Tom Barrett
Mayor

Maria Monteagudo
Director

Renee Joos
Employee Benefits Director

Nicole Fleck
Labor Negotiator

Department of Employee Relations

July 19, 2018

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

File No: 180382 Resolution for 2019 Healthcare and Dental Rate Process

Dear Alderwoman Coggs and Finance Committee Members:

The City of Milwaukee provides healthcare and prescription drug benefits to all eligible employees and retirees and dental benefits to active employees. The premium rates for these benefit services are updated annually by Willis Towers Watson, the City's benefits consultant, based on the experience to date of each respective employee and retiree group.

The Department of Employee Relations (DER) will follow the same process utilized in past years to determine and communicate 2019 employee health and dental benefit rates and retiree health rates. Willis Towers Watson will analyze utilization and experience data provided by OptumRx and UnitedHealthcare through August 2018 along with medical inflationary trends and the City's health plan benefit design to project the 2019 rates. A process which includes health data through August 2018 allows the City to provide more accurate rates for 2019, including the City and member share of the total premium cost.

Approval of this resolution allows the DER to utilize the established annual practice for determining premium rates and communicating health benefit and dental rates prior to the 2019 open enrollment period. The DER recommends approval of this resolution and will share benefit rates including the employee and retiree premium share in a separate communication file at the September Finance and Personnel Committee meeting.

Please contact me if you have any questions or comments regarding his file.

Sincerely,
Renee Joos
Employee Benefits

CC: Ellen Tangen, City Attorney's Office
       Dennis Yaccarino, Budget Office