

Renée L. Joos

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PROFESSIONAL PROFILE

A dedicated professional with 20+ years of progressive leadership including experience in policy research, strategic planning, program analysis and evaluation, benefit program implementation and administration, as well as broad fiscal management. Highly effective manager of diverse projects and teams; organized and detail-oriented, able to prioritize and delegate tasks effectively to ensure timely project completion within a team environment. Skilled in cultivating positive relationships with clients and colleagues.

PROFESSIONAL EXPERIENCE

City of Milwaukee Department of Employee Relations – Milwaukee, WI

Fiscal and Risk Manager, 2012 - Present

- Analyze the City's health and safety utilization data and trends to develop strategies and policy recommendations to effectively manage risk and loss control.
- Work with the benefits team to design and implement healthcare benefit changes that encourage more appropriate utilization and mitigate increasing healthcare expenditure trends.
- Assist Benefits Director with the coordination, design and implementation of changes and programming for the City's Comprehensive Wellness Program including the outcomes based Healthy Rewards.
- Partner with Benefits Director to ensure annual compliance and timely submission of complex ACA reporting requirements.
- Assist benefits team with responding to and resolving health and benefit related issues in a timely and accurate manner.
- Conduct research and analysis that compares City benefits with other employers to develop recommendations and changes for new and existing programs.
- Monitor and project expenditures for City budgets totaling \$125+ million and recommend initiatives to control program experience.

City of Milwaukee Department of Administration – Milwaukee, WI

Budget and Management Special Assistant, 2008 - 2011

Budget and Policy Specialist, 2007 - 2008

Budget and Management Analyst Lead, 2006 - 2007

- Performed budget analysis and strategic planning on issues related to assigned departments.
- Recommended budget and policy initiatives for multiple departments in the 2007-2011 Executive Budgets.
- Developed and implemented a Risk Management Program to improve city-wide safety efforts and control worker's compensation expenditures, leading to significant reductions in claim metrics and expenditures.
- Analyzed changes in department budgets and personnel and the resulting ramifications on service capacity, quality, and productivity.
- Performed ongoing financial projections relating to departments' annual revenues and expenditures.

Wisconsin Department of Administration – Madison, WI

Executive Policy and Budget Analyst, 2005 - 2006

- Provided budget advice and policy analysis to assist state agencies, the Governor, and legislators.
- Analyzed, reviewed and made recommendations on agency requests for budget implementation, personnel changes, and federal grants.
- Evaluated program performance and agency reorganization proposals to offer guidance to the Governor and other officials on more efficient operations for state government.
- Researched proposed legislation, provided recommendations and drafted language on bill vetoes or passage

BOARD/COMMITTEE/VOLUNTEER EXPERIENCE

- Well City Milwaukee Advisory Committee, 2015 - Present
- City of Milwaukee Deferred Compensation Board Member, 2013 - Present
- Woodlands School PTO Volunteer, 2010 - Present
- Woodlands School PTO Co-President, 2012 -2013
- Enderis Park Neighborhood Association Membership Coordinator, 2009 - 2013
- Enderis Park Neighborhood Association Board Member, 2007 – 2009
- Interfaith Older Adult Programs Volunteer, 2001 – 2009
- Women’s Fund of Milwaukee Communication Committee, 2001 - 2002
- St. Jude Children’s Hospital Volunteer (Memphis to Peoria & Chicago to Peoria Run) 1998 - 2012