

ENROLLED ORDINANCE 175-62

APPROVE 2021 SALARY AND BENEFIT MODIFICATIONS FOR NON-REPRESENTED EMPLOYEES AND CONTINUE TO ALLOW ACCESS FOR RETIREES ON THE HEALTH INSURANCE PROGRAM 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 County compensation philosophy is to continue to reassign job classifications from the step plan salary structure to the pay for performance open salary ranges; 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, the retiree group health insurance (pre-Medicare) plan has been experiencing continued negative claims experience and retirees will see premium increases of 25% for 2021; and

WHEREAS, to maintain the long-term viability of the retiree group health insurance (pre-Medicare) plan and lessen the impact of the 2021 premium increase and limiting interruptions to healthcare during a national health emergency, the County is proposing continuing access, for retirees on the retiree group health insurance (pre-Medicare) plan to the Waukesha Employee Health and Wellness Center for 2021; and

WHEREAS, the County has provided for the fiscal impact of this ordinance in the County budget for 2021.

THE COUNTY BOARD OF SUPERVISORS OF THE COUNTY OF WAUKESHA ORDAINS effective January 2, 2021, a salary range adjustment of one and one-half percent (1.5%) will be applied to the non-represented 2020 salary ranges.

BE IT FURTHER ORDAINED that effective January 2, 2020, the Patrol Worker classification be moved from Step Range 11 (2020 annual salary \$45,656 - \$60,258) to the pay for performance Open Salary Range 6 (2020 annual salary \$46,738 - \$61,838).

BE IT FURTHER ORDAINED effective January 1, 2021, the following modifications are made to the health insurance plans:

A. Choice Plus Health Insurance Plan

Deductibles

In-Network

Single Plan: Increase from \$600 to \$800

Family Plan: Increase from \$1,800 to \$2,400

Out-of-Network	Single Plan:	Increase from \$1,200 to \$1,600
	Family Plan:	Increase from \$3,600 to \$4,800
Total Out of Pocket Maximum		
In-Network	Single Plan:	Increase from \$2,400 to \$2,600
	Family Plan:	Increase from \$6,000 to \$6,600
Out-of-Network	Single Plan:	Increase from \$4,800 to \$10,000
	Family Plan:	Increase from \$12,000 to \$20,000
Retail Prescription Drug Copay		
Tier 2		Increase from \$30 to \$35
Tier 3		Increase from \$40 to \$50
Tier 4		Increase from \$100 to \$200

B. High Deductible Health Insurance Plan

Deductibles		
In-Network	Single Plan:	Increase from \$1,900 to \$2,100
	Family Plan:	Increase from \$3,800 to \$4,200
Out-of-Network	Single Plan:	Increase from \$3,800 to \$4,200
	Family Plan:	Increase from \$7,600 to \$8,400
Total Out of Pocket Maximum		
In-Network	Single Plan:	Increase from \$3,050 to \$3,250
	Family Plan:	Increase from \$6,100 to \$6,500
Out-of-Network	Single Plan:	Increase from \$6,100 to \$10,000
	Family Plan:	Increase from \$12,200 to \$20,000
Retail Prescription Drug Copay		
Tier 2		Increase from \$30 to \$35
Tier 3		Increase from \$40 to \$50
Tier 4		Increase from \$100 to \$200

C. County Health Savings Account Contribution: The annual County contribution will decrease from \$300 to \$0 (Zero) if neither the employee nor the spouse complete the health risk assessment (HRA) program.

D. Premium Cost Share for Choice Plus Health Insurance: The monthly premium cost share for single coverage if no HRA is completed and for family coverage if the employee and/or spouse do not complete the health risk assessment (HRA) program shall be changed to the following:


Single (0 HRAs)	Increase from 25% to 30%
Family (1 HRA)	Increase from 23% to 25%
Family (0 HRAs)	Increase from 25% to 30%

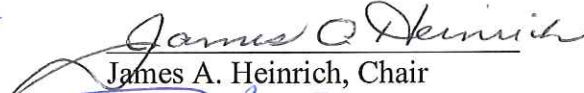
BE IT FURTHER ORDAINED effective January 1, 2021, retirees enrolled in the retiree group health insurance (pre-Medicare) plan will have access to the Waukesha Employee Health & Wellness Center in 2021 for an extension of the pilot program. The office visit fees and prescription co-pays will be the same as the High Deductible Health Plan office visit fees.

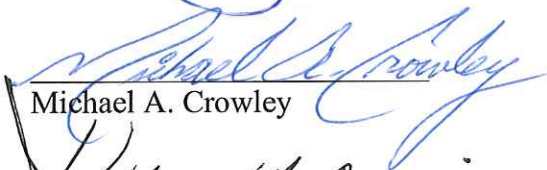
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HEALTH AND WELLNESS CENTER AS PART OF A PILOT PROGRAM

