



Milwaukee County
Department of Human Resources
 INTER-OFFICE COMMUNICATION

Date: April 9, 2025

To: Marcelia Nicholson, Chairwoman, Milwaukee County Board of Supervisors

From: Tony L. Maze, Director of Total Rewards, Department of Human Resources

Subject: **Report from the Director of Total Rewards, Department of Human Resources, requesting authorization for a five-year contract through May 31, 2029, for consulting and actuarial services**

File Type: Action Report

REQUEST

Milwaukee County contracts with Willis Towers Watson, Midwest, Inc. for consulting and actuarial services for our non-pension benefit plans. Some of the items within the scope of services include biennial calculation of the County's OPEB liability, forecasting of health care expenses, assistance with sourcing benefit plan vendors, and plan design modeling to assess the impact of budget options.

Willis has been a critical partner in the success of Milwaukee County's employee benefit plan administration, both in vendor negotiations and budget planning.

Willis has consistently demonstrated strong knowledge of the local health care provider and insurance market, as well as the Wisconsin regulatory environment. Willis also brings us market power being the largest Broker with the highest book of business in the world. Their recent acquisition of Towers Watson adds to the leverage and depth of consulting knowledge.

ALIGNMENT TO STRATEGIC PLAN

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

1A: Reflect the full diversity of the County at every level of County government

Willis uses its tools and professional personnel to ensure the County is receiving the best price and plans for all purchased services

1B: Create and nurture an inclusive culture across County government

All services contracted services are made in consideration of all County Employees

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

2A: Determine what, where, and how we deliver services to advance health equity

Willis has consistently demonstrated strong knowledge of the local health care provider and insurance market, as well as the Wisconsin regulatory environment.

- 2B: Break down silos across County government to maximize access to and quality of services offered
Willis has consistently demonstrated strong knowledge of the local health care provider and insurance market, as well as the Wisconsin regulatory environment.
- 2C: Apply a racial equity lens to all decisions
All services contracted services are made in consideration of all County Employees
- 3A: Invest “upstream” to address root causes of health disparities
- 3B: Enhance the County’s fiscal health and sustainability
Willis Towers Watson has provided services to the County for several years and have not increase their costs since 2016
- 3C: Dismantle barriers to diverse and inclusive communities

FISCAL EFFECT

This will be a five (5) year contract through May 31, 2029, with a cost not to exceed \$179,190 per year except for 2027 which will include an additional \$60,000 for a medical audit.

TERMS

Milwaukee County will continue to utilize the account team, including actuarial support, from the local office located in Brookfield. All contract terms remain the same, with the following exceptions:

- The addition of \$60,000 for a medical audit.

VIRTUAL MEETING INVITES

Tony.Maze@milwaukeecountywi.gov

PREPARED BY:

Tony L. Maze, Director of Benefits Administration

APPROVED BY:

Tony L. Maze, Director of Benefits Administration

ATTACHMENTS:

Resolution
Fiscal Note

cc:

County Executive David Crowley
Mary Jo Meyers, Chief of Staff, County Executive’s Office
Margo Franklin, Chief Human Resources Officer
Scott Brown, Corporation Counsel
Supervisor Willie Johnson, Jr., Chair, Finance & Audit Committee
Supervisor Patti Logsdon, Chair, Personnel Committee
Liz Sumner, Controller
Stephen Cady, Comptroller’s Office
Aaron Hertzberg, Director, DAS
Janelle M. Jensen, Legislative Services Division Manager, Office of the County Clerk