



Department of Employee Relations

September 9, 2020

Alderman Michael Murphy, Chairman
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: 200337 Authorizing DER to Execute a Contract for Voluntary Benefits

Dear Alderman Murphy and Finance Committee Members:

File number 191643 authorized the Department of Employee Relations (DER) to complete a request for proposal (RFP) process for Voluntary Benefits for City employees. DER is seeking a provider who can inform and educate employees on what voluntary offerings will be most beneficial to their individual circumstances as well as the ability to tailor communications to City employees. All voluntary benefits selected and provided through this process will be 100% employee paid.

A review and selection committee that included representatives from the DER and the City's budget office worked with Gallagher Benefits Services, the City's benefits consultant, to review and evaluate the RFP responses. Upon completion of the review process, the selection committee is recommending MetLife to provide Voluntary Benefits for City employees. MetLife offers a wide array of voluntary benefits with simplified plan designs and competitive rates that are guaranteed for the initial term of the contract. Partnering with MetLife allows the City to utilize a single vendor for the administration of voluntary benefits leading to administrative efficiencies as well as simplifying communication and education efforts with employees regarding voluntary benefits. In addition, MetLife offers good customer service and a dedicated account team to support the City.

The DER will utilize a staggered approach for offering voluntary benefits and pilot one or two voluntary benefits each year to ensure employees understand and enroll in the benefits appropriately. Voluntary Vision Coverage will be the first benefit offered starting January 1, 2021 with additional voluntary benefits offered each subsequent year.

The DER recommends that the Finance and Personnel Committee approve the file and allow DER to enter into a three year contract with MetLife 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

