



City of West Allis

Legislation Details (With Text)

File #: R-2019-0874 **Version:** 2

Type: Resolution **Status:** Adopted

File created: 12/3/2019 **In control:** Administration and Finance Committee (INACTIVE)

On agenda: 12/3/2019 **Final action:** 1/7/2020

Title: Resolution establishing health insurance plan, funding levels, employee health care premium contributions, and Health Savings Contributions for the plan year March 1, 2020 through February 28, 2021.

Sponsors: Administration and Finance Committee (INACTIVE)

Indexes:

Code sections:

Attachments: 1. R-2019-0874 signed, 2. Plan Decrements 12-9-19, 3. Claim Examples, 4. 2018 Benefits Survey Summary_3, 5. benefits survey, 6. 12.17.09 Plan Decrements, 7. 1.1.20 Decrementsv3, 8. Televised Links.Health Insurance, 9. PP 1.2.19 A&FUpload, 10. 1.7.20 Option 1, 11. 1.7.20 Option 2 Retiree Only Plan, 12. 2020 Insurance Rates - with Dental and Vision RECOMMENDATION FOR COUNCIL 12-17-19, 13. 2020 Insurance Rates - with Dental and Vision FINAL APPROVED BY COUNCIL 1-7-2020

Date	Ver.	Action By	Action	Result
1/15/2020	2	Mayor	Signed/Enacted	
1/7/2020	2	Common Council	Adopted As Amended	Pass
1/7/2020	2	Administration and Finance Committee (INACTIVE)		Pass
1/7/2020	2	Administration and Finance Committee (INACTIVE)		
1/2/2020	2	Administration and Finance Committee (INACTIVE)	Held	
12/17/2019	2	Administration and Finance Committee (INACTIVE)	Held	
12/17/2019	1	Administration and Finance Committee (INACTIVE)		
12/9/2019	1	Administration and Finance Committee (INACTIVE)	Discussed	
12/3/2019	1	Administration and Finance Committee (INACTIVE)	Held	
12/3/2019	1	Common Council		
12/3/2019	1	Common Council		

Resolution establishing health insurance plan, funding levels, employee health care premium contributions, and Health Savings Contributions for the plan year March 1, 2020 through February 28, 2021.

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 premium level options for the 2020-2021 plan year for health insurance; and

WHEREAS, staff recommends establishing the health insurance plan and premiums for health insurance as outlined in the attached.

NOW, THEREFORE, BE IT RESOLVED by the Common Council of the City of West Allis that approval is granted:

1. To approve self-funded health insurance, dental insurance, and visions insurance plans and the recommended premiums for the 2020-21 plan year in the attached.
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 \$1000 for a family for eligible employees/retirees who are enrolled in the Anthem HDHP.
4. To approve the original recommendations for decrements and the related options to mitigate impacts, including the family savings plan for actives and retirees, expansion of the retiree provisional program, and limitation of the retiree percentage increases to no greater than double active increases based on each groups costs.
5. In addition to the original recommendations for decrements, provide Option 1 with its related decrements and requirements for participation. Retirees shall have the ability to choose if they wish the Original Recommendations or Option 1 subject to the procedures set forth by Human Resources.

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.