

Resolution approving changes to the Medical Benefit Plan Master Plan Document effective January 1, 2016.

RESOLUTION

WHEREAS, the Director of Human Resources is responsible for the management of the City's self-insured Medical Benefit Plan, and

WHEREAS, at the direction of the Finance and Personnel Committee, the Director of Human Resources is to provide recommendations for possible changes in plan design and

WHEREAS, the Director of Human Resources and the City's health plan consultant recommend changes to the 2016 plan design to contain cost and/or provide cost savings while having minimal impact in the quality of care, and

WHEREAS, such changes are reflected on the attached Schedules of Benefits and would be applicable to employees eligible for medical plan benefits who are covered under the Employee Handbook, Library Manual, and employees represented by the La Crosse Professional Police Non-Supervisory Association, the La Crosse Professional Police Supervisory Association, and IAFF Local #127, and

WHEREAS, it is further recommended that coverage for surgery for morbid obesity be eliminated for the above mentioned groups, and

WHEREAS, under Wisconsin Act 10, ATU Local #519 retains the right to bargain the medical benefit plan design for their union which has already taken place for 2016, and

WHEREAS, Wisconsin Act 10 also made medical benefit plan design a prohibited subject of bargaining for Police and Fire unions, and

WHEREAS, subject to Act 10, the existing Police and Fire collective bargaining agreement language defining retiree medical benefit plan eligibility, years of service, etc., must be removed from the collective bargaining agreements, and

WHEREAS, the deleted language is recommended to be maintained as Addendums and inserted into the Medical Benefit Plan Master Plan Document, and

NOW THEREFORE BE IT RESOLVED BY THE COMMON COUNCIL that the deletion of coverage for surgery for morbid obesity for Fire, Police, Library and Employees under the Employee Handbook, the attached Addendums to the Medical Benefit Plan Master Plan Document, and attached revised Schedule of Benefits are hereby approved and ratified effective January 1, 2016.

BE IT FURTHER RESOLVED that the Director of Human Resources shall provide the full amended Medical Benefit Plan Master Plan Document to the City Clerk's officer for record retention.

BE IT FURTHER RESOLVED that the Director of Human Resources is hereby directed to take all necessary steps to implement said document.