

Personnel  
2-19-18

18-0178

**RESOLUTION**

**2019 Health Insurance Plan**

**WHEREAS**, the City has historically contributed towards the premium costs of a City insurance plan (currently Anthem Blue Cross Blue Shield, self-insured Well Priority Plan) to general employees, police officers, and firefighters, and the Central States health insurance plan offered by the Teamsters to Transit Drivers and Streets Laborers; and,

**WHEREAS**, at a meeting held on February 5, 2018, the Personnel Committee recommended contributing towards the premiums of only the City insurance plan unless required by collective bargaining agreement in 2019; and,

**WHEREAS**, moving as many employees as possible to the City's plan will help the City realize efficiencies in the Human Resources and Finance Departments and create a more consistent benefits structure for the City; and,

**WHEREAS**, this decision will financially benefit this City since the current Central States plan requires all eligible employees to participate in family coverage, which in turn, requires the City to pay the family premium for all employees on this plan, regardless of whether the employees wish to enroll; and,

**WHEREAS**, the Central States plan requires all participants to begin paying premiums immediately upon hire, but does not allow the participant to become effectively covered until the participant has contributed eight weeks of premiums toward the plan; and,

**WHEREAS**, making this decision now will allow impacted employees time to explore their insurance options before open enrollment.

**NOW, THEREFORE, BE IT RESOLVED** by the Mayor and Common Council of the City of Manitowoc that effective January 1, 2019, the City will pay premium costs towards the City insurance plan only, unless otherwise required by collective bargaining agreement.

**FEB 19 2018**

Introduced \_\_\_\_\_

Adopted \_\_\_\_\_

Approved \_\_\_\_\_

\_\_\_\_\_  
Justin Nickels, Mayor

This Resolution was drafted by Kathleen M. McDaniel, City Attorney

**Fiscal Impact:** n/a  
**Funding Source:** n/a  
**Finance Director Approval:** /sc  
**Approved as to form:** /kmm