



Department of Employee Relations

Tom Barrett
Mayor

Maria Monteagudo
Director

Renee Joos
Employee Benefits Director

Nicole Fleck
Labor Negotiator

April 5, 2018

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

File No: 171823 Long Term Disability Insurance Benefits Request for Proposal

Dear Alderwoman Coggs and Finance Committee Members:

The City of Milwaukee currently provides Long Term Disability (LTD) Insurance Benefits to certain City employees. Eligible employees are provided with a City paid basic plan with a 180 day waiting period and employees have the option to buy down and shorten the waiting period to 60, 90 or 120 days.

There are currently 3,413 employees covered under the LTD basic plan with approximately 1,240 employees paying for one of the three shorter waiting periods.

The City of Milwaukee's current LTD benefits contract with Lincoln National Insurance Company started January 1, 2014 for a three year term. The contract was extended for an additional two years through December 31, 2018 because Lincoln National agreed to favorable rate terms for the two year extension.

The Department of Employee Relations (DER) will work with Willis Towers Watson to execute a Request for Proposal process for a Long Term Disability Insurance Benefits provider. A review team will be selected to evaluate the responses including a financial analysis by Willis Towers Watson and the DER will return to the Finance and Personnel Committee later this year with a recommendation for a vendor partner.

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

Sincerely,
Renee Joos
Employee Benefits

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

