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From the Director of Total Rewards, Department of Human Resources, requesting authorization to execute a one-year contract with Willis Towers Watson for Dependent Eligibility Audit administration from January 1, 2025 - December 31, 2025, by recommending adoption of the following:

A RESOLUTION

WHEREAS, Milwaukee County (the County) is committed to offering highly competitive employee compensation, health, and welfare programs to attract, retain, and reward its employees; and

WHEREAS, to sustain competitive compensation and benefit programs, the County must try to balance the health care expenditures; and

WHEREAS, the County has relied on the honor system for medical, dental, vision, and pharmacy plan enrollment, and by doing so have unknowingly covered many non-eligible dependents, such as former spouses, adult children, grandchildren, and others, resulting in higher benefit costs for employers and employees; and

WHEREAS, Willis Towers Watson, Midwest, Inc. (WTWCO), on the County's behalf, can execute a comprehensive audit of dependent eligibility and assist the County in discovering ineligible members, resulting in significant cost savings over multiple years in the future; and

WHEREAS, the contract with WTWCO for dependent eligibility audit services would produce a 3 to 7 percent reduction in the number of covered dependents, resulting in a projected net cost-savings average of \$2,500 - \$5,000 in claims per eliminated dependent, and even more in overall premium costs projected up to \$2,107,000; and

WHEREAS, the Committee on Finance, at its meeting of December 12, 2024, recommended adoption of File No. 24-886 (vote 7-0); now, therefore,

BE IT RESOLVED, the Director of Total Rewards, Department of Human Resources, is hereby authorized to execute a one-year contract with Willis Towers Watson, Midwest, Inc., for dependent eligibility audit services, effective January 1, 2025, through December 31, 2025.