

**MILWAUKEE COUNTY BOARD OF SUPERVISORS**

**DATE: December 14, 2017**

**AMENDMENT NO. 1 to Item #16**

**Resolution File No. 17-771**

**Ordinance File No.**

**COMMITTEE: Finance and Audit**

**OFFERED BY SUPERVISOR(S): Lipscomb, Sr.**

**ADD AND/OR DELETE AS FOLLOWS:**

**Add the underlined WHEREAS clauses on or near line 24 as follows:**

WHEREAS, the County, in coordination with Willis of Wisconsin, assessed the County's claims utilization and the life insurance market, and found the renewal proposal to be favorable; and

WHEREAS, the Manager of Benefits and Human Resources Information System reported to the Committee on Finance and Audit that MetLife, in exchange for reducing the proposed rate increase for basic and supplemental life insurance premiums from 17% to 10%, for an annual savings of \$158,237, the County must provide two voluntary benefit programs to its employees; and

WHEREAS, the two voluntary benefit programs are Auto and Home Insurance and MetLaw Legal Plan, which will be offered to employees with the ability to make premium payments by payroll deduction; and

WHEREAS, these two benefit programs were approved by Human Resources to secure a better rate on the life insurance renewal and in the future, will look to utilize a request for proposals (RFP) process with competitive vetting to ensure that these programs are competitive with other vendors that may offer similar benefit programs; and

**Amend the BE IT RESOLVED and add the underlined BE IT FURTHER RESOLVED clauses on or near line 32 as follows:**

BE IT RESOLVED, the Manager of Benefits and Human Resources Information System, Department of Human Resources, is hereby authorized to execute the contract with MetLife, Inc., for group term life insurance coverage commencing January 1, 2018-  
; and

BE IT FURTHER RESOLVED, that the Manager of Benefits and Human Resources Information System (Benefits Manager) shall provide the County Board an informational report by the May 2018 meeting cycle outlining the employee utilization of the two new voluntary benefit programs and; and

BE IT FURTHER RESOLVED, that the Office of the Comptroller, working in conjunction with the Benefits Manager, Risk Manager, and Corporation Counsel, shall provide a report by September 2018 that includes the following, as well as any other pertinent information:

- An overview of the basic and supplemental life insurance program
- An analysis of the factors that are driving the premium rate increases and recommendations to reduce costs and increase competition for future renewals
- An assessment of whether any disclaimers should be provided to employees that the supplemental benefit programs were implemented without a competitive bid process or vetting to compare to similar offerings by other potential vendors
- A review of the process in which “voluntary benefit programs” are selected by the County, and the impacts of employee payroll deductions if the benefit is terminated or there is a change in vendor.