



Legislation Details (With Text)

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Title: Substitute resolution authorizing the Department of Employee Relations to execute a contract with MetLife for group life insurance benefits for City employees and retirees for a period of 3 years with an option to extend for 2 years.

Sponsors: THE CHAIR

Indexes: EMPLOYEE BENEFITS

Attachments: 1. DER Letter, 2. Fiscal Impact Statement, 3. Hearing Notice List, 4. 2017 Life Insurance Report Final, 5. 2017 Life Insurance Report Appendix

| Date | Ver. | Action By | Action | Result | Tally |
|-----------|------|-------------------------------|--------------------------|--------|-------|
| 5/24/2016 | 0 | COMMON COUNCIL | ASSIGNED TO | | |
| 7/15/2016 | 0 | FINANCE & PERSONNEL COMMITTEE | HEARING NOTICES SENT | | |
| 7/15/2016 | 0 | FINANCE & PERSONNEL COMMITTEE | HEARING NOTICES SENT | | |
| 7/15/2016 | 0 | FINANCE & PERSONNEL COMMITTEE | HEARING NOTICES SENT | | |
| 7/18/2016 | 1 | CITY CLERK | DRAFT SUBMITTED | | |
| 7/20/2016 | 1 | FINANCE & PERSONNEL COMMITTEE | RECOMMENDED FOR ADOPTION | Pass | 4:0 |
| 7/26/2016 | 1 | COMMON COUNCIL | ADOPTED | Pass | 15:0 |
| 8/3/2016 | 1 | MAYOR | SIGNED | | |

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Substitute 1
THE CHAIR

Substitute resolution authorizing the Department of Employee Relations to execute a contract with MetLife for group life insurance benefits for City employees and retirees for a period of 3 years with an option to extend for 2 years.

Whereas, Common Council Resolution File Number 151561, adopted April 15, 2016, directed the Department of Employee Relations to initiate a request-for-proposal process to select a vendor for group life insurance for City employees; and

Whereas, Willis Towers Watson, the City's benefits consultant, led a request-for-proposal process, with 9 vendors responding to the RFP; and

Whereas, A City selection team consisting of representatives from the Employees' Retirement System, the

Department of Employee Relations, and Budget Office reviewed the financial costs of the vendors; and

Whereas, the current vendor has incurred substantial losses on the existing policy and the current rates are unsustainable; and

Whereas, The selection team is recommending MetLife because it provides the total lowest increase to the City and employees per year, \$592,000 which is \$2.6 million below the current vendor's renewal bid, provides the lowest annual premium cost increase to the City, \$850,000 compared to \$3.0 million with the current vendor's renewal bid, and provides more favorable age banded rates for employees while matching the current design structure for employees and retirees; and

Whereas the MetLife bid is very competitive and a good value for the City, City employees and City retirees; now, therefore, be it

Resolved, By the Common Council of the City of Milwaukee that the Department of Employee Relations is authorized to execute a contract with MetLife for group life insurance benefits for City employees and retirees for a period of 3 years with an option to extend for 2 years.

Department of Employee Relations
Renee Joos
7/17/16