



City of Madison

City of Madison
Madison, WI 53703
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Master

File Number: 45609

File ID: 45609

File Type: Resolution

Status: Report of Officer

Version: 1

Reference:

Controlling Body: BOARD OF ESTIMATES

Lead Referral: BOARD OF ESTIMATES

File Created Date : 01/04/2017

File Name:

Final Action:

Title: Hiring a consultant to evaluate and recommend potential improvements to existing employee benefits; amending the 2017 Adopted Operating Budget to appropriate \$50,000 from _____ to the Finance Department for the study.

Notes:

CC Agenda Date: 01/17/2017

Agenda Number:

Sponsors: Paul R. Soglin

Effective Date:

Attachments: Wage Life v2.pdf

Enactment Number:

Author: David Schmiedicke, Finance Director

Hearing Date:

Entered by: sgarcia@cityofmadison.com

Published Date:

Approval History

Version	Date	Approver	Action
1	01/12/2017	Laura Larsen	Approve

History of Legislative File

Ver- sion:	Acting Body:	Date:	Action:	Sent To:	Due Date:	Return Date:	Result:
1	Finance Department	01/12/2017	Referred for Introduction				
	Action Text:		This Resolution was Referred for Introduction				
	Notes:	Board of Estimates					
1	COMMON COUNCIL	01/17/2017	Refer	BOARD OF ESTIMATES		01/23/2017	Pass
	Action Text:	A motion was made by Rummel, seconded by DeMarb, to Refer to the BOARD OF ESTIMATES. The motion passed by voice vote/other.					

1 BOARD OF ESTIMATES 01/23/2017 RECOMMEND TO COUNCIL TO ADOPT (15 VOTES REQUIRED) - REPORT OF OFFICER Pass

Action Text: A motion was made by Verveer, seconded by Rummel, to RECOMMEND TO COUNCIL TO ADOPT (15 VOTES REQUIRED) - REPORT OF OFFICER. The motion passed by voice vote/other.

Notes: The motion passed by the following vote: 4:3: (AYE: McKinney, Rummel, Verveer, Soglin ; NO: Cheeks, Eskrich, Wood)

Ayes: 4 Michael E. Verveer; Marsha A. Rummel; Barbara Harrington-McKinney and Paul R. Soglin

Noes: 3 Zach Wood; Sara Eskrich and Maurice S. Cheeks

Text of Legislative File 45609

Fiscal Note

The proposed resolution will appropriate \$50,000 from an undefined source for consulting services to examine the City of Madison’s current employee benefit structure. The 2017 Executive Budget included \$50,000 within the Finance Department to conduct the study. These funds were removed from the proposed budget by Amendment 12 adopted by the Common Council.

The intent of the proposed study is to examine areas for improved efficiency and modernization within the existing benefit structure that may result in savings for both the City and its employees.

Title

Hiring a consultant to evaluate and recommend potential improvements to existing employee benefits; amending the 2017 Adopted Operating Budget to appropriate \$50,000 from _____ to the Finance Department for the study.

Body

WHEREAS, the City of Madison is committed to continuing to provide high quality benefits to its employees at a reasonable cost, and

WHEREAS, the City Income Protection Plan and Life Insurance programs have not been evaluated since the 1970s, and

WHEREAS, other city benefits may also see improvements in terms of quality and cost as the result of a third party evaluation, and

WHEREAS, a third party evaluation could provide valuable information for discussions with employee unions and employee associations with regard to potential benefit modifications that could improve the provision of benefits and/or reduce costs; and

WHEREAS, the adopted budget does not include funding for a hiring a consultant to evaluate city benefit programs; and

WHEREAS, the projected cost for such and evaluation should not exceed \$50,000;

NOW, THEREFORE BE IT RESOLVED, that the 2017 adopted operating budget shall amended to appropriate \$50,000 from _____ to the Finance Department budget to allow Finance and

Human Resources to engage a third party consultant to evaluate City income protection and life insurance plans, and possibly other benefit programs. The evaluation will include an actuarial analysis of the programs in comparison to other similarly situated employers and will provide potential recommendations for improvements in benefits as well as costs of the various benefit programs.