



Milwaukee County
Department of Human Resources
INTER-OFFICE COMMUNICATION

Date: October 22, 2024
To: Marcelia Nicholson, Chairwoman, Milwaukee County Board of Supervisors
From: Tony Maze, Director of Total Rewards, Department of Human Resources
Subject: **Report from the Director of Total Rewards, Department of Human Resources, requesting authorization to execute a five-year contract extension with Delta Dental for Dental and Vision administration from January 1, 2025 – December 31, 2029**

File Type: Action Report

REQUEST

The Benefit Division of Human Resources request to extend our contract with Delta Dental for Dental and vision administration. This extension will continue to have Delta Dental as the County's Dental and Vision Administration under one vendor to ease administration.

As we strive to become an employer of choice and attract and retain talented employees at Milwaukee County, providing a competitive Total Rewards package is critical. Our Total Rewards package includes elements of compensation, benefits, work-life balance, recognition, and career development opportunities. These components all contribute to employee satisfaction and increased employee engagement.

POLICY

Milwaukee County currently uses Delta Dental of Wisconsin for dental administration services. Administrative fees are \$2.95 per primary subscriber per month. Delta has proposed a fee extension for Milwaukee County at this rate guaranteed January 1, 2025 through December 31, 2029.

They are financially stable, have a proven track record of quality customer service and will continue to offer the same convenience.

ALIGNMENT TO STRATEGIC PLAN

Describe how the item aligns to the objectives in the [strategic plan](#):

As we strive to become an employer of choice and attract and retain talented employees at Milwaukee County, providing a competitive Total Rewards package is critical. Our Total Rewards package includes elements of compensation, benefits,

work-life balance, recognition, and career development opportunities. These components all contribute to employee satisfaction and increased employee engagement.

1A: Reflect the full diversity of the County at every level of County government
These services will be offered to all benefit eligible employees

1B: Create and nurture an inclusive culture across County government
These services will be offered to all benefit eligible employees

1C: Increase the number of County contracts awarded to minority and women-owned businesses

RFI was requested and no minority or women-owned business responded

2A: Determine what, where, and how we deliver services to advance health equity
Dental and Vision services are a key to Milwaukee County Employees overall health and wellbeing.

2B: Break down silos across County government to maximize access to and quality of services offered

These services will be offered to all benefit eligible employees

2C: Apply a racial equity lens to all decisions

These services will be offered to all benefit eligible employees and they are significantly discounted due to offering a group plan design. This will mostly help Milwaukee County's lower wage earners.

3A: Invest "upstream" to address root causes of health disparities

3B: Enhance the County's fiscal health and sustainability

Delta Dental has offered Milwaukee County a rate guarantee for 5 years at our existing rate.

3C: Dismantle barriers to diverse and inclusive communities

These services will be offered to all benefit eligible employees

FISCAL EFFECT

There will be no change to the current amount already budgeted for Dental and Vision Administration.

TERMS

Request for authorization to purchase Dental and Vision Administration through Delta Dental for January 1, 2025 – December 31, 2029 with the option to renew at the end of the contract term.

VIRTUAL MEETING INVITES

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PREPARED BY:

Tony Maze, Director of Total Rewards, Human Resources

APPROVED BY:

Tony Maze, Director of Total Rewards, Human Resources

ATTACHMENTS:

Resolution

cc: County Executive David Crowley
Mary Jo Meyers, Chief of Staff, County
Executive's Office Margo Franklin, Chief
Human Resources Officer
Scott Brown, Interim Corporation Counsel
Aaron Hertzberg, Director, Department of
Administrative Services (DAS) Liz Sumner,
Comptroller
Stephen Cady, Research & Policy Director,
Comptroller's Office Joe Lamers, Director of
Strategy Budget and Performance (SBP)