

City of West Allis Survey

Monday, November 06, 2017

12

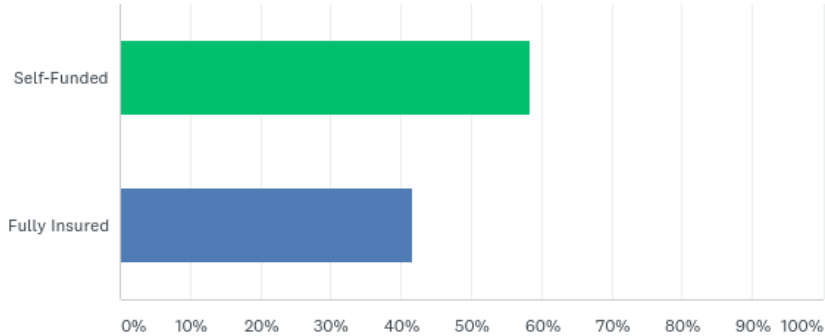
Total Responses

Date Created: Friday, September 15, 2017

Complete Responses: 12

Q4: Are you self-funded or fully insured?

Answered: 12 Skipped: 0

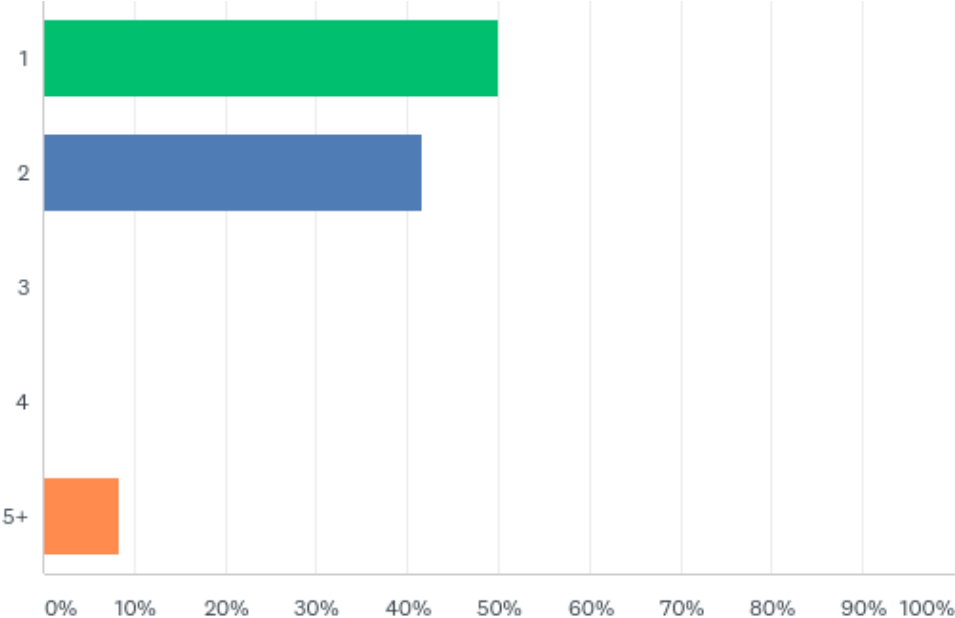


| ANSWER CHOICES | RESPONSES | |
|----------------|-----------|-----------|
| Self-Funded | 58.33% | 7 |
| Fully Insured | 41.67% | 5 |
| TOTAL | | 12 |

| Organization | Are you self-funded or fully insured? | If self-funded, what is your stop loss level? |
|----------------------------|---------------------------------------|--|
| City of South Milwaukee | Fully Insured | N/A |
| City of New Berlin | Fully Insured | N/A |
| City of West Allis | Self-Funded | \$275,000 specific |
| City of Sheboygan | Self-Funded | 150,000 |
| City of La Crosse | Self-Funded | Alex, i cannot recall this. Can you have Rae Anne check? |
| City of Janesville | Self-Funded | 175,000 |
| City of Oshkosh | Fully Insured | N/A |
| City of Brookfield | Self-Funded | \$70,000 |
| Village of Menomonee Falls | Fully Insured | N/A |
| City of Cudahy | Fully Insured | N/A |
| Waukesha County | Self-Funded | 325,000 |
| City of Racine | Self-Funded | 210,000 |

Q6: How many health insurance plan offerings do you have?

Answered: 12 Skipped: 0

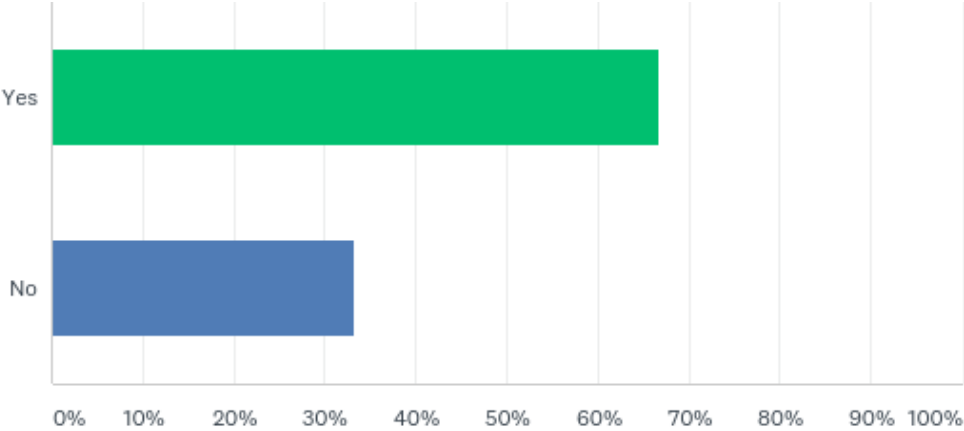


| ANSWER CHOICES | RESPONSES |
|----------------|-----------|
| 1 | 50.00% 6 |
| 2 | 41.67% 5 |
| 3 | 0.00% 0 |
| 4 | 0.00% 0 |
| 5+ | 8.33% 1 |
| TOTAL | 12 |

| Organization | Count |
|----------------------------|-------|
| City of South Milwaukee | 1 |
| City of New Berlin | 1 |
| City of West Allis | 2 |
| City of Sheboygan | 1 |
| City of La Crosse | 1 |
| City of Janesville | 2 |
| City of Oshkosh | 1 |
| City of Brookfield | 2 |
| Village of Menomonee Falls | 2 |
| City of Cudahy | 1 |
| Waukesha County | 2 |
| City of Racine | 5+ |

Q7: Do you offer a High Deductible Health Plan (HDHP) or Consumer Directed Health Plan (CDHP)?

Answered: 12 Skipped: 0

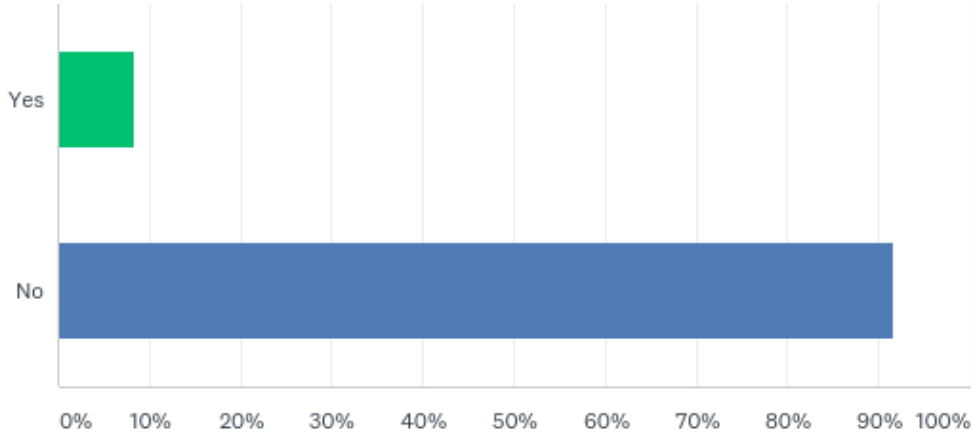


| ANSWER CHOICES | RESPONSES | |
|----------------|-----------|-----------|
| Yes | 66.67% | 8 |
| No | 33.33% | 4 |
| TOTAL | | 12 |

| Organization | |
|----------------------------|-----|
| City of South Milwaukee | No |
| City of New Berlin | Yes |
| City of West Allis | Yes |
| City of Sheboygan | Yes |
| City of La Crosse | No |
| City of Janesville | No |
| City of Oshkosh | No |
| City of Brookfield | Yes |
| Village of Menomonee Falls | Yes |
| City of Cudahy | Yes |
| Waukesha County | Yes |
| City of Racine | Yes |

Q8: Do you have a spousal surcharge?

Answered: 12 Skipped: 0

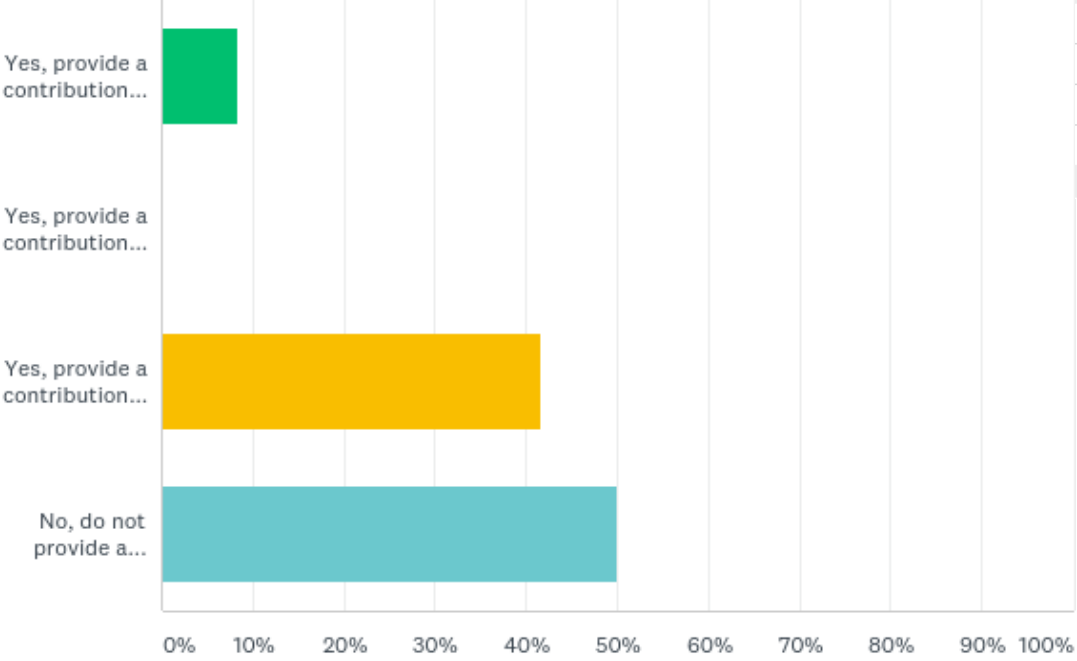


| ANSWER CHOICES | RESPONSES |
|----------------|-----------|
| Yes | 8.33% 1 |
| No | 91.67% 11 |
| TOTAL | 12 |

| Organization | Do you have a spousal surcharge? | If you have a spousal surcharge, what is the surcharge amount? |
|----------------------------|----------------------------------|--|
| City of South Milwaukee | No | 0 |
| City of New Berlin | No | 0 |
| City of West Allis | No | 0 |
| City of Sheboygan | Yes | \$100/month |
| City of La Crosse | No | 0 |
| City of Janesville | No | 0 |
| City of Oshkosh | No | 0 |
| City of Brookfield | No | 0 |
| Village of Menomonee Falls | No | 0 |
| City of Cudahy | No | 0 |
| Waukesha County | No | 0 |
| City of Racine | No | 0 |

Q10: Do you provide a contribution to a HSA or FSA?

Answered: 12 Skipped: 0



| ANSWER CHOICES | RESPONSES |
|---|-----------|
| Yes, provide a contribution for both | 8.33% 1 |
| Yes, provide a contribution to FSA only | 0.00% 0 |
| Yes, provide a contribution to HSA only | 41.67% 5 |
| No, do not provide a contribution | 50.00% 6 |
| TOTAL | 12 |

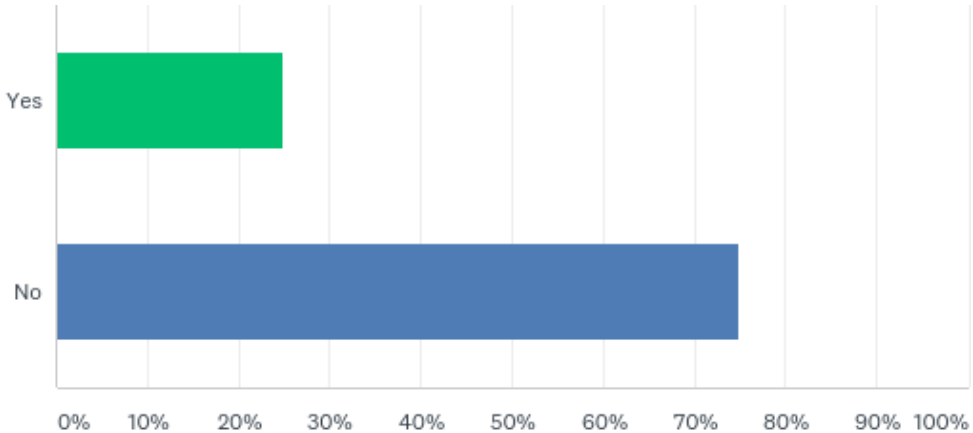
Q10: Do you provide a contribution to a HSA or FSA?

