



Department of Employee Relations

February 21, 2020

Alderman 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: 191643 Authorizing DER to Issue a Request for Proposal for Voluntary Benefits**

Dear Alderman Coggs and Finance Committee Members:

The City of Milwaukee currently provides a comprehensive and competitive benefits package to employees with a wide variety of choices. However, the City recognizes the need for greater flexibility and benefit choices as the needs of today's increasingly diverse workforce continue to change. Aside from the wellness program, which has expanded significantly since beginning in 2010, the last traditional benefit program that was implemented for City employees was long term disability in the late nineties. A strong benefits program is an essential tool to help the City attract and retain a talented workforce. More employers are utilizing voluntary benefits to provide additional solutions that help meet the needs of employees and their families. Voluntary benefits supplement core benefit offerings, address additional employee needs and give employees the opportunity to tailor a benefit package that meets their specific circumstances.

The Department of Employee Relations (DER) recently worked with its consultant, Gallagher Benefits Services, Inc. to conduct a Workforce Evaluation study. The study examined the City's workforce along with current benefit offerings to determine if the benefits align with the needs of the City's diverse employee population. The study highlighted a number of voluntary benefits that could be good options for City employees such as a Vision program, Critical Illness, Identity Theft and Long-Term Care.

The DER will work with Gallagher to execute a Request for Proposal process for Voluntary Benefits. A review team will be selected to evaluate the responses including which voluntary benefits best fit the various needs of City employees. The DER will return to the Finance and Personnel Committee later this year with a recommendation for a vendor partner(s) along with a timeframe for piloting voluntary benefits to employees.

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

Sincerely,  
Renee Joos  
Employee Benefits