Presented by:
Human Resources Committee

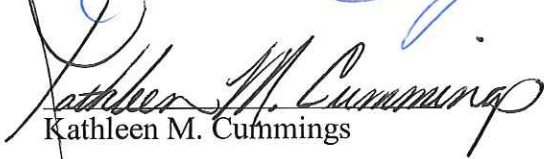
Approved by:
Finance Committee


David D. Zimmermann, Chair

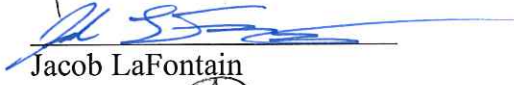

James A. Heinrich, Chair


Michael A. Crowley

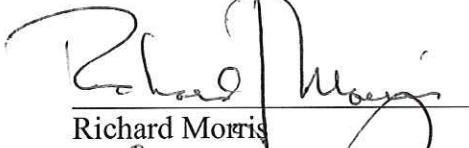

Tyler J. Foti


Kathleen M. Cummings

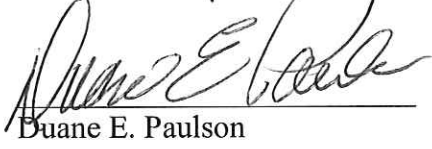

Joel R. Gaughan

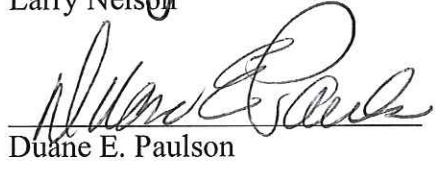

Jacob LaFontain

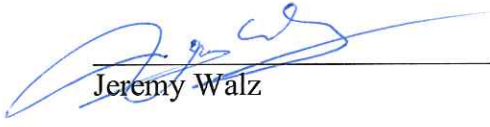

Thomas A. Michalski

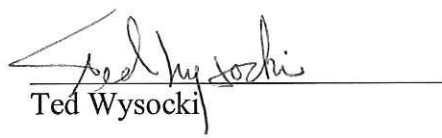

Richard Morris


Larry Nelson



Duane E. Paulson


Duane E. Paulson


Jeremy Walz


Ted Wysocki

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

Date: 12/18/2020, 
Margaret Wartman, County Clerk

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

Approved: X
Vetoed: _____

Date: 12/18/2020, 
Paul Farrow, County Executive

FISCAL NOTE

APPROVE 2021 SALARY AND BENEFIT MODIFICATIONS FOR NON-REPRESENTED EMPLOYEES AND CONTINUE TO ALLOW ACCESS FOR RETIREES ON THE HEALTH INSURANCE PROGRAM TO THE WAUKESHA EMPLOYEE HEALTH AND WELLNESS CENTER AS PART OF A PILOT PROGRAM

Sections of the ordinance with fiscal implications include the following:

Across-the-Board Increase

This ordinance authorize a 1.5% across-the-board wage increase for all non-represented 2020 salary ranges effective January 2nd, 2021. 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:

	2020 Wages & Benefits Base	2021 ATB Changes	2021 Wages & Benefits Base	%
Salaries	\$77,234,242	\$1,158,513	\$78,392,755	1.50%
Retirement	\$5,317,524	\$79,763	\$5,397,287	1.50%
Social Security	\$5,868,904	\$86,240	\$5,955,144	1.50%
Total	\$88,420,670	\$1,324,516	\$89,745,186	1.50%

Patrol Worker classification from Step Range 11 to Open Salary Range 6

This ordinance authorizes the movement of the Patrol Worker classification to the Open Salary Range. These ranges mostly overlap resulting in a relatively minimal impact to the overall county budget.

Health Plan Changes

This ordinance authorizes an increase in deductibles with a savings of around \$240,000 and an increase in the total out of pocket maximum for all plans with a savings of around \$21,000 based on an analysis completed by the County's benefits consultant.

In addition, this ordinance authorizes an increase in retail prescription drug copays for drugs in tiers 2, 3 and 4 with a savings of around \$56,000 based on an analysis completed by the County's benefits consultant.

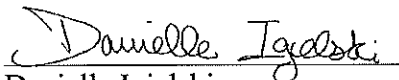
This ordinance authorizes a reduction in the County contribution to employee health savings accounts when neither the employee nor the spouse complete the health risk assessment (HRA) program by \$300, from \$300 to \$0 for employees in the High Deductible Health Plan. The estimated savings of this change is estimated to be approximately \$33,000 based on current year enrollment and HRA completion.

Lastly, this ordinance authorizes an increase in the premium cost share for enrollees in the Choice Plus Health Insurance for single coverage if no HRA is completed and for family coverage if the employee and/or spouse do not complete the HRA. The estimated savings of the cost share is estimated at just under \$10,000 based on current year plan enrollment and HRA completion.

Extension of retiree pilot program allowing access to employee clinic

This ordinance authorizes the extension of the pilot program providing retirees enrolled in the retiree group health insurance (pre-Medicare) plan access to the Waukesha Employee Health & Wellness Center. The project fiscal impact is neutral to the County since retiree premiums have already factored in the potential cost of use of Waukesha Employee Health & Wellness Center services.

The annual net impact of all the provisions of this ordinance are estimated at about \$965,000. Some of this net impact is funded in the 2021 Adopted Budget with non-levy sources (fees, grants, contracts, intergovernmental revenue).



Danielle Igielski
Accounting Services Manager
11/19/2020

Ordinance 175-O-062



Continued From Page 10. Approved 12/15/2020 by the Board of Supervisors. This Ordinance is subject to the approval of the Board of Supervisors. The Board of Supervisors may amend this Ordinance at any time.

VOTE RESULTS: Passed By Majority Vote

AYE: 25 **NAY: 0** **ABSENT: 0**

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

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