



**Department of Employee Relations**

**Cavalier Johnson**  
Mayor

**Harper Donahue, IV**  
Director

**Renee Joos**  
Employee Benefits Director

**Nicole M. Fleck**  
Labor Negotiator

January 23, 2024

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

**231439 Resolution to Extend the Contract for a Benefits Communication Tool**

Dear Alderwoman Dimitrijevic and Finance Committee Members:

The City of Milwaukee provides a comprehensive and competitive benefits package to employees and continuously looks for new ways to educate employees on current benefit offerings and how those programs and services work. Research shows that employees who have a better understanding of their benefits, enroll in and utilize the benefits more appropriately, are more engaged with their workplace and have higher retention rates.

File number 201645 authorized the Department of Employee Relations (DER) to enter into a contract with Flimp Communications to provide customized videos and digital communications with dynamic content to help employees understand the wealth of benefits available to them along with the nuances of each program. In addition, Flimp Communications maintains an employee resource center that is utilized by new employees and during open enrollment to highlight critical benefits information for employees.

Flimp Communication's videos and employee resource center help supplement information that is shared with employees in more traditional formats like DER's website, emails, text messaging, the benefits guide, the wellness resource guide and the employee handbook.

Flimp Communications has been a great partner with the City and has delivered engaging benefits content on a wide variety of benefit programs and services. In addition, Flimp Communications has agreed to keep their current fee structure flat through the duration of the contract extension.

The DER recommends that the Finance and Personnel Committee approve the file and allow DER to extend the current contract with Flimp Communications through December 31, 2026.

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

Sincerely,  
Renee Joos  
Employee Benefits

