



Department of Employee Relations

Cavalier Johnson
Mayor

Makda Fessahaye
Director

Renee Joos
Employee Benefits
Director

Nicole M. Fleck
Labor Negotiator

March 9, 2022

Alderman Michael Murphy, Chairman
City of Milwaukee Common Council Finance and Personnel Committee
200 East Wells Street, Room 205
Milwaukee, WI 53202

File No: 211472 Authorizing DER to Issue a Request for Proposal for Group Life Insurance and LTD

Dear Alderman Murphy and Finance Committee Members:

The City of Milwaukee currently provides Group Life Insurance coverage through MetLife to employees and retirees and Long Term Disability (LTD) insurance through Sun Life Financial to eligible City employees. The City has contracted with MetLife for life insurance since 2017 and with Sun Life for LTD coverage since 2019. Current contract terms and rate guarantees with both carriers expire December 31, 2022.

The Department of Employee Relations (DER) along with the City's Benefits Consultant decided it would be prudent to execute a joint Request for Proposal (RFP) process because many carriers offer both life insurance and LTD coverage and there may be better premium discounts when the insurance products are bundled. The DER will work with the City's benefits consultant to issue the RFP and a review team will be selected to evaluate the responses including a financial analysis of the terms offered for the two different coverage options.

Once a decision is reached, the DER will provide the Finance and Personnel Committee with a final recommendation for a Group Life Insurance and Long Term Disability Insurance carrier. The DER recommends that the Finance and Personnel Committee approve the file so DER may initiate the Request for Proposal process.

I am happy to answer any questions regarding this file.

Sincerely,
Renee Joos
Employee Benefits