Answered: 12 Skipped: 0

| | Do you provide a contribution to a HSA or FSA? | If you contribute to a HSA or FSA please provide amount. | FSA contribution amount |
|----------------------------|--|---|-----------------------------|
| City of South Milwaukee | No, do not provide a contribution | N/A | N/A |
| City of New Berlin | Yes, provide a contribution for both | 1900 - Single / 3800 - Family | Did not include information |
| City of West Allis | Yes, provide a contribution to HSA only | \$500/single plan; \$1000 for couple or family plan | N/A |
| City of Sheboygan | Yes, provide a contribution to HSA only | \$750 Single, \$1,500 Family/limited Family | N/A |
| City of La Crosse | No, do not provide a contribution | N/A | N/A |
| City of Janesville | No, do not provide a contribution | N/A | N/A |
| City of Oshkosh | No, do not provide a contribution | N/A | N/A |
| City of Brookfield | Yes, provide a contribution to HSA only | Single: \$1,200; Family: \$2,400 | N/A |
| Village of Menomonee Falls | No, do not provide a contribution | N/A | N/A |
| City of Cudahy | Yes, provide a contribution to HSA only | 25% - \$200,000 | N/A |
| Waukesha County | Yes, provide a contribution to HSA only | Depends on participation in Health Risk Assessment. Yes Participate-- \$1,125 for single and \$2,250 for family. If No participation \$500 Single, \$1,000 Family | N/A |
| City of Racine | No, do not provide a contribution | N/A | N/A |

Q12: Do you require that medical participants complete a Health Risk Assessment?

Answered: 12 Skipped: 0

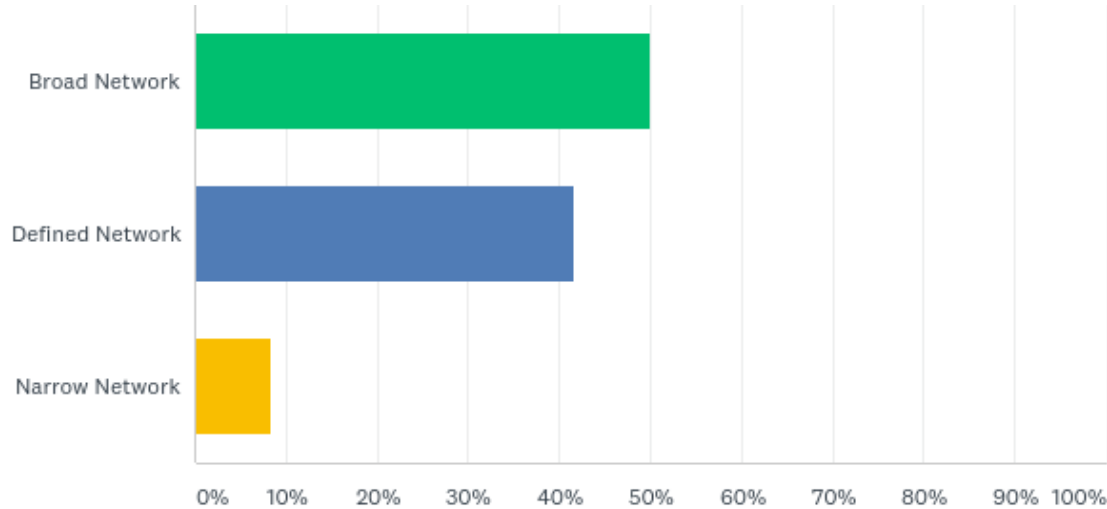


| ANSWER CHOICES | RESPONSES | |
|----------------|-----------|-----------|
| Yes | 25.00% | 3 |
| No | 75.00% | 9 |
| TOTAL | | 12 |

| | Do you require that medical participants complete a Health Risk Assessment? |
|----------------------------|---|
| City of South Milwaukee | Yes |
| City of New Berlin | No |
| City of West Allis | No |
| City of Sheboygan | Yes |
| City of La Crosse | No |
| City of Janesville | No |
| City of Oshkosh | No |
| City of Brookfield | Yes |
| Village of Menomonee Falls | No |
| City of Cudahy | No |
| Waukesha County | No |
| City of Racine | No |

Q13: Do you offer a broad network, a defined network, or a narrow network?

Answered: 12 Skipped: 0

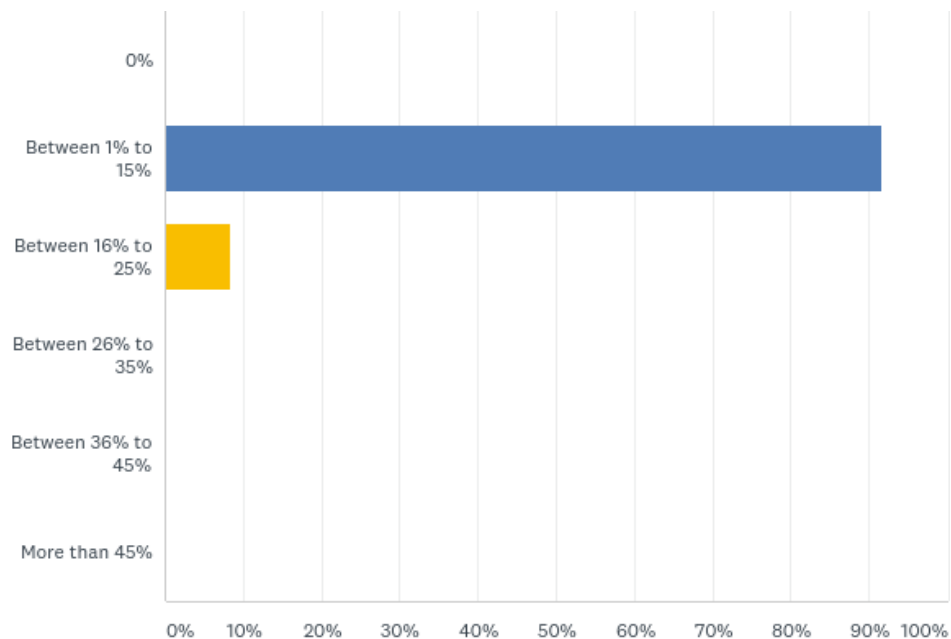


| ANSWER CHOICES | RESPONSES |
|-----------------|-----------|
| Broad Network | 50.00% 6 |
| Defined Network | 41.67% 5 |
| Narrow Network | 8.33% 1 |
| TOTAL | 12 |

| | Do you offer a broad network, a defined network, or a narrow network? |
|----------------------------|---|
| City of South Milwaukee | Defined Network |
| City of New Berlin | Broad Network |
| City of West Allis | Narrow Network |
| City of Sheboygan | Broad Network |
| City of La Crosse | Defined Network |
| City of Janesville | Defined Network |
| City of Oshkosh | Broad Network |
| City of Brookfield | Defined Network |
| Village of Menomonee Falls | Broad Network |
| City of Cudahy | Defined Network |
| Waukesha County | Broad Network |
| City of Racine | Broad Network |

Q14: What percentage of premiums do your employees pay, if any?

Answered: 12 Skipped: 0



| ANSWER CHOICES | RESPONSES |
|--------------------|-----------|
| 0% | 0.00% 0 |
| Between 1% to 15% | 91.67% 11 |
| Between 16% to 25% | 8.33% 1 |
| Between 26% to 35% | 0.00% 0 |
| Between 36% to 45% | 0.00% 0 |
| More than 45% | 0.00% 0 |
| TOTAL | 12 |

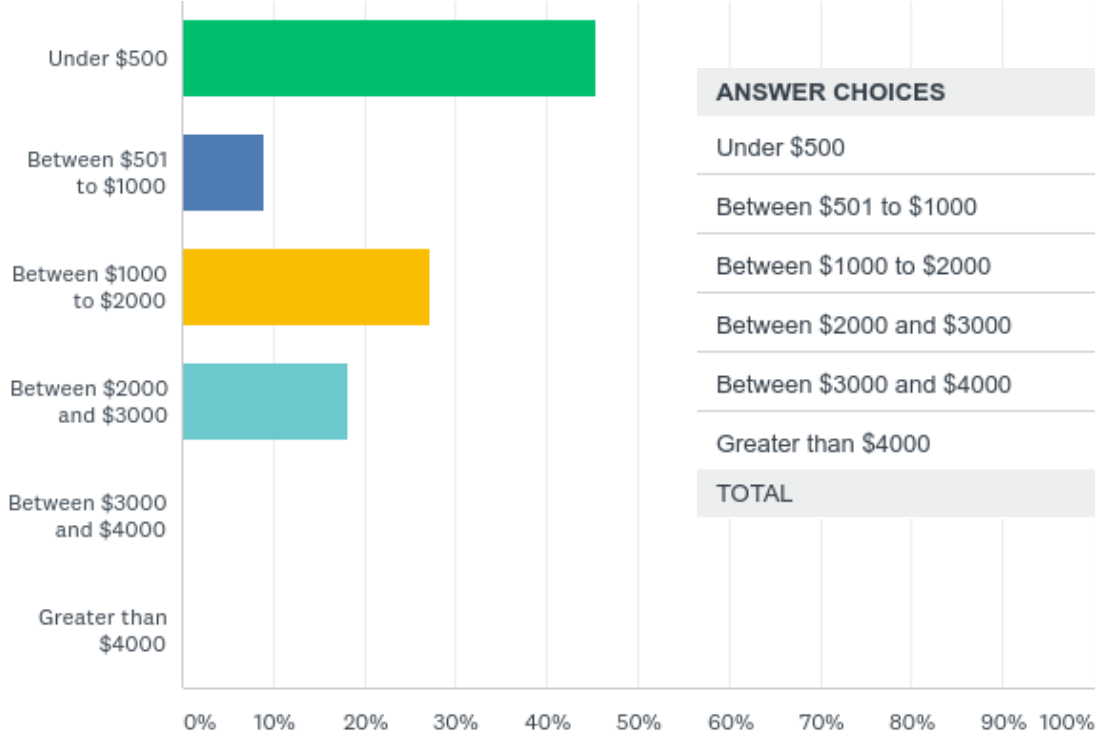
Q14: What percentage of premiums do your employees pay, if any?

Answered: 12 Skipped: 0

| | What percentage of premiums do your employees pay, if any? |
|----------------------------|--|
| City of South Milwaukee | Between 1% to 15% |
| City of New Berlin | Between 1% to 15% |
| City of West Allis | Between 1% to 15% |
| City of Sheboygan | Between 1% to 15% |
| City of La Crosse | Between 1% to 15% |
| City of Janesville | Between 1% to 15% |
| City of Oshkosh | Between 1% to 15% |
| City of Brookfield | Between 1% to 15% |
| Village of Menomonee Falls | Between 1% to 15% |
| City of Cudahy | Between 1% to 15% |
| Waukesha County | Between 16% to 25% |
| City of Racine | Between 1% to 15% |

Q15: What is the current deductible level (for single coverage)?

Answered: 11 Skipped: 1



| ANSWER CHOICES | RESPONSES | |
|---------------------------|-----------|-----------|
| Under \$500 | 45.45% | 5 |
| Between \$501 to \$1000 | 9.09% | 1 |
| Between \$1000 to \$2000 | 27.27% | 3 |
| Between \$2000 and \$3000 | 18.18% | 2 |
| Between \$3000 and \$4000 | 0.00% | 0 |
| Greater than \$4000 | 0.00% | 0 |
| TOTAL | | 11 |

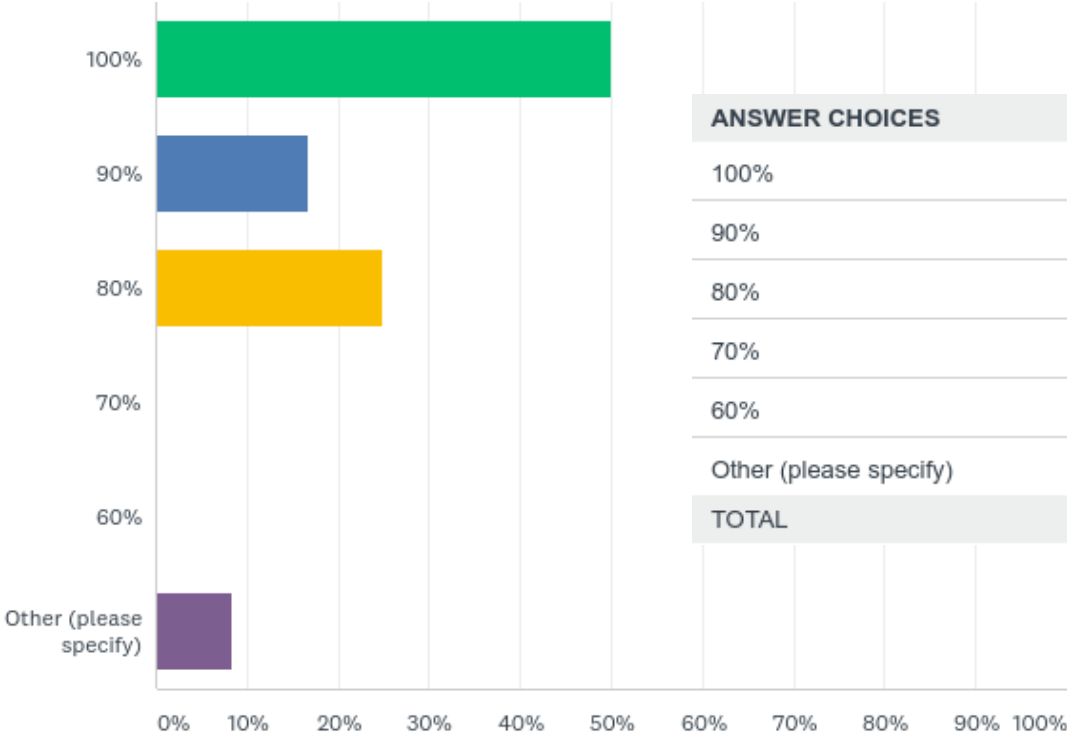
Q15: What is the current deductible level (for single coverage)?

