



**Department of Employee Relations**

**Cavalier Johnson**  
Mayor

**Harper Donahue, IV**  
Director

**Molly King**  
Employee Benefits Director

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

**231440 Resolution to Extend the Current Contract for the City's Affordable Care Act Reporting**

Dear Chairwoman Dimitrijevic and Finance Committee Members:

The City of Milwaukee and other applicable large employers must adhere to the reporting requirements of the Affordable Care Act (ACA). This includes monitoring employee eligibility for health insurance benefits and enrolling them accordingly, as well as reporting coverage details to both the employees and the IRS. Since 2015, the Department of Employee Relations (DER) has been working with Equifax Workforce Solutions LLC, previously known as Health e(fx), to navigate the complex ACA reporting regulations specified in IRS sections 6055 and 6056. The current contract is set to expire on December 1, 2024.

Equifax Workforce Solutions LLC has extensive experience managing ACA compliance and reporting for organizations that self-administer health benefit plans with a multifaceted and variable workforce. The complex reporting requirements involve tracking eligibility for health benefits coverage, the timing of coverage offers and enrollment, the number of members and dependents enrolled each month, the number of members who waive coverage, the costs and affordability of both the City and member premium shares, and the issuance of IRS forms 1094 and 1095. Additionally, Equifax Workforce Solutions LLC provides the City with ongoing monitoring and auditing to ensure compliance with ACA regulations.

The Department of Employee Relations (DER) recommends extending the current contract with Equifax Workforce Solutions LLC for an additional three years. Equifax Workforce Solutions has been a valuable partner for the City, providing excellent service in assisting with ACA reporting. Furthermore, the company has agreed to maintain flat administration fees throughout the duration of the contract extension.

The DER recommends that the Finance and Personnel Committee approve this three-year contract extension with Equifax Workforce Solutions LLC, extending the agreement through December 31, 2027.

I am available to answer any questions or comments regarding this matter.

Sincerely,  
Molly King  
Employee Benefits Director

