

ENROLLED ORDINANCE 174-077

APPROVE 2020 SALARY AND BENEFIT MODIFICATIONS FOR NON-REPRESENTED EMPLOYEES AND ALLOW ACCESS FOR RETIREES TO THE WAUKESHA EMPLOYEE HEALTH AND WELLNESS CENTER AS PART OF A PILOT PROGRAM

WHEREAS, it is necessary to maintain competitive salary and benefits systems and structures to attract and retain a qualified work force; and

WHEREAS, the County recognizes the importance of maintaining and adjusting the salary ranges consistent with the overall market; and

WHEREAS, the cost of health insurance continues to increase and is a major budget driver which, therefore, requires the County to evaluate and recommend changes to the plan design; and

WHEREAS, modifying the compensation policy for Psychiatrists for weekends and holidays will enable the County to comply with statutory obligations, to retain and maintain staffing levels at the mental health center, and to provide services at a lower cost; and

WHEREAS, the retiree group health insurance (pre-Medicare) plan has been experiencing significant losses and retirees will see premium increases of 27% for 2020; and

WHEREAS, to maintain the long-term viability of the retiree group health insurance (pre-Medicare) plan and lessen the impact of the 2020 premium increase, the County is proposing a one year pilot, fully funded through retiree premiums, providing access for retirees on the retiree group health insurance (pre-Medicare) plan to the Waukesha Employee Health and Wellness Center; and

WHEREAS, the County has provided for the fiscal impact of this ordinance in the County budget for 2020.

THE COUNTY BOARD OF SUPERVISORS OF THE COUNTY OF WAUKESHA ORDAINS effective January 4, 2020, a salary range adjustment of two percent (2%) will be applied to the non-represented 2019 salary ranges.

BE IT FURTHER ORDAINED effective January 1, 2020, the previously established salary policy which authorizes additional compensation of \$650 per day to the Clinical Director, Chief Psychiatrist, and other regular full time or regular part time Psychiatrists who are assigned and work on weekends and holidays in order for the County to meet our regulatory obligations to conduct inpatient assessments, be increased to \$750 per day when assigned and performing these duties.

BE IT FURTHER ORDAINED effective January 1, 2020, the following modifications are made to the health insurance plans:

A. Co-Insurance Changes The co-insurance decreases from 80/20 to 70/30 for not using a Tier One provider when available. If Tier One provider is used, co-insurance remains at 80/20.

B. Choice Plus Health Insurance Plan

Deductibles

In-Network Single Plan: Increase from \$500 to \$600
Family Plan: Increase from \$1,500 to \$1,800

Out-of-Network Single Plan: Increase from \$1,000 to \$1,200
Family Plan: Increase from \$3,000 to \$3,600

Co-Insurance

In-Network Single Plan: Increase from \$1,500 to \$1,800
Family Plan: Increase from \$3,500 to \$4,200

Out-of-Network Single Plan: Increase from 3,000 to \$3,600
Family Plan: Increase from \$7,000 to \$8,400

Total Out of Pocket Maximum

In-Network Single Plan: Increase from \$2,000 to \$2,400
Family Plan Increase from \$5,000 to \$6,000

Out-of-Network Single Plan: Increase from \$4,000 to \$4,800
Family Plan: Increase from \$10,000 to \$12,000

C. HSA High Deductible Insurance Plan The County contribution will decrease from \$500 to \$300 if neither the employee nor the spouse complete the health risk assessment program.

BE IT FURTHER ORDAINED effective January 1, 2020, retirees enrolled in the retiree group health insurance (pre-Medicare) plan will have access to the Waukesha Employee Health & Wellness Center through a one-year pilot program. The office visit fees and prescription co-pays will be the same as the High Deductible Health Plan office visit fees.

FISCAL NOTE

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Sections of the ordinance with fiscal implications include the following:

Across-the-Board Increase

This ordinance authorizes a 2.0% across-the-board wage increase for all non-represented 2019 salary ranges effective January 4, 2020. This would include all employees except elected officials and those represented by a collective bargaining agreement.

The fiscal impact of these changes is illustrated below:

	2019 Wages & Benefits Base	2020 ATB Changes	2020 Wages & Benefits Base	%
Salaries	\$77,063,869	\$1,541,278	\$78,605,147	2.00%
Retirement	\$5,134,249	\$102,685	\$5,236,934	2.00%
Social Security	\$5,837,792	\$119,014	\$5,956,806	2.00%
Total	\$88,035,910	\$1,762,977	\$89,798,887	2.00%

Additional compensation for working on weekends and holidays

This ordinance authorizes an increase of \$100, from \$650 to \$750 additional compensation per day for the Clinical Director, the Chief Psychiatrist, and other regular full time or regular part time Psychiatrists who are assigned and work on weekends and holidays. The fiscal impact of this is under \$2,000 annually.