Answered: 11 Skipped: 1

| | What is the current deductible level (for single coverage)? |
|----------------------------|---|
| City of South Milwaukee | Between \$1000 to \$2000 |
| City of New Berlin | Between \$2000 and \$3000 |
| City of West Allis | Under \$500 |
| City of Sheboygan | Between \$1000 to \$2000 |
| City of La Crosse | Under \$500 |
| City of Janesville | Under \$500 |
| City of Oshkosh | Under \$500 |
| City of Brookfield | Between \$1000 to \$2000 |
| Village of Menomonee Falls | Under \$500 |
| City of Cudahy | Between \$2000 and \$3000 |
| Waukesha County | Skipped |
| City of Racine | Between \$501 to \$1000 |

Q16: What is the in-network coinsurance level?

Answered: 12 Skipped: 0



| ANSWER CHOICES | RESPONSES |
|------------------------|-----------|
| 100% | 50.00% 6 |
| 90% | 16.67% 2 |
| 80% | 25.00% 3 |
| 70% | 0.00% 0 |
| 60% | 0.00% 0 |
| Other (please specify) | 8.33% 1 |
| TOTAL | 12 |

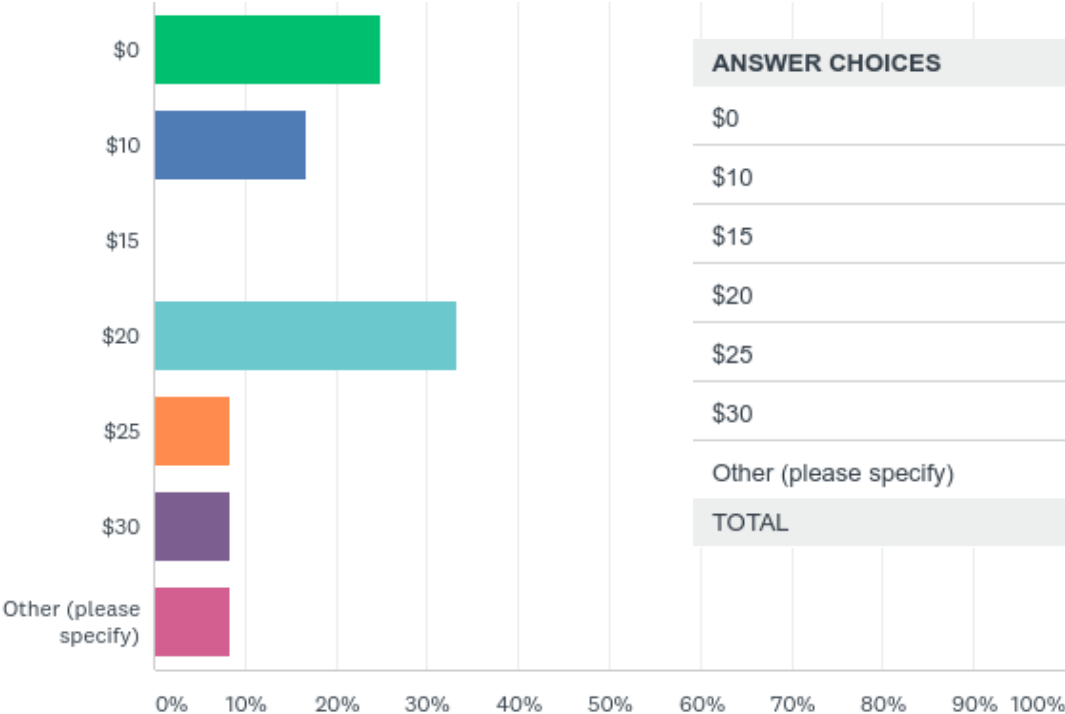
Q16: What is the in-network coinsurance level?

Answered: 12 Skipped: 0

| | What is the in-network coinsurance level? |
|----------------------------|---|
| City of South Milwaukee | 100% |
| City of New Berlin | Other (please specify) |
| City of West Allis | 100% |
| City of Sheboygan | 100% |
| City of La Crosse | 90% |
| City of Janesville | 100% |
| City of Oshkosh | 80% |
| City of Brookfield | 90% |
| Village of Menomonee Falls | 100% |
| City of Cudahy | 100% |
| Waukesha County | 80% |
| City of Racine | 80% |

Q17: What is the Primary Care Physician Office Visit Copay?

Answered: 12 Skipped: 0



| ANSWER CHOICES | RESPONSES |
|------------------------|-----------|
| \$0 | 25.00% 3 |
| \$10 | 16.67% 2 |
| \$15 | 0.00% 0 |
| \$20 | 33.33% 4 |
| \$25 | 8.33% 1 |
| \$30 | 8.33% 1 |
| Other (please specify) | 8.33% 1 |
| TOTAL | 12 |

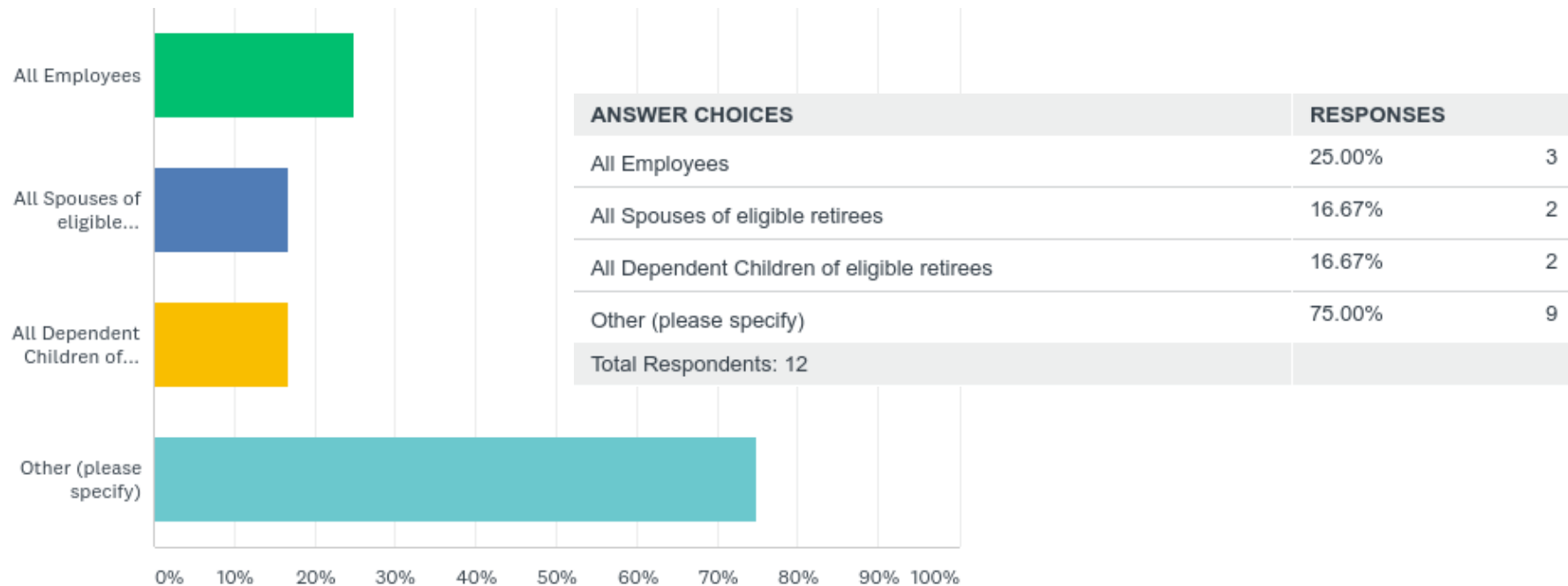
Q17: What is the Primary Care Physician Office Visit Copay?

Answered: 12 Skipped: 0

| | What is the Primary Care Physician Office Visit Copay? | |
|----------------------------|--|--|
| City of South Milwaukee | \$10 | |
| City of New Berlin | \$0 | |
| City of West Allis | \$20 | |
| City of Sheboygan | \$30 | |
| City of La Crosse | \$20 | |
| City of Janesville | \$20 | |
| City of Oshkosh | Other (please specify) | No copay; office visits are subject to deductible and co-insurance |
| City of Brookfield | \$25 | |
| Village of Menomonee Falls | \$20 | |
| City of Cudahy | \$10 | |
| Waukesha County | \$0 | |
| City of Racine | \$0 | |

Q18: Who is eligible for retiree benefits? Please check all that apply.

Answered: 12 Skipped: 0



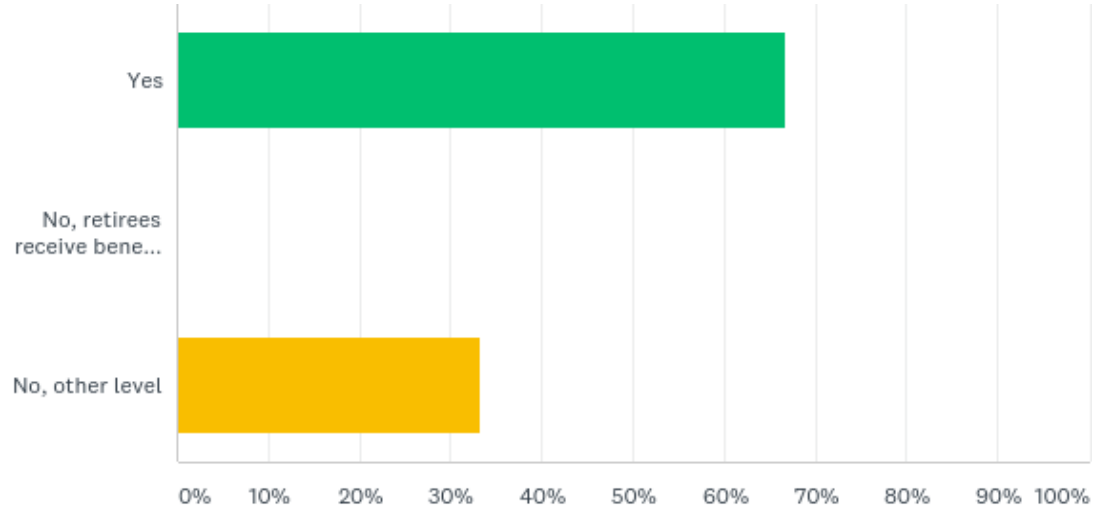
Q18: Who is eligible for retiree benefits? Please check all that apply.

Answered: 12 Skipped: 0

| | Who is eligible for retiree benefits? Please check all that apply. |
|----------------------------|--|
| City of South Milwaukee | Most employees - some new hires not eligible |
| City of New Berlin | All F/T employees |
| City of West Allis | All Employees All Spouses of eligible retirees All Dependent Children of eligible retirees |
| City of Sheboygan | Qualified Police, Fire and Transit by contract, and previously grandfathered Non-Represented employees. |
| City of La Crosse | Retirees hired prior to a defined date, and who meet the years of service requirement and taking an immediate WRS annuity. |
| City of Janesville | All Employees All Spouses of eligible retirees All Dependent Children of eligible retirees |
| City of Oshkosh | Employees who are not otherwise eligible to enroll in Medicare; and, has attained age 55 (or age 50 for protective employees as defined by WRS); and has at least 10 years of continuous City service as an employee. The retiree may carry coverage for their spouse and any eligible dependents. |
| City of Brookfield | All regularly appointed full-time and job-share with 15 continuous years of active service are eligible. Police and Fire who retire on duty-disability need to only have five years of continuous service. |
| Village of Menomonee Falls | Up to 65 |
| City of Cudahy | All Employees |
| Waukesha County | Retirees can participate in a separate retiree plan and pay the full cost. Single and Family coverage available. |
| City of Racine | Employees that started prior to 2007 & age plus years of service equals 75 |

Q19: Do retirees get the same level of benefits as the active employees?

