

Personnel
4-16-18

18-0379

RESOLUTION TO OFFER TWO-TIER CENTRAL STATES FOR DEPARTMENT OF PUBLIC INFRASTRUCTURE – STREETS LABORERS

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 the majority of employees (City Hall, Library, Rahr-West, Wastewater, and sworn and non-sworn Police and Fire) and the Central States plan offered by the Teamsters to Transit Drivers and Streets Laborers; and,

WHEREAS, the City has historically contributed the cost of the employer share of the premium on the City’s plan to the Central States plan offered by the Teamsters, with any additional cost borne by the employees; and

WHEREAS, Central States previously only offered a blended plan that required all employees selecting Central States coverage to take family coverage, regardless of family status; and

WHEREAS, Central States has now offered a two-tier plan to allow Streets Laborers to select a single or family plan rather than the blended rate; and

WHEREAS, at a meeting held on April 2, 2018, the Personnel Committee recommended that Human Resources and the City Attorney draft a letter informing Central States of the City’s desire to move to the two-tier plan, effective July 1st, 2018; and

WHEREAS, this decision will financially benefit the 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 blended premium for all employees on this plan, regardless of whether the employees wish to enroll.

.NOW, THEREFORE, BE IT RESOLVED by the Mayor and Common Council of the City of Manitowoc that effective July 1st, 2018, the City will contribute the cost of the employer share of the single or family premium on the City’s plan to the Central States plan selected by each Teamsters Streets Laborer employee, with any additional cost borne by the employees through payroll deductions.

BE IT FURTHER RESOLVED that each Streets Laborer shall inform the City by July 1, 2018 of which plan they have selected, and sign a payroll deduction form to authorize biweekly deductions of any premium cost which exceeds the City’s contribution.

BE IT FURTHER RESOLVED that the Human Resources Director, Finance Director, and City Attorney are directed to take any steps necessary and execute any agreements to make these changes.

APR 16 2018

Introduced _____ Adopted _____ Approved _____

Justin M. Nickels, Mayor

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

Fiscal Impact:	Budget Neutral, may result in savings to City if employees select single plan
Funding Source:	n/a
Finance Director Approval:	/sc
Approved as to form:	/kmm