



Department of Employee Relations

Tom Barrett
Mayor

Maria Monteagudo
Director

Renee Joos
Employee Benefits Director

Vacant
Labor Negotiator

November 9, 2016

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

File No: 160043 Willis Towers Watson Contract Extension

Dear Alderwoman Coggs and Finance Committee Members:

The Department of Employees (DER) recommends a two year extension of the current contract with Willis Towers Watson (formerly Willis) to provide benefit consultant services to the City of Milwaukee. The current contract began January 1, 2014 and expires December 31, 2016 with the option to extend for two years through the end of December 2018. The recommendation for a contract extension is based on the exceptional services Willis Towers Watson has provided to the City and the anticipated needs for the upcoming years.

Services include:

- Preparation of requests for proposals annually for multiple benefit programs and services;
- Providing data reporting and scorecards on utilization of healthcare and pharmacy benefits to better understand gaps in care and target programs that address member risk;
- Actuarial services that provide projected costs for health care benefits and premiums for both the active and retiree members for all of the City's healthcare plans;
- Providing assistance with recommendations for employee benefit partners/vendors for health, dental, wellness programming, life insurance, onsite clinics, worker's compensation, long term disability, life insurance, and flexible spending services;
- Providing advice regarding disease management, prevention and wellness services;
- Facilitating the work of the labor/management committee and earning the trust and respect of committee members to ensure its continued success;
- Providing national experience and knowledge regarding public sector benefit services; and,
- Participation in overall strategic direction to better control benefit costs.

The experience and knowledge achieved by Willis on the City's benefit programs and services will be instrumental in the City's efforts for 2017 and beyond. In the next year alone, Willis will be assisting with many important initiatives including revamping the City's 3-Step wellness initiative, helping the City better align programs and services for total worker health, coordinating a RFP process with the Milwaukee County Health Care Consortium for dental providers, conducting a RFP for the City's Wellness Programming, Onsite Clinic Services and the Flexible Spending program as well as helping the City explore a more consistent, efficient and comprehensive way to administer the Family and Medical Leave Act.



Willis Towers Watson has become a valuable partner to the City in helping to provide high quality and cost efficient benefit programs for our members at an extremely competitive value. The DER recommends the Finance and Personnel Committee approve a two year contract extension with Willis Towers Watson. 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

