



## Legislation Details (With Text)

<b>File #:</b>	161411	<b>Version:</b>	1
<b>Type:</b>	Resolution	<b>Status:</b>	Passed
<b>File created:</b>	2/7/2017	<b>In control:</b>	COMMON COUNCIL
<b>On agenda:</b>		<b>Final action:</b>	3/1/2017
<b>Effective date:</b>			
<b>Title:</b>	Substitute resolution authorizing the Department of Employee Relations to issue a request for proposals for an outside vendor to administer the City of Milwaukee's Family and Medical Leave Act functions.		
<b>Sponsors:</b>	THE CHAIR		
<b>Indexes:</b>	EMPLOYEE BENEFITS		
<b>Attachments:</b>	1. Cover Letter, 2. Hearing Notice List		

Date	Ver.	Action By	Action	Result	Tally
2/7/2017	0	COMMON COUNCIL	ASSIGNED TO		
2/17/2017	0	FINANCE & PERSONNEL COMMITTEE	HEARING NOTICES SENT		
2/20/2017	1	FINANCE & PERSONNEL COMMITTEE	HEARING NOTICES SENT		
2/20/2017	1	CITY CLERK	DRAFT SUBMITTED		
2/23/2017	1	FINANCE & PERSONNEL COMMITTEE	RECOMMENDED FOR ADOPTION	Pass	4:0
3/1/2017	1	COMMON COUNCIL	ADOPTED	Pass	15:0
3/10/2017	1	MAYOR	SIGNED		

161411  
SUBSTITUTE 1

### THE CHAIR

Substitute resolution authorizing the Department of Employee Relations to issue a request for proposals for an outside vendor to administer the City of Milwaukee's Family and Medical Leave Act functions.

This resolution authorizes the Department of Employee Relations to issue a request for proposals for an outside vendor to administer the City's Family and Medical Leave Act functions. Following the request-for-proposals process, the Department of Employee Relations shall provide the Finance and Personnel Committee with a recommendation on the best choice for FMLA administrator.

Whereas, The City of Milwaukee has a legal obligation to comply with the Family and Medical Leave Act (FMLA) regulations as defined under s. 103.10, Wis. Stats.; and under Federal law, 29 U.S.C. § et seq.; and

Whereas, In accordance with s. 350.39 of the Milwaukee Code of Ordinances, the Department of Employee Relations is responsible for issuing policies and procedures to implement the requirements of the acts and for coordinating the requirements with other City leave policies and procedures; and

Whereas, The City's administration of leave benefits for eligible employees is currently decentralized with each department receiving, reviewing, processing, approving or denying requests and tracking utilization; and

Whereas, Reconciling FMLA federal and state provisions and tracking utilization can be difficult, and leave administrators may have to address leave requests in relation to American with Disabilities requests for accommodations; and

Whereas, These employment regulations are complex, difficult to comply with, manage and implement, and expose the City to potential liability from improper administration of the benefit; and

Whereas, The 2017 City Budget provides funding for the Department of Employee Relations to explore a more consistent, efficient and comprehensive way to administer FMLA functions; and

Whereas, It is in the City's best interest to conduct a request-for-proposals process to obtain the best services, prices, and vendor expertise for these services; and

Whereas, The Department of Employee Relations will retain the services of Willis Towers Watson, its benefits consultant, to lead the request-for-proposals process for such an administrator; now, therefore, be it

Resolved, By the Common Council of the City of Milwaukee that the Department of Employee Relations is authorized to issue a request for proposals for an administrator of the City's FMLA functions; and, be it

Further Resolved, That following the request-for-proposals process, the Department of Employee Relations shall provide the Finance and Personnel Committee with a recommendation on the best choice for FMLA administrator.

Department of Employee Relations  
Renee Joos

Legislative Reference Bureau  
Teodros W. Medhin  
LRB167833-2  
2/27/17