



Department of Employee Relations

**Tom Barrett**  
Mayor

**Maria Monteagudo**  
Director

**Renee Joos**  
Employee Benefits Director

**Nicole Fleck**  
Labor Negotiator

July 21, 2017

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

**File No: 170341 Flexible Spending & Health Reimbursement Arrangement Contract Execution**

Dear Alderwoman Coggs and Finance Committee Members:

File number 161409 authorized the Department of Employee Relations (DER) to complete a request for proposal (RFP) process for a Flexible Spending and Health Reimbursement Arrangement (FSA/HRA) benefits for City employees. The contract with the current administrator, TASC eflexgroup, began January 1, 2014 and ends December 31, 2017.

A review team that included representatives from DER and the City's budget office met with Willis Towers Watson, the City's benefits consultant, to review and evaluate the RFP responses. Upon completion of the review process, DER is recommending that the City enter into a new contract with Benefit Advantage to provide FSA and HRA benefits to City employees.

Benefit Advantage offered the lowest fees and has a reputation for providing exceptional customer service to its clients. In addition, the review team along with Willis Towers Watson concluded that Benefit Advantage is best positioned to accommodate and respond to the unique needs of the City and its employees. Due to the competitive terms offered by Benefit Advantage, the 2018 requested budget funding for FSA and HRA benefits will not need to be increased.

The DER recommends that the Finance and Personnel Committee approve the file and allow DER to enter into a three year contract with Benefit Advantage with the option to extend the contract up to two years. 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

