



State of Wisconsin
 Department of Employee Trust Funds
 4822 Madison Yards Way
 Madison, WI 53705-9100
 P. O. Box 7931
 Madison, WI 53707-7931

Contract by Authorized Board

Commodity or Service:

Consulting Actuary for Wisconsin
 Group Insurance and Disability Programs

Contract No.:

ETD0013 – Amendment #16 dated April 21, 2022

Contract Period: January 1, 2022 through December 31, 2022

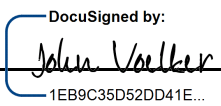
1. This Contract Amendment #16 is entered into by the State of Wisconsin, Department of Employee Trust Funds hereinafter referred to as the "Department," and Milliman, Inc., hereinafter referred to as the "Contractor," whose address and principal officer appear on page 3 below. The Department is the sole point of contact for this Contract.
2. Whereby the Department agrees to direct the purchase and the Contractor agrees to supply the Contract requirements cited herein in accordance with the State of Wisconsin standard terms and conditions and in accordance with the Contractor's proposal date February 17, 2014 hereby made a part of this contract by reference.
3. In connection with the performance of work under this Contract, the Contractor agrees not to discriminate against any employees or applicants for employment because of age, race, religion, color, handicap, sex, physical condition, developmental disability as defined in s.51.01(5), Wis. Stats., sexual orientation as defined in s.111.32(13m), Wis. Stats., or national origin. This provision shall include, but not be limited to, the following: employment, upgrading, demotion or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. The Contractor further agrees to take affirmative action to ensure equal employment opportunities. The Contractor agrees to post in conspicuous places, available for employees and applicants for employment, notices to be provided by the contracting officer setting forth the provisions of the nondiscrimination clause.
4. Contracts estimated to be over fifty thousand dollars (\$50,000) require the submission of a written affirmative action plan. Contractors with an annual work force of less than fifty (50) employees are exempted from this requirement. Within fifteen (15) business days after the award of the Contract, the plan shall be submitted for approval to the Department. Technical assistance regarding this clause is provided by the Department of Employee Trust Funds, P.O. Box 7931, Madison, WI 53707-7931, 608.266.2586, or via e-mail at ETFSMBProcurement@etf.wi.gov.
5. This initial contract period is for fifteen (15) months. Each contract period annually will be for twelve (12) months and extend unless and until either party gives the other 180 days' notice of their intent to cancel the contract.
6. The Contract Amendment 1 is to add Milliman's Proposal for Disability Plan Design Analysis Scope of Work dated January 13, 2015 (amended March 26, 2015). Task reimbursement amounts are eligible for payment from Table 1, when ETF gives written acceptance of the tasks satisfactory receipt and will cost no more than \$75,000. All task estimated timeframes are mutually agreed upon and deviations must be mutually agreed upon. The Contract Amendment 1 may be amended to reflect any change in tasks' estimated timeframes, additional requested work or costs associated with additional work requests. The Additional Plan Design Options (APDO) for researching the plan design for similar employers, including other state systems and large public sector plans will cost no more than \$5,000. Reimbursement for the APDO work is eligible for payment when ETF gives written acceptance of satisfactory receipt. All travel expenses associated with the services for this amendment shall be billed at actual costs, be reasonable for the work conducted, and when appropriate, be at state approved rates. Contract Amendment 1 is for the total cost not to exceed \$80,000.
7. The Contract Amendment 2 is dated February 3, 2016 for the consulting actuary related services, with the costs not to exceed \$118,450.
8. Article 6 above is amended to add expanded project analysis work on the Income Continuation Insurance (ICI) program and hereby incorporated by reference the Milliman letter dated January 21, 2016 for the Disability Plan Design Work. Delivery date for this expanded project analysis is June 30, 2016. The expanded analysis project, project delivery date, and an additional amount of \$25,000 has been mutually agreed upon. The original amounts from Article 7 and the additional amount included in this article are in addition to the contract amount for the consulting actuary related services specified in Article 8.
9. The Contract Amendment 3 is dated September 23, 2016 for the GASB 74 Implementation Planning, with the costs not to exceed \$71,000.

