



Legislation Details (With Text)

**File #:** 180383      **Version:** 1

**Type:** Resolution      **Status:** Passed

**File created:** 6/20/2018      **In control:** COMMON COUNCIL

**On agenda:**      **Final action:** 9/25/2018

**Effective date:**

**Title:** Substitute resolution authorizing the Department of Employee Relations to execute a contract for the administration of LTD and FMLA benefits

**Sponsors:** THE CHAIR

**Indexes:** CONTRACTS, EMPLOYEE BENEFITS

**Attachments:** 1. Cover Letter, 2. Fiscal Impact Statement, 3. Executive Summary 2019 LTD and FMLA, 4. Hearing Notice List

| Date      | Ver. | Action By                     | Action                   | Result | Tally |
|-----------|------|-------------------------------|--------------------------|--------|-------|
| 6/20/2018 | 0    | COMMON COUNCIL                | ASSIGNED TO              |        |       |
| 9/14/2018 | 0    | FINANCE & PERSONNEL COMMITTEE | HEARING NOTICES SENT     |        |       |
| 9/14/2018 | 1    | CITY CLERK                    | DRAFT SUBMITTED          |        |       |
| 9/19/2018 | 1    | FINANCE & PERSONNEL COMMITTEE | RECOMMENDED FOR ADOPTION | Pass   | 4:0   |
| 9/25/2018 | 1    | COMMON COUNCIL                | ADOPTED                  | Pass   | 14:0  |
| 10/4/2018 | 1    | MAYOR                         | SIGNED                   |        |       |

180383

SUBSTITUTE 1

161411,171823

THE CHAIR

Substitute resolution authorizing the Department of Employee Relations to execute a contract for the administration of LTD and FMLA benefits

This resolution authorizes the Department of Employee Relations (DER) to execute a contract with a provider for the administration of the City of Milwaukee’s Long Term Disability (LTD) program and the Family and Medical Leave Act (FMLA) program.

Whereas, File number 161411 and 171823 authorized the Department of Employee Relations (DER) to complete a request for proposal (RFP) process for administration of the City’s Long Term Disability (LTD) benefit and the Family and Medical Leave Act (FMLA); and

Whereas, A joint RFP was issued because many carriers offer both services and there are efficiencies and advantages with having one vendor administer the LTD benefit and FMLA program; and

Whereas, A review team including representatives from the DER, the Department of Public Works, the Police and Fire Departments, the Library and an employee representative from AFSCME 32 met with Willis Towers Watson, the City's benefits consultant, to review and evaluate the RFP responses and interview respondents; and

Whereas, Of the viable respondents, the selection committee is recommending Sun Life Financial as the administrator for the City's LTD and FMLA benefits; and

Whereas, Sun Life has extensive experience with the public sector industry, an experienced implementation and customer service team and offered the City very competitive rates; and

Whereas, Sun Life agreed to match current LTD rates for employee buy-up options and the City's annual premium resulting in no increase to the City's annual LTD budget and no increase to employee LTD premiums; and

Whereas, Sun Life offered the most competitive terms for FMLA administration which will result in an annual cost of approximately \$140,000, now therefore, be it

Resolved, By the Common Council of the City of Milwaukee that the DER is authorized to execute a contract with Sun Life Financial to provide LTD and FMLA benefits beginning January 1, 2019 for three years with an option to extend the contract up to two years.

Renee Joos  
09/14/18