



Delivering better healthcare over the long haul

March 20, 2018

Ms. Kathleen M. McDaniel  
City of Manitowoc  
900 Quay Street  
Manitowoc, WI 54220

Sent via email.

Dear Ms. McDaniel:

I would like to take this opportunity to thank the City of Manitowoc for giving me the opportunity to address the City Council yesterday regarding the Department of Public Works (DPW) employees. Over the next few weeks, I would like to work together with the Personnel Committee to address concerns you have TeamCare and resolve any outstanding issues.

As a follow-up to my presentation yesterday, this letter is to confirm the rates that I stated at the City Council Meeting on March 19, 2018 regarding the City of Manitowoc's DPW employees with Local Union 662. Based on the demographics of the group, and the request from the City for multi-tiered rates, TeamCare can provide the following rates:

PLAN C6 FULL PLAN, WITH RETIREE COVERAGE		
COMPOSITE	\$385.70	
TWO-TIER	\$197.40	\$385.70

If the City agrees to move forward with the Two-Tier rate option for the DPW employees, TeamCare will conduct an enrollment so that employees who wish to move Employee Only coverage can do so. I would anticipate that we can complete the enrollment and make any changes to both the enrollment and billing effective June 1<sup>st</sup> or July 1<sup>st</sup>. We will work with the City on the details.

In addition, I have done analysis based of the City of Manitowoc's healthcare costs for the last two years and compared those to the TeamCare rates in effect during that time. Based on our analysis, TeamCare can provide a much improved medical, prescription, dental and vision plan for all employees, while saving the City substantial money. In my analysis and in an effort to compare to "apples to apples", I did not include the cost of retiree coverage, life insurance, or short-term disability in either the healthcare costs, or the TeamCare rates. If the Personnel Committee is interested in discussing this further, even if just to explore the possibility and review of our analysis, please let me know.

If the City needs any additional information prior to the April 2, 2018 meeting, please let us know.

Sincerely,

Michael Mullane  
Director of Marketing Communications and Field Service Group

cc: Beth Kirchman