

From the Director of Benefits, Department of Human Resources, requesting authorization to execute a contract extension with Willis of Wisconsin to purchase consulting and actuarial services for non-pension benefit plans effective March 1, 2021 through February 28, 2024, by recommending adoption of the following:

**AN AMENDED RESOLUTION**

WHEREAS, Milwaukee County (the County) contracts with Willis of Wisconsin for consulting and actuarial services for non-pension benefit plans, which include medical, dental, vision, and life insurance plans for the 2021 through 2024 plan years for eligible County employees and retirees; and

WHEREAS, at its meeting on March 18, 2021, the Committee on Finance received testimony from the Director of Employee Benefits, Department of Human Resources, that the contract for consulting and actuarial services for non-pension benefit plans had not been subject to competitive bid for at least eight years; and

WHEREAS, Section 56.30(5) of the Milwaukee County Code of General Ordinances requires a Request for Proposals (RFP) for these professional services unless waived by the Milwaukee County Board of Supervisors; and

WHEREAS, the members of the Committee on Finance desire to solicit an RFP for these services while retaining the services of Willis of Wisconsin (now known as Willis Towers Watson Midwest, Inc. or "Willis Towers Watson") to provide critical services since the current contract expired at the end of February 2021; and

WHEREAS, Willis ~~of Wisconsin~~ Towers Watson premium rate for consulting and actuarial services coverage will remain the same as the 2020 premium rate for the County's coverage levels; and

WHEREAS, the Committee on Finance, at its meeting of March 18, 2021, recommended adoption of File No. 21-299 as amended (vote 6-0); now, therefore,

BE IT RESOLVED, the proposal submitted by the Director of Benefits, Department of Human Resources (DHR), to extend the agreement with Willis Towers Watson for coverage of Milwaukee County (the County) medical, dental, vision, and life insurance plans for the 2021 through 2023 plan years at the 2020 rates is hereby rejected; and

44 **BE IT FURTHER RESOLVED, the Director of Benefits, DHR, with the**  
45 **assistance of the Director of Procurement, Department of Administrative**  
46 **Services, is requested to prepare and issue a request for proposals (RFP) for**  
47 **consulting and actuarial services for non-pension benefit plans; and**  
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49 BE IT **FURTHER** RESOLVED, the Director of Benefits, DHR, is hereby  
50 authorized to purchase consulting and actuarial service from Willis ~~of Wisconsin~~  
51 **Towers Watson** for coverage of County medical, dental, vision, and life insurance plans  
52 for the **period of March 1, 2021, through February 28, 2022, at a rate not-to-exceed**  
53 **\$173,000 the 2020 rates. ; and**  
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55 **BE IT FURTHER RESOLVED, the provisions of Sections 56.30 (8) and (9) of**  
56 **the Milwaukee County Code of General Ordinances are hereby waived and the**  
57 **Comptroller is authorized to pay Willis Towers Watson for consulting and actuarial**  
58 **services rendered prior to a one-year contract for the period of March 1, 2021,**  
59 **through February 28, 2022, is signed and executed; and**  
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61 **BE IT FURTHER RESOLVED, the Director of Benefits, DHR, is hereby**  
62 **requested to furnish a report on the guidance given to, and actions taken by**  
63 **Milwaukee County regarding changes made in late December 2020 by the U.S.**  
64 **Congress in the Consolidated Appropriations Act which temporarily allows**  
65 **participants in flexible spending plans to rollover unused funds, and changes**  
66 **signed into law on March 11, 2021, in The American Rescue Plan which increases**  
67 **the amount of funds participants may deposit into dependent care flexible**  
68 **spending accounts; and**  
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70 **BE IT FURTHER RESOLVED, the County Board of Supervisors hereby**  
71 **supports amending the rules and provisions of our employee health and**  
72 **dependent care flexible spending account plans to take advantage of the**  
73 **economic benefits conferred by the U.S. Congress.**  
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75 ~~BE IT FURTHER RESOLVED, the Director of Benefits, DHR, is hereby~~  
76 ~~approved to extend a contract to Willis for consulting and actuarial services to~~  
77 ~~take effect March 1, 2021.~~  
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