

# CITY OF APPLETON

## HUMAN RESOURCES DEPARTMENT



100 N. Appleton Street  
Appleton, WI 54911



(920) 832-6458



(920) 832-5845



[humanresources@appleton.org](mailto:humanresources@appleton.org)

To: Human Resources/IT Committee and the Appleton Common Council Members

From: Jay Ratchman, Human Resources Director 

Date: October 11, 2021

Re: Fringe Benefits Consultant

The City of Appleton current uses USI, Insurance Services (USI) as our broker for our fringe benefit programs. The current agreement with USI is set to expire on 12/31/2021. It is our intent to enter a new three-year agreement with USI, subject to approval by the Human Resources/IT Committee and the Appleton Common Council.

Here is why we choose to renew with USI:

- During the past year USI has helped implement several key cost saving measures. Examples include: transition of our health insurance program to UMR; switching our RX vendor, which has resulted in a significant savings; and negotiating on our behalf for favorable renewals for our dental insurance plan and for health stop loss coverage. These efforts help us effectively manage our programs, while benefitting our employees by keeping costs lower for them as well.
- USI continues to offer several value-added services at no additional cost. Examples include: engaging in strategic benefit discussions; offering a mobile benefits app; providing legal support on employment laws; and assisting with benefit and open enrollment communication materials.
- With this new agreement, the annual fixed consulting fees for USI will reduce to \$60,000 (currently at \$67,980), which is about a 11.7% reduction in fees. This fixed annual rate is guaranteed for the length of this new agreement.

We have researched and networked extensively with other brokers that serve our market. We are confident in the services provided by USI and the work that they do on our behalf.

Please contact me if you have any questions regarding this recommendation.