



Department of Employee Relations

March 16, 2017

Tom Barrett
Mayor

Maria Monteagudo
Director

Renee Joos
Employee Benefits Director

Vacant
Labor Negotiator

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

File No: 161410 Dental Benefits Request for Proposals

Dear Alderwoman Coggs and Finance Committee Members:

The City of Milwaukee currently provides dental benefits to employees through three different dental plan options. There are two pre-paid dental HMO style plans offered through CarePlus Dental and Anthem Dental Blue where there are a limited number of dental providers and most services are covered at 100% without an annual maximum. The City also offers a fee-for-service PPO dental plan through MetLife Dental which offers employees a larger choice of providers, but members pay a portion of the services provided and there is an annual maximum in place. The City pays a flat amount of the total cost of the dental plans and works to limit any increases to the employee cost share by issuing periodic Request for Proposals (RFP) to ensure high quality benefits at a competitive rate.

In 2013, the Department of Employee Relations (DER) along with Willis Towers Watson and the Milwaukee Public Schools completed the request for proposal for the City's current dental providers and common council file 151559 extended the dental benefit contracts through December 31, 2017. The DER intends to continue its collaboration with Milwaukee Public Schools to execute the next RFP for dental benefits and leverage the collective size of the two public sector employers to obtain the most favorable financial terms. The RFP collaboration will still allow the City of Milwaukee and Milwaukee Public Schools to retain their respective dental plan benefit designs and benefit contributions.

A review team will be selected to evaluate the RFP responses including a financial analysis by Willis Towers Watson. It is the DER's intent to submit a recommendation for dental benefits providers to the Finance and Personnel Committee after the process is completed later this year.

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

Sincerely,
Renee Joos
Employee Benefits

CC: Ellen Tangen, City Attorney's Office



Dennis Yaccarino, Budget Office

