

RESOLUTION NO. 2019-78

RESOLUTION BY FINANCE AND HUMAN RESOURCES COMMITTEE APPROVING POLICIES CONCERNING EMPLOYEE BENEFITS PRESENTED BY THE COUNTY EXECUTIVE

To the Honorable Members of the Racine County Board of Supervisors:

WHEREAS, consistent with sections 15-2, 15-41 and 15-42 of the Racine County Code of Ordinances, the Racine County Executive has further developed policies with respect to benefits, for employees other than elected officials, that will be implemented on January 1, 2020, and that are intended to:

- Respect and not change the expectations of persons retired from Racine County on or before December 31, 2012, concerning post-retirement health care as set forth in Exhibit A of Resolution No. 2012-90; and
• Achieve current and long-term savings for taxpayers; and

WHEREAS, the County Executive has submitted these policies to the Finance and Human Resources Committee, which has approved their implementation and their elaboration, as necessary, in the Racine County Human Resources Policy Manual; and

WHEREAS, some items related to compensation, benefits and conditions of employment have been the subject of County Board resolutions.

NOW, THEREFORE, BE IT RESOLVED that, notwithstanding any previous resolutions of the County Board concerning matters contained in Exhibit "A", the Racine County Board of Supervisors considers such resolutions to be superseded to the extent that they are affected by the policies set forth in Exhibit "A" and ratified by this resolution.

Respectfully submitted,

1st Reading \_\_\_\_\_

FINANCE AND HUMAN RESOURCES COMMITTEE

2nd Reading \_\_\_\_\_

BOARD ACTION \_\_\_\_\_

Robert N. Miller, Chairman

Adopted \_\_\_\_\_

For \_\_\_\_\_

Against \_\_\_\_\_

Brett A. Nielsen, Vice-Chairman

Absent \_\_\_\_\_

VOTE REQUIRED: Majority

Q.A. Shakoor, II, Secretary

Prepared by:
Corporation Counsel

Janet Bernberg

John A. Wisch

Mike Dawson

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\_\_\_\_\_  
Thomas Pringle

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7 **The foregoing legislation adopted by the County Board of Supervisors of**  
8 **Racine County, Wisconsin, is hereby:**

9 **Approved: \_\_\_\_\_**

10 **Vetoed: \_\_\_\_\_**

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12 **Date: \_\_\_\_\_,**

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**Jonathan Delagrave, County Executive**

## Exhibit A

### Health Plan 8 Effective January 1, 2020

#### ***In Network***

Annual Individual Deductible	<u>\$1000</u>	
Annual Family Deductible	<u>\$2000</u>	
Annual Individual Out of Pocket Maximum	<u>\$2500</u>	
Annual Family Out of Pocket Maximum	<u>\$5000</u>	
Network Coverage	80%	80%

#### **Out of Network**

Annual Individual Deductible	<u>\$2000</u>	
Annual Family Deductible	<u>\$4000</u>	
Annual Individual Out of Pocket Maximum	<u>\$4000</u>	
Annual Family Out of Pocket Maximum	<u>\$8000</u>	
Out of Network Coverage	60%	60%

#### **Prescription Drug Coverage at Retail**

Generic.	20% of cost, Min \$5, Max \$25
Preferred Brand	20% of cost, Min \$30, Max \$75
Non-Preferred Brand	20% of cost, Min \$55, Max \$100