Health Plan Changes

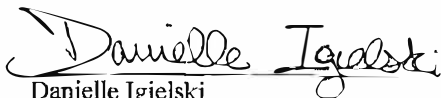
This ordinance authorizes changes in the co-insurance percentage cost share for when tier one providers are available and not selected (from 80%/20% to 70%/30%). In addition, this ordinance increases the deductible and out of pocket maximum levels for the Choice Plus Health Insurance Plan. Based on an analysis by the County's actuary, these changes result in approximately \$120,000 in cost savings.

Lastly, this ordinance authorizes a reduction in the County contribution to employee health savings accounts when neither the employee nor the spouse complete the health risk assessment program by \$200, from \$500 to \$300. The projected fiscal impact of these health plan changes is a reduction of approximately \$20,000.

Allowing Retirees enrolled in the retiree group health insurance

This ordinance authorizes retirees enrolled in the retiree group health insurance (pre-Medicare) plan access to the Waukesha Employee Health & Wellness Center. Retirees will pay the same co-pays as employees in the high deductible health plan. The projected fiscal impact is neutral to the County due to 2020 increases in the retiree health plan premiums.

The annual net impact of all the provisions of the ordinance is estimated at nearly \$1,625,000. About \$553,000 of this amount is funded in the 2020 Adopted Budget with non-levy sources (fees, grants, contracts, intergovernmental revenue), with the remaining approximately \$1,072,000 funded with budgeted levy.



Danielle Igielski
Accounting Services Manager

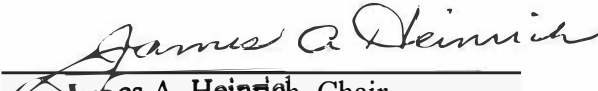
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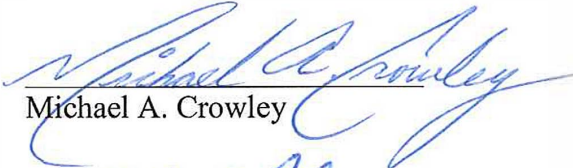
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Presented by:
Human Resources Committee

Approved by:
Finance Committee


Larry Nelson, Chair


James A. Heinrich, Chair


Michael A. Crowley

absent
Timothy Dondlinger


Joel R. Gaughan


Tyler J. Foti


William Mitchell

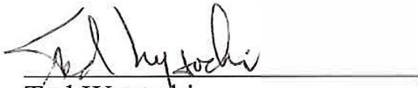

Thomas A. Michalski

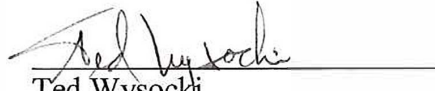

Thomas A. Michalski

absent
Richard Morris

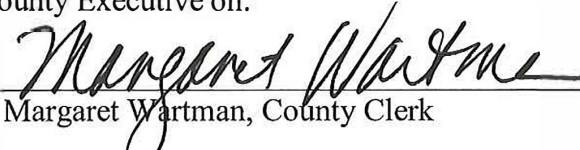

Jeremy Walz


Duane E. Paulson


Ted Wysocki


Ted Wysocki

The foregoing legislation adopted by the County Board of Supervisors of Waukesha County, Wisconsin, was presented to the County Executive on:

Date: 12/20/19, 
Margaret Wartman, County Clerk

The foregoing legislation adopted by the County Board of Supervisors of Waukesha County, Wisconsin, is hereby:

Approved: X
Vetoed: _____

Date: 12-20-19, 
Paul Farrow, County Executive

Ordinance 174-O-080



Approve 2023 Salary And Benefit Modifications For Non-Represented Employees And Allow Access For Officers To The Waukesha Employee Health And Welfare Letter As Set Out In A Plan Document

VOTE RESULTS: Passed By Majority Vote

AYE: 23

NAY: 0

ABSENT: 2

D1 - Foti	Yes
D2 - Zimmermann	Yes
D3 - Morris	Yes
D4 - Batzko	ABSENT
D5 - Dondlinger	Yes
D6 - Walz	ABSENT
D7 - Grant	Yes
D8 - Michalski	Yes
D9 - Heinrich	Yes
D10 - Swan	Yes
D11 - Howard	Yes
D12 - Wolff	Yes
D13 - Decker	Yes

D14 - Wood	Yes
D15 - Mitchell	Yes
D16 - Crowley	Second
D17 - Paulson	Yes
D18 - Nelson	Motion
D19 - Cummings	Yes
D20 - Schellinger	Yes
D21 - Gaughan	Yes
D22 - Wysocki	Yes
D23 - Hammitt	Yes
D24 - Whittow	Yes
D25 - Johnson	Yes