Answered: 12 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|---|-----------|-----------|
| Yes | 66.67% | 8 |
| No, retirees receive benefit they had when they retired | 0.00% | 0 |
| No, other level | 33.33% | 4 |
| TOTAL | | 12 |

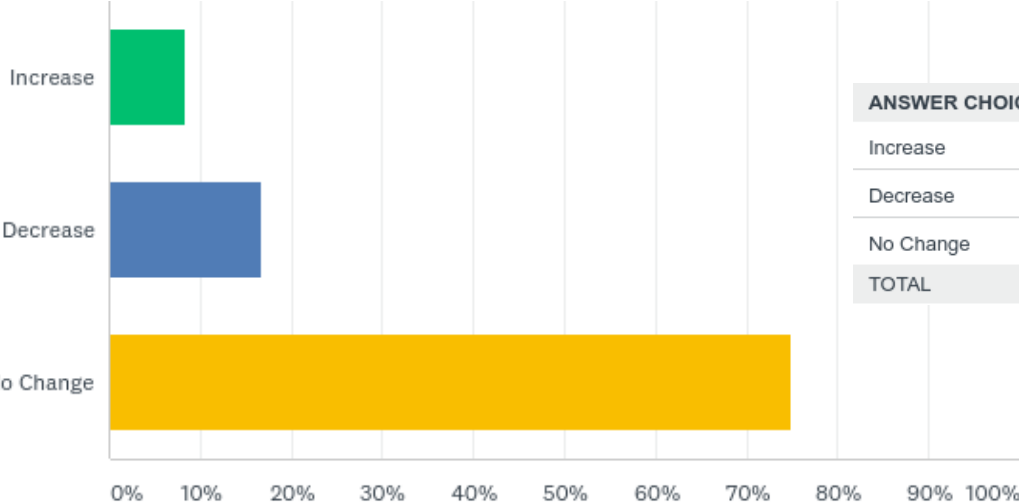
Q19: Do retirees get the same level of benefits as the active employees?

Answered: 12 Skipped: 0

| | Do retirees get the same level of benefits as the active employees? |
|----------------------------|---|
| City of South Milwaukee | No, other level |
| City of New Berlin | Yes |
| City of West Allis | No, other level |
| City of Sheboygan | Yes |
| City of La Crosse | Yes |
| City of Janesville | Yes |
| City of Oshkosh | Yes |
| City of Brookfield | Yes |
| Village of Menomonee Falls | No, other level |
| City of Cudahy | Yes |
| Waukesha County | No, other level |
| City of Racine | Yes |

Q21: Did you increase or decrease retiree benefits?

Answered: 12 Skipped: 0



| ANSWER CHOICES | RESPONSES |
|----------------|-----------|
| Increase | 8.33% 1 |
| Decrease | 16.67% 2 |
| No Change | 75.00% 9 |
| TOTAL | 12 |

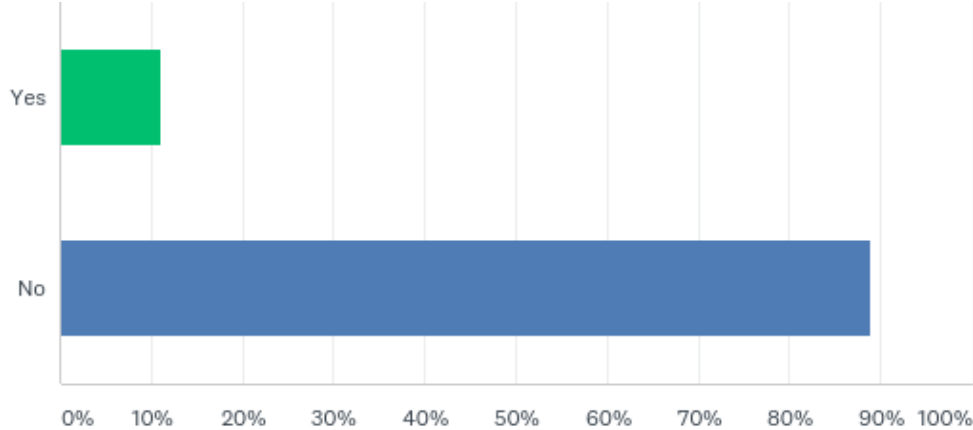
Q21: Did you increase or decrease retiree benefits?

Answered: 12 Skipped: 0

| | If retirees receive a different level of benefits, please describe. | Did you increase or decrease retiree benefits? |
|----------------------------|---|--|
| City of South Milwaukee | Depends on when retired - percentage rates differ | Decrease |
| City of New Berlin | N/A | No Change |
| City of West Allis | this is intricate as retirees prior to 3-1-13 are locked in at the level of benefits at time of retirement but then retirees after 3-1-13 roll w/the active employee benefit levels | No Change |
| City of Sheboygan | N/A | No Change |
| City of La Crosse | - | No Change |
| City of Janesville | N/A | No Change |
| City of Oshkosh | N/A | No Change |
| City of Brookfield | - | Increase |
| Village of Menomonee Falls | they pay their own premiums in full | Decrease |
| City of Cudahy | - | No Change |
| Waukesha County | Different deductible, out of pocket max, rx copay, coinsurance. Retirees pay 100% of cost | No Change |
| City of Racine | Medicare eligible-Medicare Advantage Plan | No Change |

Q22: If you made any changes to retiree benefits, did you grandfather any individuals into your previous benefit?

Answered: 9 Skipped: 3



| ANSWER CHOICES | RESPONSES | |
|----------------|-----------|----------|
| Yes | 11.11% | 1 |
| No | 88.89% | 8 |
| TOTAL | | 9 |

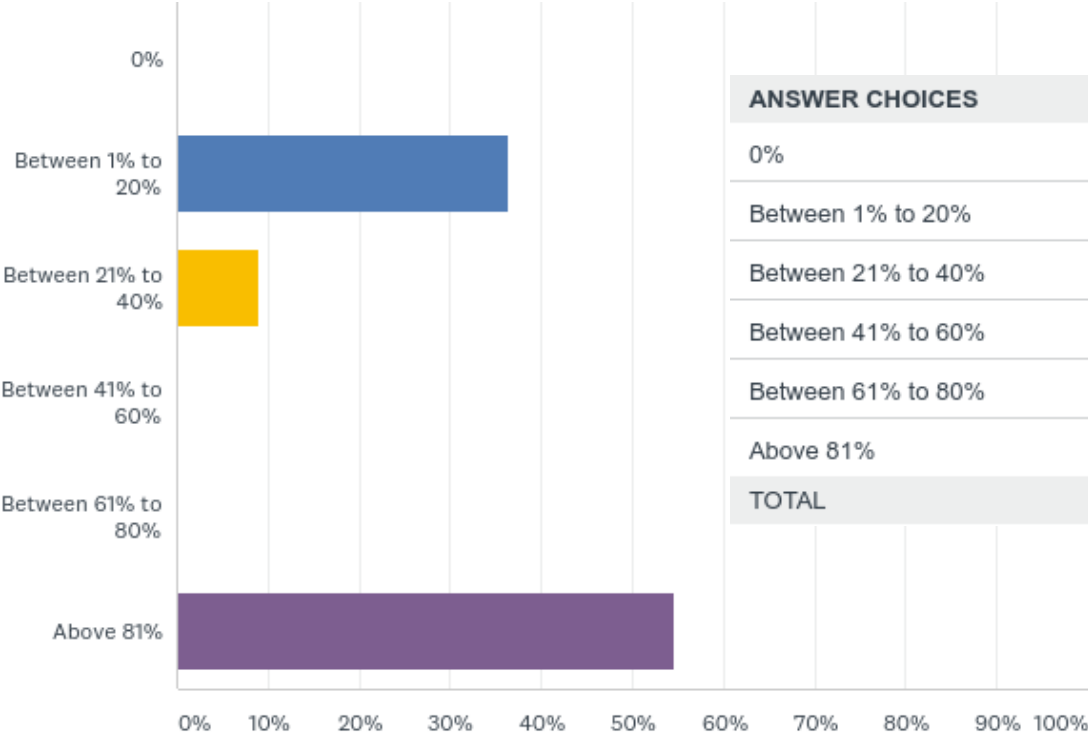
Q22: If you made any changes to retiree benefits, did you grandfather any individuals into your previous benefit?

Answered: 9 Skipped: 3

| | If you made any changes to retiree benefits, did you grandfather any individuals into your previous benefit? |
|----------------------------|--|
| City of South Milwaukee | No |
| City of New Berlin | No |
| City of West Allis | Skipped |
| City of Sheboygan | Yes |
| City of La Crosse | Skipped |
| City of Janesville | No |
| City of Oshkosh | No |
| City of Brookfield | No |
| Village of Menomonee Falls | No |
| City of Cudahy | No |
| Waukesha County | No |
| City of Racine | Skipped |

Q23: What percentage of premiums do your retirees pay, if any?

Answered: 11 Skipped: 1



| ANSWER CHOICES | RESPONSES |
|--------------------|-----------|
| 0% | 0.00% 0 |
| Between 1% to 20% | 36.36% 4 |
| Between 21% to 40% | 9.09% 1 |
| Between 41% to 60% | 0.00% 0 |
| Between 61% to 80% | 0.00% 0 |
| Above 81% | 54.55% 6 |
| TOTAL | 11 |

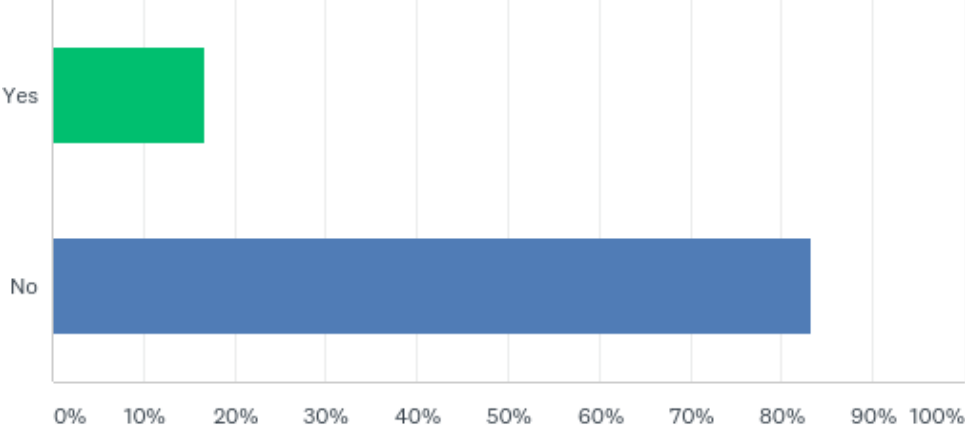
Q23: What percentage of premiums do your retirees pay, if any?

Answered: 11 Skipped: 1

| | What percentage of premiums do your retirees pay, if any? |
|----------------------------|---|
| City of South Milwaukee | Between 21% to 40% |
| City of New Berlin | Above 81% |
| City of West Allis | Skipped |
| City of Sheboygan | Above 81% |
| City of La Crosse | Between 1% to 20% |
| City of Janesville | Between 1% to 20% |
| City of Oshkosh | Above 81% |
| City of Brookfield | Above 81% |
| Village of Menomonee Falls | Above 81% |
| City of Cudahy | Between 1% to 20% |
| Waukesha County | Above 81% |
| City of Racine | Between 1% to 20% |

Q24: Are retirees required to participate in any wellness activities?

Answered: 12 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|----------------|-----------|----|
| Yes | 16.67% | 2 |
| No | 83.33% | 10 |
| TOTAL | | 12 |

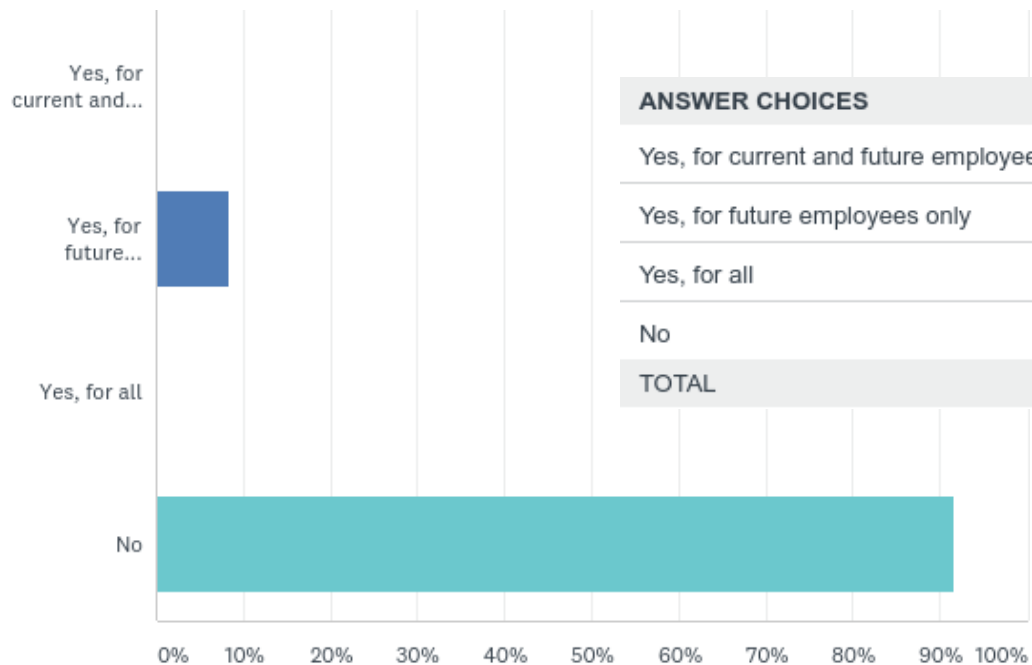
Q24: Are retirees required to participate in any wellness activities?

