



Department of Employee Relations

March 12, 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: 191642 Authorizing DER to Issue a Request for Proposal for Dental Insurance Benefits

Dear Alderman Coggs and Finance Committee Members:

The City of Milwaukee currently provides dental benefits to employees through three different plan options. There are two pre-paid dental HMO style plans offered through CarePlus Dental and Delta Dental where there are a limited number of dental providers and most services are covered at a higher rate with a more generous annual maximum. The City also offers a fee-for-service PPO dental plan through Delta Dental which gives employees a larger choice of providers, but members pay a higher portion of the services with a more conservative annual maximum. The City contributes a fixed amount of the total dental premium and works to limit increases to the employee share by issuing periodic Request for Proposals (RFP) to ensure high quality benefits at a competitive rate. The goal is to keep the dental plans as affordable as possible while providing good provider choices and plan options for employees.

The current contracts with CarePlus and Delta Dental expire on December 31, 2020 and the DER is not pursuing the option for a two year extension. While both CarePlus and Delta Dental have provided very good service to City employees, the DER feels it would be prudent to execute a RFP process to ensure the City continues to obtain the most competitive rates for employees.

The DER will work with Gallagher Benefits Services to execute a Request for Proposal process for dental insurance benefits. A review team will be selected to evaluate the responses including a financial analysis by Gallagher. The DER will return to the Finance and Personnel Committee later this year with a recommendation for dental insurance providers for City employees.

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

Sincerely,
Renee Joos
Employee Benefits

