



## Legislation Text

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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