Answered: 12 Skipped: 0

| | Are retirees required to participate in any wellness activities? |
|----------------------------|--|
| City of South Milwaukee | Yes |
| City of New Berlin | No |
| City of West Allis | No |
| City of Sheboygan | No |
| City of La Crosse | No |
| City of Janesville | No |
| City of Oshkosh | No |
| City of Brookfield | No |
| Village of Menomonee Falls | Yes |
| City of Cudahy | No |
| Waukesha County | No |
| City of Racine | No |

Q26: Have you eliminated retiree benefits?

Answered: 12 Skipped: 0



| ANSWER CHOICES | RESPONSES |
|---------------------------------------|-----------|
| Yes, for current and future employees | 0.00% 0 |
| Yes, for future employees only | 8.33% 1 |
| Yes, for all | 0.00% 0 |
| No | 91.67% 11 |
| TOTAL | 12 |

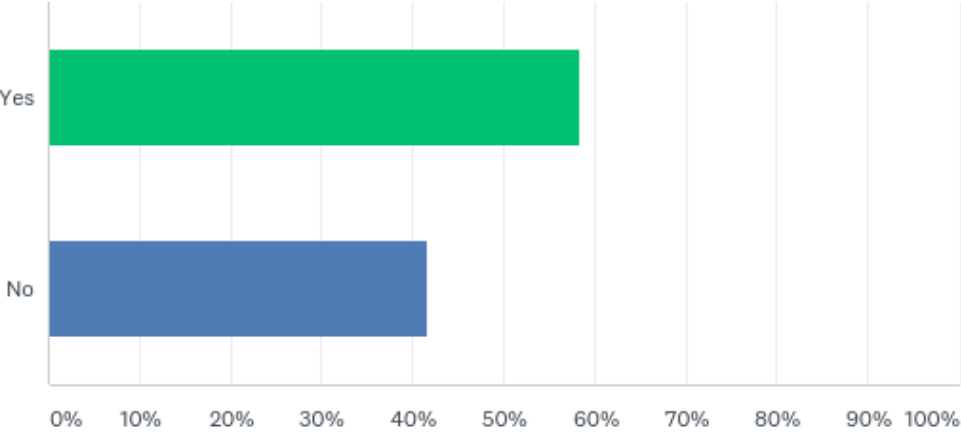
Q26: Have you eliminated retiree benefits?

Answered: 12 Skipped: 0

| | Are retiree benefits phased out after a certain number of years? | Have you eliminated retiree benefits? |
|----------------------------|--|---------------------------------------|
| City of South Milwaukee | Age 65 or Medicare eligible | No |
| City of New Berlin | They utilize sick bank converted into \$ to pay for full premiums - once that is used up, they are offered COBRA for up to 18 months | No |
| City of West Allis | for certain groups (exclusive of police and fire union members), benefits exhausted upon Medicaid/Title 19/Medicare Parts A and B eligibility (some groups effective 4-1-08 others 3-1-12) | No |
| City of Sheboygan | No. | No |
| City of La Crosse | At age 65. | Yes, for future employees only |
| City of Janesville | At age 65. | No |
| City of Oshkosh | Once they reach Medicare eligibility, they may no longer carry the retiree medical insurance. Their spouse, however, may continue until they reach Medicare eligibility. | No |
| City of Brookfield | When Medicare eligible | No |
| Village of Menomonee Falls | Age 65 | No |
| City of Cudahy | 5 years for general employees | No |
| Waukesha County | No | No |
| City of Racine | No | No |

Q27: Do you have different benefits for Police and Fire in comparison to other employees?

Answered: 12 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|----------------|-----------|----|
| Yes | 58.33% | 7 |
| No | 41.67% | 5 |
| TOTAL | | 12 |

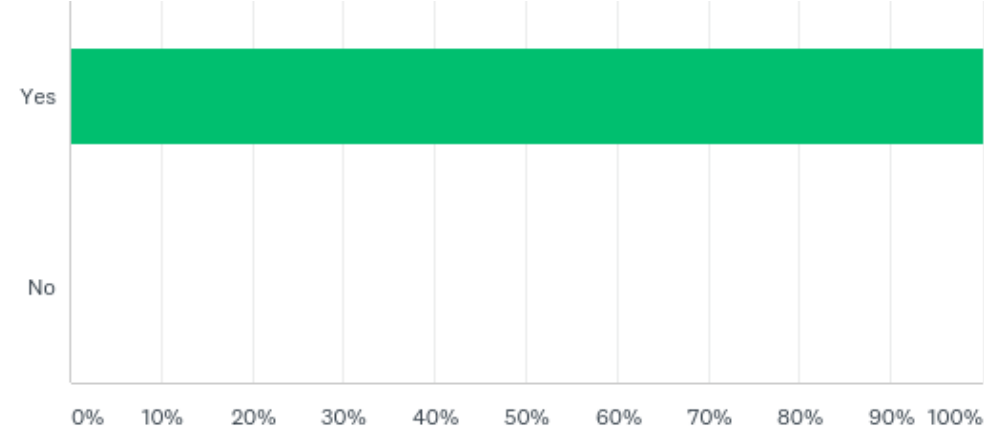
Q27: Do you have different benefits for Police and Fire in comparison to other employees?

Answered: 12 Skipped: 0

| | Do you have different benefits for Police and Fire in comparison to other employees? | If you offer different benefits for Police and Fire, please describe the differences. | Other Postemployment Benefit (OPEB) liability |
|----------------------------|--|---|--|
| City of South Milwaukee | Yes | Retiree health benefits per contract. New non-union employees not eligible at same level. | \$22,258,712, 9/28/2015, GASB 45 |
| City of New Berlin | Yes | All is the same other than those covered by a bargaining unit in which they also have an additional retirement plan that the City contributes to help pay full city premiums following retirement | N/A |
| City of West Allis | Yes | retiree program eligibility - see question 25 | ~140 million, 2017 |
| City of Sheboygan | Yes | Once qualified for WRS retirement, Police and Fire can move on to "Retiree" insurance until Medicare Eligibility. Other employees are eligible for COBRA | |
| City of La Crosse | No | For Fire employees hired prior to Act 10, employees have a \$2500 deductible. (No WRS contribution) | |
| City of Janesville | No | N/A | \$41,473,664, January 1, 2016, GASB No. 43/45 |
| City of Oshkosh | No | N/A | \$5,375,052, March 31, 2017 for period ending December 31, 2016, GASB 45 |
| City of Brookfield | Yes | Depending on hire date, Police and Fire receive \$500 during retirement toward health insurance premiums | |
| Village of Menomonee Falls | No | | |
| City of Cudahy | Yes | Retired police and fire prior to a year certain pay 0% of premium. After year certain, they pay the same as active employees at time of retirement. | 6,066,025, 12/31/2016, GASB 43/45 |
| Waukesha County | Yes | Deputy Sheriffs only have access to High Deductible Health plan. They do not have access to our POS plan. | 0 |
| City of Racine | No | | |

Q30: Do you offer a dental plan?

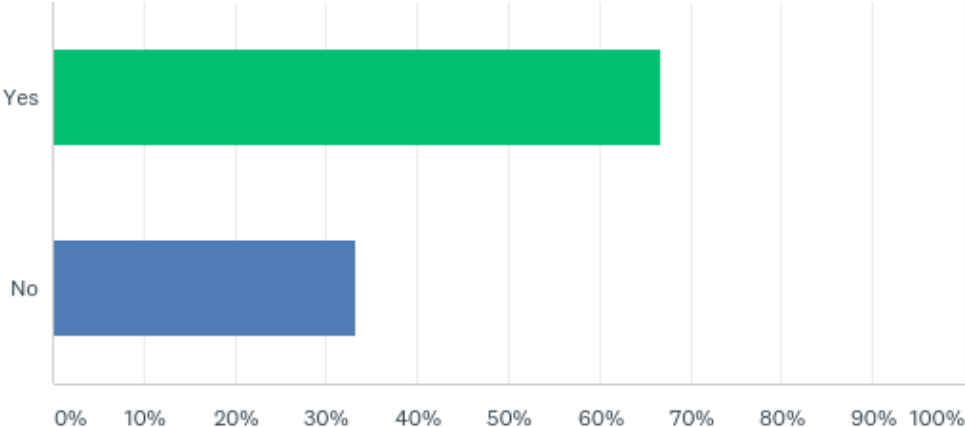
Answered: 12 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|----------------|-----------|-----------|
| Yes | 100.00% | 12 |
| No | 0.00% | 0 |
| TOTAL | | 12 |

Q31: If you offer dental coverage, do you offer to retirees?

Answered: 12 Skipped: 0

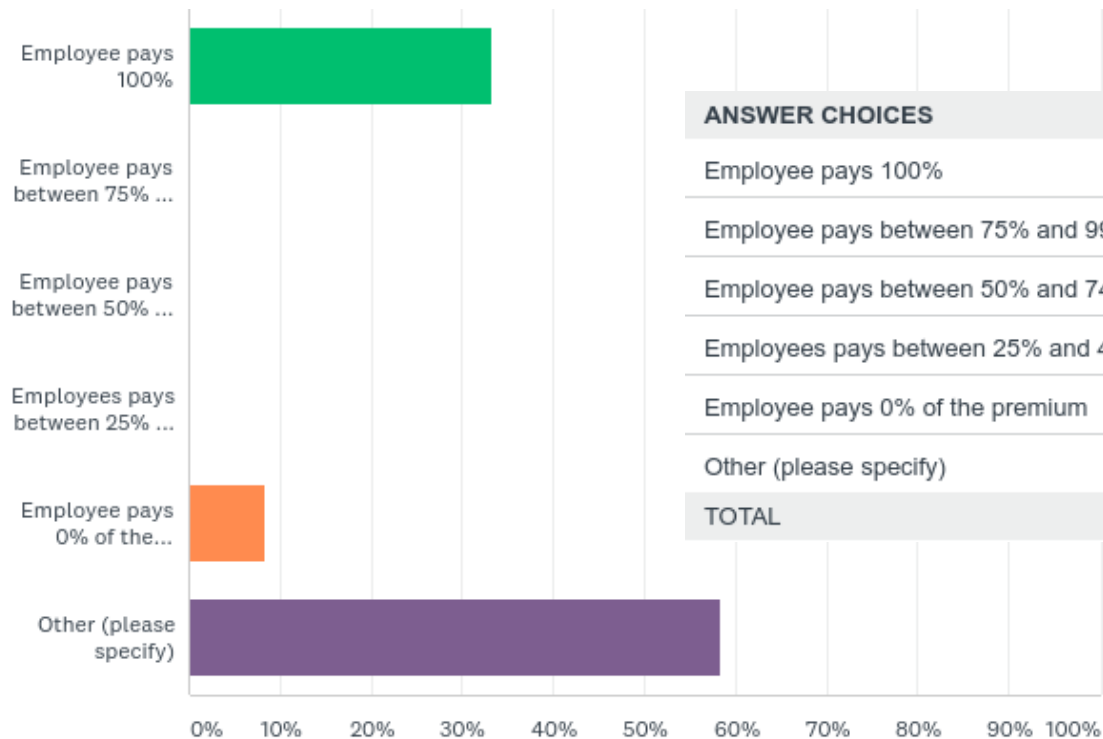


| | If you offer dental coverage, do you offer to retirees? |
|----------------------------|---|
| City of South Milwaukee | Yes |
| City of New Berlin | Yes |
| City of West Allis | Yes |
| City of Sheboygan | No |
| City of La Crosse | Yes |
| City of Janesville | Yes |
| City of Oshkosh | No |
| City of Brookfield | Yes |
| Village of Menomonee Falls | Yes |
| City of Cudahy | No |
| Waukesha County | Yes |
| City of Racine | No |

| ANSWER CHOICES | RESPONSES | |
|----------------|-----------|----|
| Yes | 66.67% | 8 |
| No | 33.33% | 4 |
| TOTAL | | 12 |

Q32: If you offer dental coverage, what is the employee premium share?

