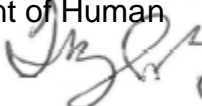


COUNTY OF MILWAUKEE
Inter-Office Communication

Date: May 18, 2022

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

From: Tony L. Maze, Director of Benefits Administration, Department of Human Resources 

Subject: **Report from the Director of Benefits & HR Metrics, Department of Human Resources, requesting authorization for a three year Contract through May 31, 2025, 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 profession personal 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 three (3) year contract through May 31, 2025 with a cost not to exceed \$173,000.00 per year.

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:

VIRTUAL MEETING INVITES

Tony L. Maze, Director of Benefits Administration

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
- Margaret Daun, Corporation Counsel
- Supervisor Liz Sumner, Chair, Finance & Audit Committee
- Supervisor Willie Johnson, Jr., Chair, Personnel Committee
- Scott Manske, Controller
- Stephen Cady, Comptroller’s Office
- Aaron Hertzberg, Director, DAS
- Janelle M. Jensen, Legislative Services Division Manager, Office of the County Clerk