.00	20%	408.40	490.08	571.76	735.12	816.80	898.48	1,061.84	1,225.20
Family	2,987.00	20%	597.40	716.88	836.36	1,075.32	1,194.80	1,314.28	1,553.24	1,792.20
<b>DENTAL - Standard (Anthem)</b>										
Employee Only	37.00	0%	-	1.85	3.70	7.40	9.25	11.10	14.80	18.50
Family	105.00	0%	-	5.25	10.50	21.00	26.25	31.50	42.00	52.50
<b>DENTAL - Optional (Care Plus)</b>										
Employee Only	35.96	0%	-	1.80	3.60	7.19	8.99	10.79	14.38	17.98
Family	110.62	0%	-	5.53	11.06	22.12	27.66	33.19	44.25	55.31
<b>VISION - Optional (Superior Vision)</b>										
Employee Only	5.95	100%	5.95	5.95	5.95	5.95	5.95	5.95	5.95	5.95
Family	16.21	100%	16.21	16.21	16.21	16.21	16.21	16.21	16.21	16.21

**CITY OF WEST ALLIS  
RESOLUTION R-2021-0801**

**RESOLUTION ESTABLISHING THE HEALTH INSURANCE PLAN WITH ANTHEM  
AS THE THIRD PARTY ADMINISTRATOR, FUNDING LEVELS, EMPLOYEE  
PREMIUMS, PREMIUM SHARE, HEALTH SAVINGS CONTRIBUTIONS, AND  
PARTICIPATION IN THE RETIREE ACTIVE RATE OPTION FOR THE PLAN  
YEAR OF MARCH 1, 2022 TO FEBRUARY 28, 2023**

**NOW THEREFORE**, be it ordained by the Council of the City Of West Allis, in the State of Wisconsin, as follows:

**SECTION 1:**        **ADOPTION** “R-2021-0801” of the City Of West Allis Municipal Resolutions is hereby *added* as follows:

**ADOPTION**

R-2021-0801(*Added*)



PASSED AND ADOPTED BY THE CITY OF WEST ALLIS COUNCIL DECEMBER 14, 2021.

	<b>AYE</b>	<b>NAY</b>	<b>ABSENT</b>	<b>ABSTAIN</b>
Ald. Angelito Tenorio	<u>  X  </u>	<u>      </u>	<u>      </u>	<u>      </u>
Ald. Vince Vitale	<u>  X  </u>	<u>      </u>	<u>      </u>	<u>      </u>
Ald. Tracy Stefanski	<u>  X  </u>	<u>      </u>	<u>      </u>	<u>      </u>
Ald. Marty Weigel	<u>  X  </u>	<u>      </u>	<u>      </u>	<u>      </u>
Ald. Suzzette Grisham	<u>  X  </u>	<u>      </u>	<u>      </u>	<u>      </u>
Ald. Danna Kuehn	<u>  X  </u>	<u>      </u>	<u>      </u>	<u>      </u>
Ald. Thomas Lajsic	<u>  X  </u>	<u>      </u>	<u>      </u>	<u>      </u>
Ald. Dan Roadt	<u>  X  </u>	<u>      </u>	<u>      </u>	<u>      </u>
Ald. Rosalie Reinke	<u>  X  </u>	<u>      </u>	<u>      </u>	<u>      </u>
Ald. Kevin Haass	<u>  X  </u>	<u>      </u>	<u>      </u>	<u>      </u>

Attest

Presiding Officer

Rebecca Grill, City Clerk, City Of West Allis

Dan Devine, Mayor City Of West Allis

