



Department of Employee Relations

June 27, 2019

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

Tom Barrett
Mayor

Maria Monteagudo
Director

Renee Joos
Employee Benefits Director

Nicole Fleck
Labor Negotiator

File No: 190243 Resolution Outlining Process for 2020 Healthcare and Dental Rates

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 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 2020 employee health and dental benefit rates and retiree health rates. The City's Benefits Consultant will analyze utilization and experience data provided by OptumRx and UnitedHealthcare through August 2019 along with medical inflationary trends and the City's health plan benefit design to project the 2020 rates. A process which includes health data through August 2019 allows the City to provide more accurate rates for 2020, including the City and member share of the total premium cost.

Approval of this resolution allows the DER to utilize the established annual practice to determine premium rates and communicate health benefit and dental rates prior to the 2020 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.

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

Sincerely,
Renee Joos
Employee Benefits