Answered: 12 Skipped: 0



| ANSWER CHOICES | RESPONSES |
|---|-----------|
| Employee pays 100% | 33.33% 4 |
| Employee pays between 75% and 99% of the premium | 0.00% 0 |
| Employee pays between 50% and 74% of the premium | 0.00% 0 |
| Employees pays between 25% and 49% of the premium | 0.00% 0 |
| Employee pays 0% of the premium | 8.33% 1 |
| Other (please specify) | 58.33% 7 |
| TOTAL | 12 |

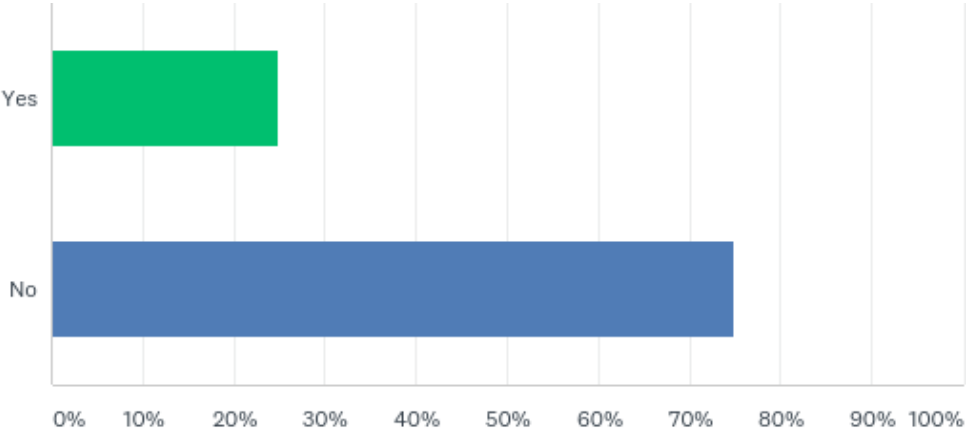
Q32: If you offer dental coverage, what is the employee premium share?

Answered: 12 Skipped: 0

| | If you offer dental coverage, what is the employee premium share? | |
|----------------------------|---|---|
| City of South Milwaukee | Other (please specify) | Employees pay \$20 family \$10 single, Retirees to age 65 pay full premium to remain in plan. |
| City of New Berlin | Employee pays 0% of the premium | |
| City of West Allis | Other (please specify) | 0.5+ FTE part-time employees contribute based on FTE; full-time employee pays \$0 |
| City of Sheboygan | Other (please specify) | 15% |
| City of La Crosse | Employee pays 100% | |
| City of Janesville | Other (please specify) | approx 13% |
| City of Oshkosh | Other (please specify) | Employee pays 15% of the premium |
| City of Brookfield | Other (please specify) | 20% |
| Village of Menomonee Falls | Other (please specify) | ZERO for Delta & Overage of Delta Dental costs for Anthem |
| City of Cudahy | Employee pays 100% | |
| Waukesha County | Employee pays 100% | |
| City of Racine | Employee pays 100% | |

Q33: Do you have an outcomes based wellness program?

Answered: 12 Skipped: 0

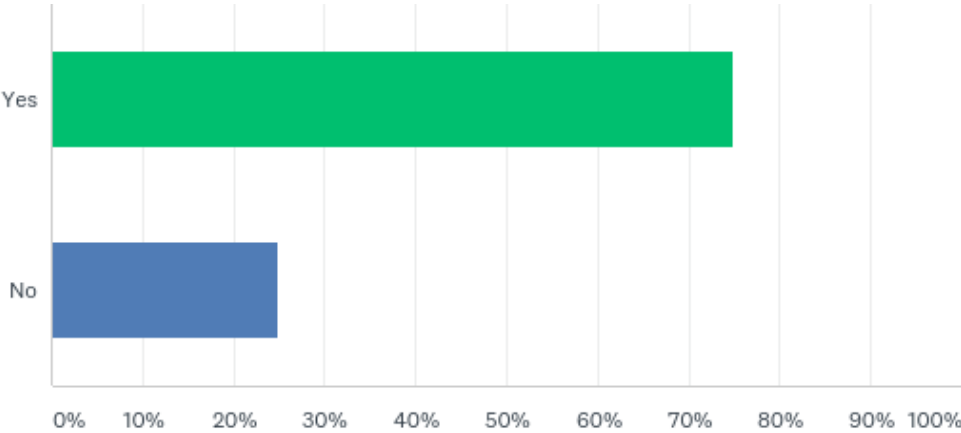


| ANSWER CHOICES | RESPONSES | |
|----------------|-----------|-----------|
| Yes | 25.00% | 3 |
| No | 75.00% | 9 |
| TOTAL | | 12 |

| | Do you have an outcomes based wellness program? | If you offer a outcomes based wellness program, what are the requirements? |
|----------------------------|---|--|
| City of South Milwaukee | Yes | Employee and Spouse must participate in wellness program associated with the health plan or the employee pays an additional 8% of the health premium the following year (City pays 80% instead of 88%) |
| City of New Berlin | No | N/A |
| City of West Allis | No | N/A |
| City of Sheboygan | Yes | 1100 Points (HRA participation is worth up to 1000) |
| City of La Crosse | No | N/A |
| City of Janesville | No | N/A |
| City of Oshkosh | No | N/A |
| City of Brookfield | No | N/A |
| Village of Menomonee Falls | Yes | Silver Status |
| City of Cudahy | No | N/A |
| Waukesha County | No | N/A |
| City of Racine | No | N/A |

Q35: Do you offer Sick time as a PTO Benefit?

Answered: 12 Skipped: 0

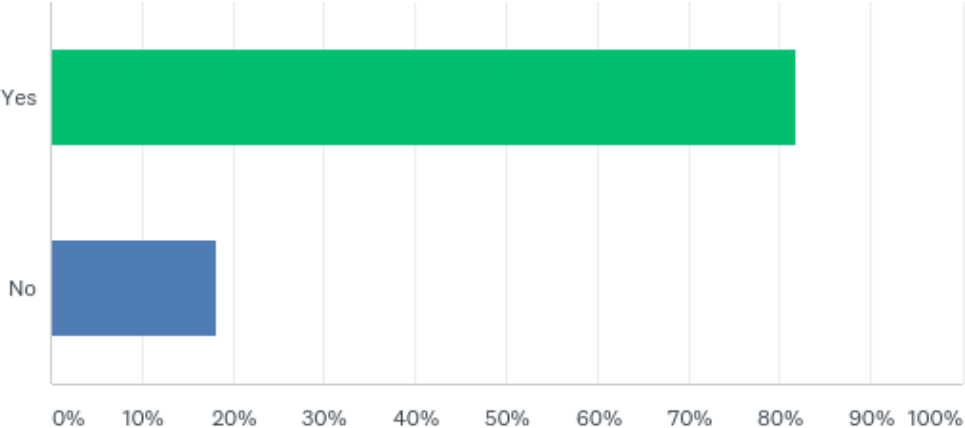


| | Do you offer Sick time as a PTO Benefit? |
|----------------------------|--|
| City of South Milwaukee | Yes |
| City of New Berlin | No |
| City of West Allis | No |
| City of Sheboygan | No |
| City of La Crosse | Yes |
| City of Janesville | Yes |
| City of Oshkosh | Yes |
| City of Brookfield | Yes |
| Village of Menomonee Falls | Yes |
| City of Cudahy | Yes |
| Waukesha County | Yes |
| City of Racine | Yes |

| ANSWER CHOICES | RESPONSES | |
|----------------|-----------|-----------|
| Yes | 75.00% | 9 |
| No | 25.00% | 3 |
| TOTAL | | 12 |

Q36: If you offer Sick time as a PTO Benefit, do benefits accrue?

Answered: 11 Skipped: 1

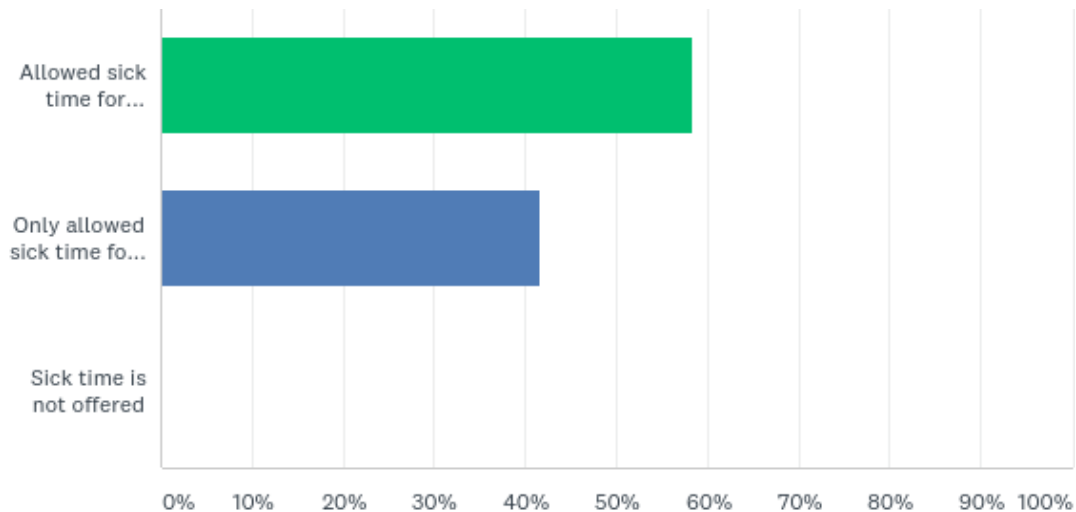


| | If you offer Sick time as a PTO Benefit, do benefits accrue? |
|----------------------------|--|
| City of South Milwaukee | Yes |
| City of New Berlin | No |
| City of West Allis | |
| City of Sheboygan | No |
| City of La Crosse | Yes |
| City of Janesville | Yes |
| City of Oshkosh | Yes |
| City of Brookfield | Yes |
| Village of Menomonee Falls | Yes |
| City of Cudahy | Yes |
| Waukesha County | Yes |
| City of Racine | Yes |

| ANSWER CHOICES | RESPONSES | |
|----------------|-----------|-----------|
| Yes | 81.82% | 9 |
| No | 18.18% | 2 |
| TOTAL | | 11 |

Q37: For sick leave, is this just used for an employee's illness? Or are they allowed to take sick to take care of a family member?

Answered: 12 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|--|-----------|-----------|
| Allowed sick time for employee's illness and family member's illness | 58.33% | 7 |
| Only allowed sick time for employee's illness | 41.67% | 5 |
| Sick time is not offered | 0.00% | 0 |
| TOTAL | | 12 |

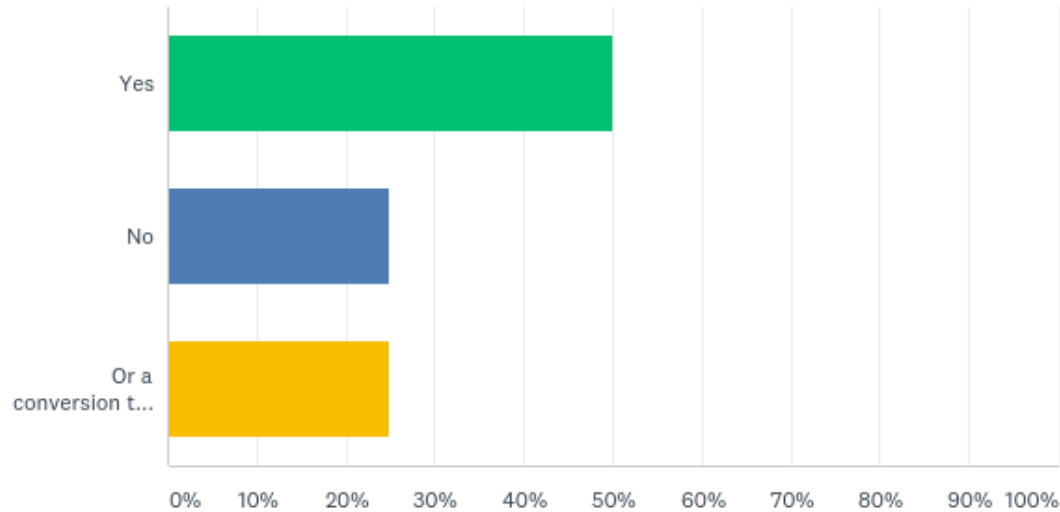
Q37: For sick leave, is this just used for an employee's illness? Or are they allowed to take sick to take care of a family member?

Answered: 12 Skipped: 0

| | For sick leave, is this just used for an employee's illness? Or are they allowed to take sick to take care of a family member? |
|----------------------------|--|
| City of South Milwaukee | Allowed sick time for employee's illness and family member's illness |
| City of New Berlin | Allowed sick time for employee's illness and family member's illness |
| City of West Allis | Only allowed sick time for employee's illness |
| City of Sheboygan | Only allowed sick time for employee's illness |
| City of La Crosse | Only allowed sick time for employee's illness |
| City of Janesville | Allowed sick time for employee's illness and family member's illness |
| City of Oshkosh | Allowed sick time for employee's illness and family member's illness |
| City of Brookfield | Only allowed sick time for employee's illness |
| Village of Menomonee Falls | Only allowed sick time for employee's illness |
| City of Cudahy | Allowed sick time for employee's illness and family member's illness |
| Waukesha County | Allowed sick time for employee's illness and family member's illness |
| City of Racine | Allowed sick time for employee's illness and family member's illness |

Q38: Do you provide a payout at retirement for accumulated sick leave?

