



**Department of Employee Relations**

**Cavalier Johnson**  
Mayor

**Harper Donahue, IV**  
Director

**Renee Joos**  
Employee Benefits Director

**Nicole M. Fleck**  
Labor Negotiator

April 26, 2023

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

**221793 Resolution to Extend Contract for Provision of Voluntary Benefits**

Dear Alderwoman Dimitrijevic and Finance Committee Members:

File number 200337 authorized the Department of Employee Relations (DER) to execute a contract with MetLife for the provision of the City's first voluntary benefits package. The new voluntary benefits were implemented following a staggered timeframe starting with vision coverage in 2021 and the addition of short-term disability, critical illness and accident insurance beginning in January 2022. Partnering with MetLife allowed the City to utilize a single vendor for the administration of these benefits.

Voluntary benefits are an important way to supplement core benefit offerings, address additional employee needs and give employees the opportunity to tailor a benefit package that meets their specific circumstances. Aside from internal staff time to oversee and help administer the benefits, voluntary benefits are 100% employee paid and allow the City to expand benefit offerings in a cost-effective manner.

Implementing four new benefits in two years has been challenging and certainly not without problems. MetLife has been diligent in working with the DER to address issues, determine steps for resolution and add measures to mitigate future problems. MetLife continues to be a reliable partner with the City in providing good customer service and benefit offerings to employees.

MetLife has agreed to hold rates for the current selection of voluntary benefits flat for an additional two-year contract term. This is a very competitive offer and a positive arrangement for employees who are responsible for 100% of the premium costs.

The DER recommends that the Finance and Personnel Committee approve the file and allow the DER to extend the contract term with MetLife for two years through December 31, 2025.

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

Sincerely,  
Renee Joos  
Employee Benefits