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From the Director of Benefits, Department of Human Resources, requesting authorization to encumber additional funds for 2021 services with Lifeworks (US) LTD. for benefit services where the invoices were greater than estimated Benefits Administration Software Services for part of the ongoing 2020 to 2023 extended term, by recommending adoption of the following:

A RESOLUTION

WHEREAS, Milwaukee County’s (the County) current contract with Lifeworks (US), LTD, (Lifeworks), previously Morneau Shepell, Limited, has a term from January 1, 2020, through December 31, 2023; and

WHEREAS, Lifeworks’ combination of administrative costs and ease of use provide the optimal financial performance available to the County; and

WHEREAS, Lifeworks provides the efficient, high-quality system access options that the County’s active employees and retirees have gotten used to; and

WHEREAS, Lifeworks provides benefits administration software services under a 2020 through 2023 extended Agreement for Products and Services (Agreement); and

WHEREAS, Adopted File No. 20-286 authorized an amount not-to-exceed \$1,500,000 for the Agreement, which was not a realistic ceiling, as the Agreement itself expresses rates rather than a total contract amount; and

WHEREAS, two Federal Guideline changes resulted in greater flexible spending account costs than anticipated; and

WHEREAS, the Department of Human Resources is asking to exceed that \$1,500,000 amount for 2020-2023 if needed, and an estimated \$390,509.05 amount is needed for 2023; and

WHEREAS, the Committee on Finance, at its meeting of January 27, 2022, recommended adoption of File No. 22-109 (vote 7-0); now, therefore,

BE IT RESOLVED, the Department of Human Resources (DHR) is authorized to exceed the \$1,500,000 amount for 2020-2023, if needed; and

41 BE IT FURTHER RESOLVED, the Director of Employee Benefits, DHR, is
42 hereby authorized to encumber additional funds to cover services already rendered in
43 2021 by Lifeworks (US), LTD, for active employees and retirees; and
44

45 BE IT FURTHER RESOLVED, the Office of the Comptroller, and the Office of
46 Strategy, Budget, and Performance, are authorized to transfer appropriations of
47 \$36,000 from Org. Unit 1945 Appropriation for Contingency, (Account 78950
48 Appropriation for Contingency) to Org. Unit 1921, Human Resources and Payroll
49 System (Account 60003 Data Processing - Benefits).
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