



Department of Employee Relations

Cavalier Johnson
Mayor

Vacant
Director

Renee Joos
Employee Benefits
Director

Nicole M. Fleck
Labor Negotiator

July 19, 2022

Alderwoman Marina Dimitrijevic, Chairwoman
City of Milwaukee Common Council Finance and Personnel Committee
200 East Wells Street, Room 205
Milwaukee, WI 53202

File No: 220139 Resolution Authorizing the Execution of Dental Insurance Contracts

Dear Alderwoman Dimitrijevic and Finance Committee Members:

File number 211412 authorized the Department of Employee Relations (DER) to complete a request for proposal (RFP) process for dental insurance carriers. Contracts with the current carriers began January 1, 2018 and end December 31, 2022. The City of Milwaukee currently provides dental benefits to employees through three different dental plan options including two Dental Maintenance Organization (DMO) plans with only in-network coverage and a PPO style plan which offers employees a larger provider network.

The City contributes a fixed amount of the total dental premium and works to limit increases to the employee share by issuing periodic RFPs to ensure high quality benefits at a competitive rate. The RFP asked responders to match and/or improve current plans, coverage options and offer competitive rates. A review team met with the City's benefits consultant to evaluate responses and select a final insurance carrier. A detailed report is included with this file that provides an overview of the RFP process and the responses.

The DER recommends remaining with the City's current dental insurance providers, Delta Dental and CarePlus. Both carriers agreed to match the current plan designs and offered a modest premium increase of 2% for 2023 and guaranteed the rates for three years. The DER recommends the Finance and Personnel Committee approve the file and allow DER to execute a three year contract with CarePlus and Delta Dental with an optional two year extension.

I am happy to answer any questions or comments regarding this file.

Sincerely,
Renee Joos
Employee Benefits

