



## Legislation Details (With Text)

**File #:** 191643 **Version:** 1  
**Type:** Resolution **Status:** Passed  
**File created:** 2/11/2020 **In control:** COMMON COUNCIL  
**On agenda:** **Final action:** 3/3/2020  
**Effective date:**

**Title:** Substitute resolution authorizing the Department of Employee Relations to issue a request for proposal for voluntary benefits for City employees.

**Sponsors:** THE CHAIR

**Indexes:** EMPLOYEE BENEFITS

**Attachments:** 1. Cover Letter, 2. Hearing Notice List

Date	Ver.	Action By	Action	Result	Tally
2/11/2020	0	COMMON COUNCIL	ASSIGNED TO		
2/21/2020	1	CITY CLERK	DRAFT SUBMITTED		
2/26/2020	1	FINANCE & PERSONNEL COMMITTEE	RECOMMENDED FOR ADOPTION	Pass	4:0
3/3/2020	1	COMMON COUNCIL	ADOPTED	Pass	15:0
3/13/2020	1	MAYOR	SIGNED		

191643  
SUBSTITUTE 1

THE CHAIR

Substitute resolution authorizing the Department of Employee Relations to issue a request for proposal for voluntary benefits for City employees.

This resolution authorizes the Department of Employee Relations to issue a request for proposals for a third-party administrator(s) for voluntary benefits for City of Milwaukee employees. Following the request for proposal process, the Department of Employee Relations will provide the Finance and Personnel Committee with a recommendation for an administrator(s) along with a timeframe for piloting voluntary benefits.

Whereas, The City of Milwaukee recognizes the need for greater flexibility and benefit choices as the needs of today's increasingly diverse workforce continue to change; and

Whereas, A strong benefits program is an essential tool to help the City attract and retain a talented workforce; and

Whereas, Voluntary benefits are being increasingly utilized to provide additional solutions that help meet the needs of employees and their families; and

Whereas, Voluntary benefits supplement core benefit programs and address additional employee needs; and

Whereas, The Department of Employee Relations (DER) recently worked with its consultant, Gallagher Benefits Services, Inc. to conduct a Workforce Evaluation study to examine the City's workforce along with current benefit offerings available to employees; and

Whereas, The study highlighted a number of voluntary benefits that are potential good options for City employees; and

Whereas, It is in the City's best interest to conduct a request for proposal process to obtain competitive rates for a variety of voluntary benefits and program administrator(s); and

Whereas, The Department of Employee Relations will retain the services of Gallagher Benefits Services, Inc. the City's benefits consultant, to lead the request for proposal process; 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 proposal for a third-party administrator(s) for voluntary benefits; and, be it

Further Resolved, That following the request for proposal process, the Department of Employee Relations shall provide the Finance and Personnel Committee with a recommendation for an administrator(s) along with a timeframe for piloting voluntary benefits to employees.

Renee Joos  
02/21/2020