Answered: 12 Skipped: 0

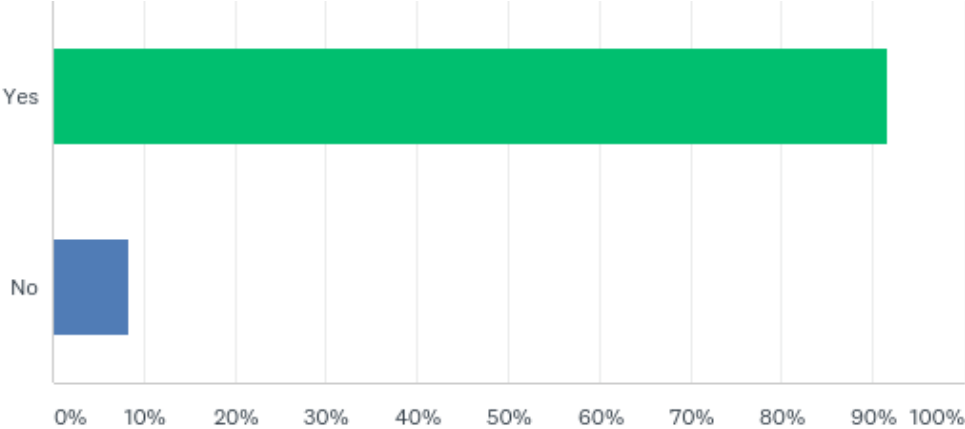


| ANSWER CHOICES | RESPONSES | |
|--|-----------|-----------|
| Yes | 50.00% | 6 |
| No | 25.00% | 3 |
| Or a conversion to pay retiree health insurance premiums | 25.00% | 3 |
| TOTAL | | 12 |

| | Do you provide a payout at retirement for accumulated sick leave? |
|----------------------------|---|
| City of South Milwaukee | Yes |
| City of New Berlin | Or a conversion to pay retiree health insurance premiums |
| City of West Allis | No |
| City of Sheboygan | Or a conversion to pay retiree health insurance premiums |
| City of La Crosse | Yes |
| City of Janesville | No |
| City of Oshkosh | Yes |
| City of Brookfield | No |
| Village of Menomonee Falls | Yes |
| City of Cudahy | Yes |
| Waukesha County | Or a conversion to pay retiree health insurance premiums |
| City of Racine | Yes |

Q39: Do you offer Vacation time as PTO Benefit?

Answered: 12 Skipped: 0

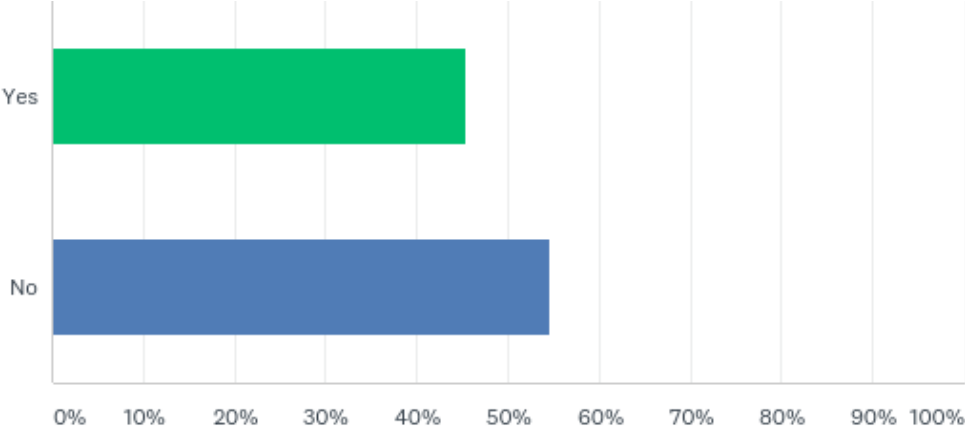


| | Do you offer Vacation time as PTO Benefit? |
|----------------------------|--|
| City of South Milwaukee | Yes |
| City of New Berlin | Yes |
| City of West Allis | No |
| City of Sheboygan | Yes |
| City of La Crosse | Yes |
| City of Janesville | Yes |
| City of Oshkosh | Yes |
| City of Brookfield | Yes |
| Village of Menomonee Falls | Yes |
| City of Cudahy | Yes |
| Waukesha County | Yes |
| City of Racine | Yes |

| ANSWER CHOICES | RESPONSES | |
|----------------|-----------|-----------|
| Yes | 91.67% | 11 |
| No | 8.33% | 1 |
| TOTAL | | 12 |

Q40: If you offer Vacation time as a PTO Benefit, do benefits accrue?

Answered: 11 Skipped: 1

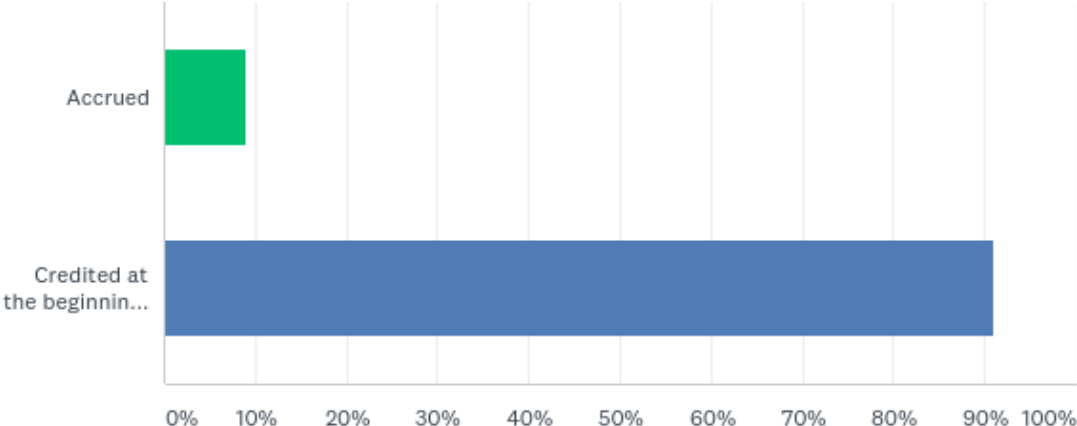


| | If you offer Vacation time as a PTO Benefit, do benefits accrue? |
|----------------------------|--|
| City of South Milwaukee | No |
| City of New Berlin | Yes |
| City of West Allis | Skipped |
| City of Sheboygan | No |
| City of La Crosse | No |
| City of Janesville | Yes |
| City of Oshkosh | No |
| City of Brookfield | No |
| Village of Menomonee Falls | Yes |
| City of Cudahy | No |
| Waukesha County | Yes |
| City of Racine | Yes |

| ANSWER CHOICES | RESPONSES | |
|----------------|-----------|-----------|
| Yes | 45.45% | 5 |
| No | 54.55% | 6 |
| TOTAL | | 11 |

Q41: If Vacation time is accrued or credited at the beginning of the year?

Answered: 11 Skipped: 1

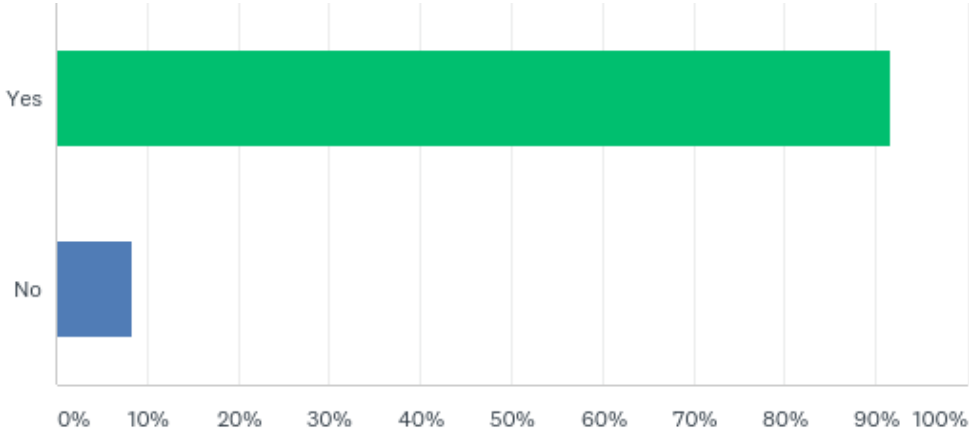


| | If Vacation time is accrued or credited at the beginning of the year? |
|----------------------------|---|
| City of South Milwaukee | Credited at the beginning of the year |
| City of New Berlin | Credited at the beginning of the year |
| City of West Allis | Credited at the beginning of the year |
| City of Sheboygan | Credited at the beginning of the year |
| City of La Crosse | Credited at the beginning of the year |
| City of Janesville | Credited at the beginning of the year |
| City of Oshkosh | Credited at the beginning of the year |
| City of Brookfield | Credited at the beginning of the year |
| Village of Menomonee Falls | Credited at the beginning of the year |
| City of Cudahy | |
| Waukesha County | Accrued |
| City of Racine | Credited at the beginning of the year |

| ANSWER CHOICES | RESPONSES |
|---------------------------------------|-----------|
| Accrued | 9.09% 1 |
| Credited at the beginning of the year | 90.91% 10 |
| TOTAL | 11 |

Q42: Do you offer Holiday time as PTO Benefit?

Answered: 12 Skipped: 0

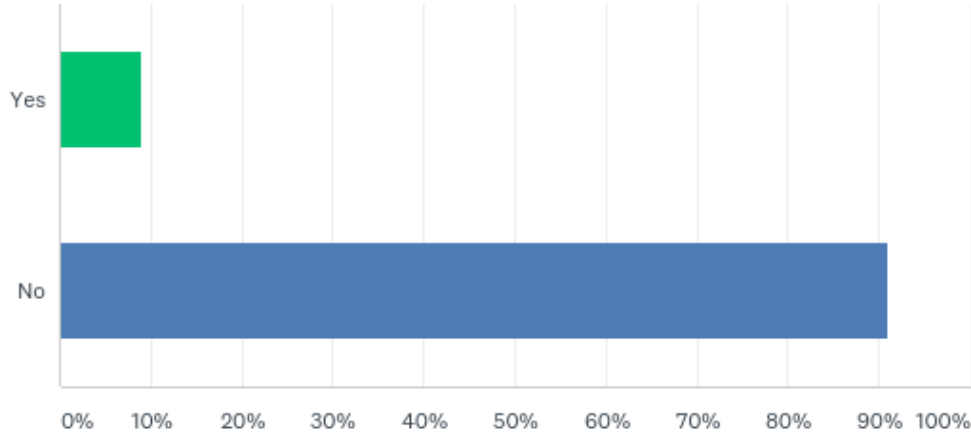


| | Do you offer Holiday time as PTO Benefit? |
|----------------------------|---|
| City of South Milwaukee | Yes |
| City of New Berlin | Yes |
| City of West Allis | No |
| City of Sheboygan | Yes |
| City of La Crosse | Yes |
| City of Janesville | Yes |
| City of Oshkosh | Yes |
| City of Brookfield | Yes |
| Village of Menomonee Falls | Yes |
| City of Cudahy | Yes |
| Waukesha County | Yes |
| City of Racine | Yes |

| ANSWER CHOICES | RESPONSES | |
|----------------|-----------|-----------|
| Yes | 91.67% | 11 |
| No | 8.33% | 1 |
| TOTAL | | 12 |

Q43: If you offer Holiday time as a PTO Benefit, do benefits accrue?

Answered: 11 Skipped: 1

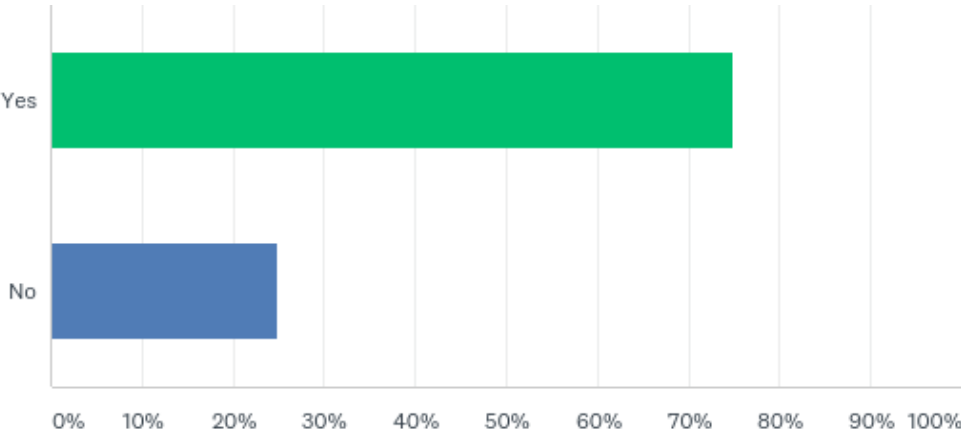


| | If you offer Holiday time as a PTO Benefit, do benefits accrue? |
|----------------------------|---|
| City of South Milwaukee | No |
| City of New Berlin | No |
| City of West Allis | Skipped |
| City of Sheboygan | Yes |
| City of La Crosse | No |
| City of Janesville | No |
| City of Oshkosh | No |
| City of Brookfield | No |
| Village of Menomonee Falls | No |
| City of Cudahy | No |
| Waukesha County | No |
| City of Racine | No |

| ANSWER CHOICES | RESPONSES | |
|----------------|-----------|-----------|
| Yes | 9.09% | 1 |
| No | 90.91% | 10 |
| TOTAL | | 11 |

Q44: Do you offer Random Holiday as a PTO Benefit?

