



# City of West Allis

Resolution: R-2018-0724

**File Number: R-2018-0724**

**Final Action:**

**Sponsor(s): Administration & Finance Committee**

**NOV 05 2018**

Resolution to amend City of West Allis Policies & Procedures Manual Policy No. 1413, Health and Dental Insurance - Legacy Package, to include retiree health care information for employees hired on or after November 1, 2018 and Medicare Advantage or Medicare Supplement Program Options.

WHEREAS, one of the recommendations of the Compensation and Classification Plan adopted by the Common Council, through R-2017-0046 and R-2017-0050, included directing the Employee Benefit Committee to partner with members of the West Allis Business Community, responsible for or involved with providing employee benefits, to review and develop recommendations relating to modifying the City's retiree health insurance policy so it is affordable and consistent with the strategic plan for the City; and to develop a benefit plan to replace the City's various time off plans which moves toward a balance between fiscal responsibility and employee recruitment and retention; and

WHEREAS, the Employee Benefit Committee and citizens members met multiple times in 2017 and 2018 to accomplish this goal; and

WHEREAS, the Committee reviewed other communities' benefits, the City of West Allis employee survey regarding benefits, and employee input regarding policies, and crafted a draft plan which was shared with employees through department meetings, individual employee meetings, and other communications; and

WHEREAS, the Committee considered the feedback and suggestions from employees and updated the plan based on suggestions which were consistent with the goals for the Committee recommendation; and

WHEREAS, the Total Benefit Package was adopted by the Common Council on October 2, 2018, and in order to fully implement the changes, additional clarifications are needed in Policy No. 1413, Health and Dental Insurance - Legacy Package, regarding:

- 1) Non-represented employees who chose to convert to the Total Benefit Package effective January 1, 2019 (or as due to promotion from represented to non-represented position),
- 2) Represented employees hired before November 1, 2018,
- 3) Represented employees hired on or after November 1, 2018, and
- 4) Medicare Advantage or Medicare Supplement program options.

NOW, THEREFORE, BE IT RESOLVED by the Common Council of the City of West Allis that Policy No. 1413, Health and Dental Insurance - Legacy Package, is amended as presented in the attached.

BE IT FURTHER RESOLVED that the City Administrator, Human Resources, and Finance Departments are authorized and directed to take appropriate action to implement such, include the amended Policy No. 1413 in the City's Policies & Procedures Manual, and distribute said policy to all departments, divisions, and offices.

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ADOPTED NOV 05 2018

APPROVED 11/15/18

  
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Steven A. Braatz, Jr., City Clerk

  
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Dan Devine, Mayor