Answered: 12 Skipped: 0

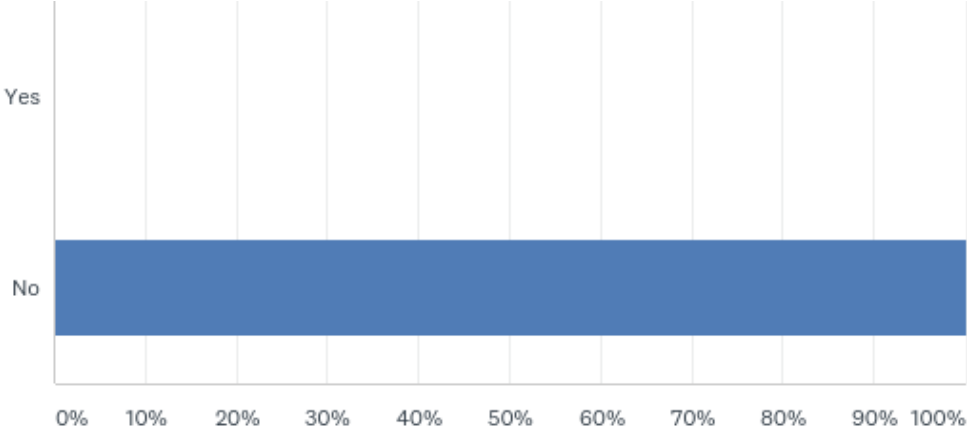


| ANSWER CHOICES | RESPONSES |
|----------------|-----------|
| Yes | 75.00% 9 |
| No | 25.00% 3 |
| TOTAL | 12 |

| | Do you offer Random Holiday as a PTO Benefit? |
|----------------------------|---|
| City of South Milwaukee | Yes |
| City of New Berlin | No |
| City of West Allis | No |
| City of Sheboygan | No |
| City of La Crosse | Yes |
| City of Janesville | Yes |
| City of Oshkosh | Yes |
| City of Brookfield | Yes |
| Village of Menomonee Falls | Yes |
| City of Cudahy | Yes |
| Waukesha County | Yes |
| City of Racine | Yes |

Q45: If you offer Random Holiday as a PTO Benefit, do benefits accrue?

Answered: 11 Skipped: 1

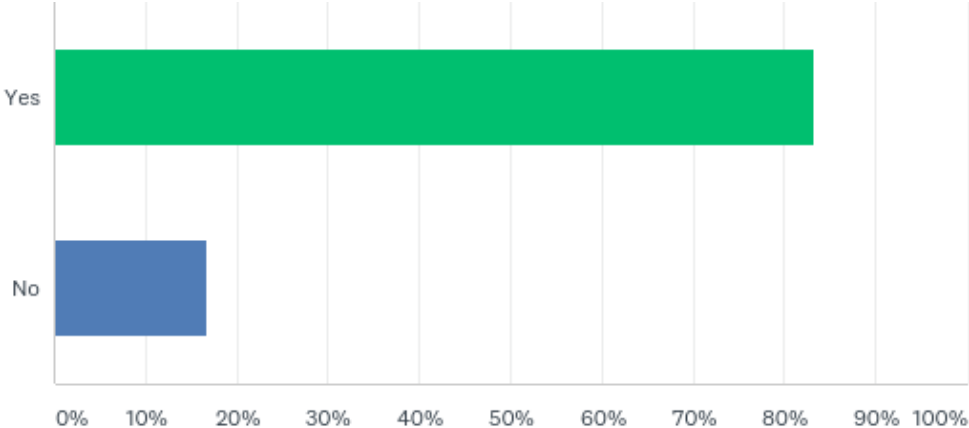


| ANSWER CHOICES | RESPONSES | |
|----------------|-----------|-----------|
| Yes | 0.00% | 0 |
| No | 100.00% | 11 |
| TOTAL | | 11 |

| | If you offer Random Holiday as a PTO Benefit, do benefits accrue? |
|----------------------------|---|
| City of South Milwaukee | No |
| City of New Berlin | No |
| City of West Allis | Skipped |
| City of Sheboygan | No |
| City of La Crosse | No |
| City of Janesville | No |
| City of Oshkosh | No |
| City of Brookfield | No |
| Village of Menomonee Falls | No |
| City of Cudahy | No |
| Waukesha County | No |
| City of Racine | No |

Q46: Do you offer Funeral attendance as a PTO Benefit?

Answered: 12 Skipped: 0

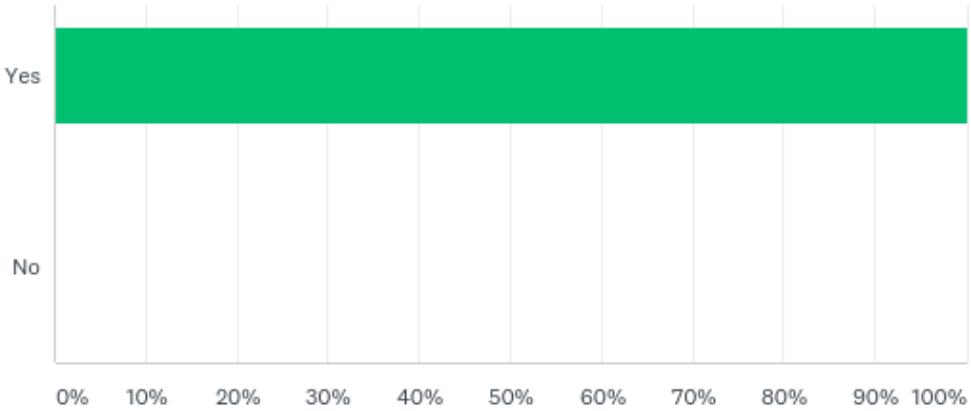


| ANSWER CHOICES | RESPONSES | |
|----------------|-----------|-----------|
| Yes | 83.33% | 10 |
| No | 16.67% | 2 |
| TOTAL | | 12 |

| | Do you offer Funeral attendance as a PTO Benefit? |
|----------------------------|---|
| City of South Milwaukee | Yes |
| City of New Berlin | Yes |
| City of West Allis | No |
| City of Sheboygan | No |
| City of La Crosse | Yes |
| City of Janesville | Yes |
| City of Oshkosh | Yes |
| City of Brookfield | Yes |
| Village of Menomonee Falls | Yes |
| City of Cudahy | Yes |
| Waukesha County | Yes |
| City of Racine | Yes |

Q47: Do you pay employees for jury duty?

Answered: 12 Skipped: 0

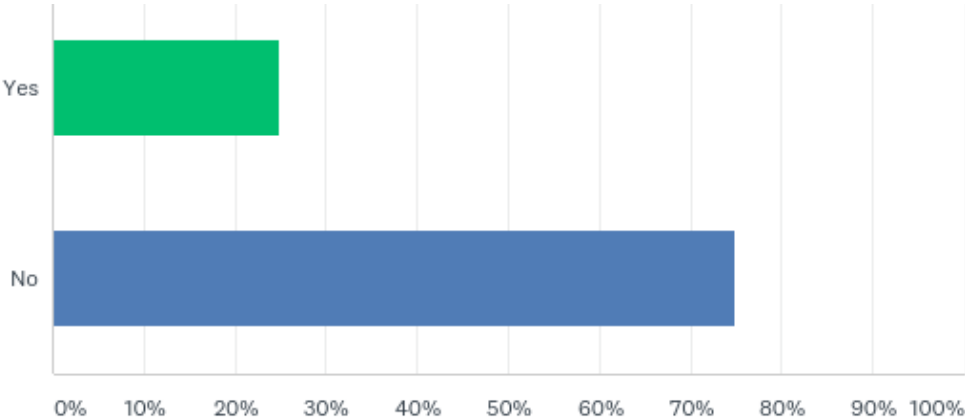


| ANSWER CHOICES | RESPONSES | |
|----------------|-----------|-----------|
| Yes | 100.00% | 12 |
| No | 0.00% | 0 |
| TOTAL | | 12 |

| | Do you pay employees for jury duty? |
|----------------------------|-------------------------------------|
| City of South Milwaukee | Yes |
| City of New Berlin | Yes |
| City of West Allis | Yes |
| City of Sheboygan | Yes |
| City of La Crosse | Yes |
| City of Janesville | Yes |
| City of Oshkosh | Yes |
| City of Brookfield | Yes |
| Village of Menomonee Falls | Yes |
| City of Cudahy | Yes |
| Waukesha County | Yes |
| City of Racine | Yes |

Q48: Do you offer Doctor's appointments as a PTO Benefit.

Answered: 12 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|----------------|-----------|-----------|
| Yes | 25.00% | 3 |
| No | 75.00% | 9 |
| TOTAL | | 12 |

| | Do you offer Doctor's appointments as a PTO Benefit. |
|----------------------------|--|
| City of South Milwaukee | No |
| City of New Berlin | Yes |
| City of West Allis | No |
| City of Sheboygan | Yes |
| City of La Crosse | No |
| City of Janesville | No |
| City of Oshkosh | Yes |
| City of Brookfield | No |
| Village of Menomonee Falls | No |
| City of Cudahy | No |
| Waukesha County | No |
| City of Racine | No |

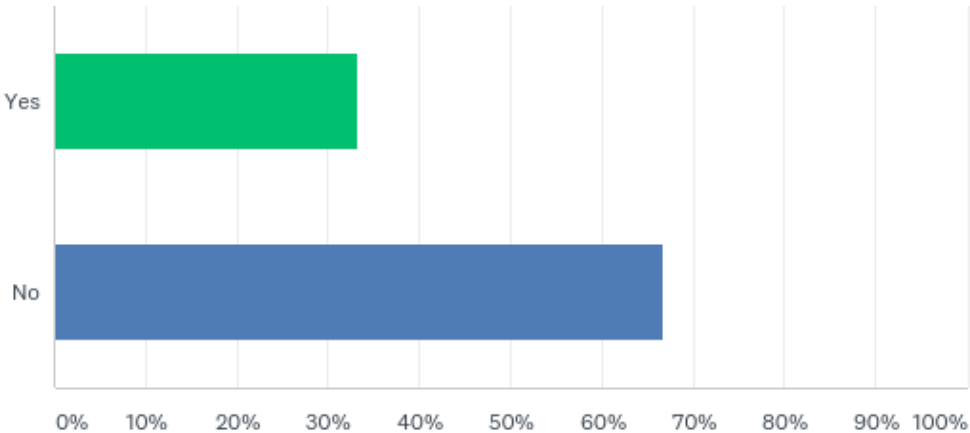
Q49: If you offer Doctor's appointments as a PTO Benefit, do benefits accrue?

Answered: 9 Skipped: 3

| | If you offer Doctor's appointments as a PTO Benefit, do benefits accrue? | Do you offer any other PTO Benefits? |
|----------------------------|--|--|
| City of South Milwaukee | No | Floating holiday (Random holidays) are 2 days per year. Prorated for part time employees as well. |
| City of New Berlin | Yes | NO |
| City of West Allis | | offered as separate programs, not part of PTO Plan: Donation of Time Program, Military Leave, Worker's Compensation; we also offer unpaid leave via our Voluntary Time Off program |
| City of Sheboygan | Yes | 80 hours of discretionary pay replaced 12 days sick leave. Previously earned Sick Leave Time was frozen. |
| City of La Crosse | | In reference to the term PTO, I am responding to these as a form of paid time off, however it is not a PTO plan. Each benefit: vacation, sick leave, funeral leave, holidays, etc. are separate benefits. We also offer Family Care days, and Personal business day, however both come from the employees accrued sick leave bank. Vacation is a use it or lose it benefit - with the ability to carryover up to 2 weeks only. |
| City of Janesville | No | |
| City of Oshkosh | Yes | As a note, dr. appointment PTO is the same as our sick time benefits. Employees may use sick time for their doctor appointments that cannot be scheduled outside working hours. |
| City of Brookfield | No | No |
| Village of Menomonee Falls | No | Comp Time, |
| City of Cudahy | No | 3 personal days that do not accrue |
| Waukesha County | | We do not have a formal PTO program, the way I interpreted and answered the questions reflect we have separate vacation, sick leave, holiday and floating holiday paid time off benefits, they are not consolidated into a formal PTO program. If you were looking for formal PTO programs, change my responses to no. |
| City of Racine | No | |

Q49: If you offer Doctor's appointments as a PTO Benefit, do benefits accrue?

Answered: 9 Skipped: 3



| ANSWER CHOICES | RESPONSES | |
|----------------|-----------|---|
| Yes | 33.33% | 3 |
| No | 66.67% | 6 |
| TOTAL | | 9 |