10. The Contract Amendment 4 is dated February 13, 2017 for the consulting actuary related services, with the costs not to exceed \$120,712.
11. The Contract Amendment 4 is dated February 13, 2017 and amends Contract Amendment 1 Scope of Work dated March 26, 2015, as permitted in Article 6 to include costs associated with additional work requests in the amount of \$5,000 and to remove provisions in Article 6 related to APDO work. The total cost for these services are not to exceed \$5,000 and are not included in Section 10 above costs.
12. The Contract Amendment 5 is dated January 5, 2018 for consulting actuary related services, with the costs not to exceed \$123,332.
13. The Contract Amendment 6 is dated June 22, 2018 and adds Amendment 6A which documents Contractor's scope of work, detailed in Attachment 6A, and clarifies payment is to be made by the Department's third party administrator of the Life Insurance Program to Contractor, and also adds Amendment 6B which documents the scope of Contractor's presentation related to the new GASB standards 74 and 75 impacting the valuation of the Retiree Life Insurance programs (State and Local plans) to the Wisconsin Group Insurance Board on August 22, 2018, the costs for which are not to exceed \$4,500.
14. The Contract Amendment 7 is dated October 2, 2018 which documents Contractor's scope of work detailed in Milliman's September 24, 2018 letter (attached), the costs for which are not to exceed \$25,000 and all work completed prior to the November 14, 2018 Group Insurance Board meeting.
15. The Contract Amendment 8 is dated January 17, 2019 which documents:
 - Contractor's scope of work detailed in Contractor's December 19, 2018 letter to the Department (attached) for actuarial audit of accumulated sick leave conversion credit program valuation wherein costs shall not exceed \$35,000; and
 - The consulting actuary related services, with the costs not to exceed \$126,021 for calendar year 2019.
16. The Contract Amendment 9 is dated October 25, 2019 and includes Contractor's letter to the Department dated October 14, 2019 (attached) with the agreed upon statement of work for services related to the Department's Group Life Insurance Request for Proposals, the costs for which shall not exceed \$32,000.
17. The Contract Amendment 10 is dated November 1, 2019 and includes Contractor's letter to the Department dated October 15, 2019 (attached) with the agreed upon statement of work for services related to the Department's Experience Studies for Duty Disability and Income Continuation Insurance Programs, the costs for which shall not exceed \$75,000.
18. The Contract Amendment 11 dated January 2, 2020 is for consulting actuary related retainer services described in RFP ETD0013 with costs not to exceed \$128,604 for calendar year 2020.
19. The Contract Amendment 12 dated January 25, 2021 is for:
 - Consulting actuary related retainer services described in RFP ETD0013 with costs not to exceed \$130,122 for calendar year 2021.
 - Contractor's scope of work detailed in their January 21, 2021 letter (attached) to the Department regarding State and Local Retiree Life Insurance GASB 74 Implementation Services with costs not to exceed \$25,000.
 - Additional work beyond that described in the January 21, 2021 scope of work, including work responding to audit inquiries or the creation of multiple draft reports, for reasons other than correcting Milliman errors, will be invoiced to the Department at the hourly rates in the attached January 21, 2021 letter and will be itemized by amendment number, auditor name, auditor firm, hours, hourly rate, and type of work performed. In the event this additional work exceeds \$3,000, Contractor will obtain prior approval from the Department before proceeding.
20. The Contract Amendment 13 dated August 16, 2021 is for the scope of work described in the attached July 1, 2021 letter regarding Impact of Eliminating Supplemental Benefits from the State and Local Income Continuation Insurance (ICI) Plans with costs not to exceed \$25,000.
21. The Contract Amendment 14 dated December 16, 2021 is for consulting actuary related retainer services described in RFP ETD0013 with costs not to exceed \$134,026 for calendar year 2022.
22. The Contract Amendment 15 dated January 25, 2022 is for:
 - Additional work required under the scope of work described in amendment #13 for studying the impact of eliminating supplemental benefits from the state and local Income Continuation Insurance (ICI) Plans with costs not to exceed \$5,000.
 - The work described in the Department's attached Wellness & Disease Management RFP SOW (SOW) and Contractor's attached January 18, 2022 response to the SOW with costs not to exceed \$60,000.

23. This Contract Amendment 16 dated April 21, 2022 is for the Milliman letter dated April 14, 2022 describing the scope of work for decoupling sick leave from income continuation insurance (ICI) program invoiced on a time and expenses basis not to exceed \$40,000.
24. For purposes of administering the Contract, the Order of Precedence is:
- A. The Contract with Milliman, Inc. dated July 31, 2014;
 - B. This Contract Amendment 16 dated April 21, 2022;
 - C. the Contract Amendment 15 dated January 25, 2022;
 - D. the Contract Amendment 14 dated December 16, 2021;
 - E. the Contract Amendment 13 dated August 16, 2021;
 - F. the Contract Amendment 12 dated January 25, 2021;
 - G. the Contract Amendment 11 dated January 2, 2020;
 - H. the Contract Amendment 10 dated November 1, 2019;
 - I. the Contract Amendment 9 dated October 25, 2019;
 - J. the Contract Amendment 8 dated January 17, 2019;
 - K. the Contract Amendment 7 dated October 2, 2018;
 - L. the Contract Amendment 6 dated June 28, 2018;
 - M. the Contract Amendment 5 dated January 5, 2018;
 - N. the Contract Amendment 4 dated February 13, 2017;
 - O. the Contract Amendment 3 dated September 23, 2016 and Milliman letter dated September 14, 2016;
 - P. the Contract Amendment 2 dated February 3, 2016 and Milliman letter dated January 21, 2016;
 - Q. the Contract Amendment 1 dated March 26, 2015;
 - R. questions from vendors and ETF Answers dated January 28, 2014;
 - S. Exhibit A, Changes Agreed to by the Parties from the Request for Proposal (RFP) ETD0013;
 - T. Exhibit B, Business Associates Agreement dated June 3, 2014;
 - U. the RFP dated January 6, 2014; and,
 - V. Contractor's proposal dated February 17, 2014.

Contract Number and Service: ETD0013-Amendment #16
 Consulting Actuary for Wisconsin Group Insurance and Disability Programs

This Contract Amendment shall become effective upon the date of last signature below (the "Effective Date").

State of Wisconsin	
Department of Employee Trust Funds	
Signature	DocuSigned by: 
Name/Title	1EB9C35D52DD41E...
A. John Voelker Secretary, Department of Employee Trust Funds	
Phone	608.266.0301
Date	4/21/2022

Contractor	
Legal Company Name	Milliman, Inc.
Trade Name	Milliman
Taxpayer Identification Number	91-0675641
Company Address (City, State, Zip)	121 Middle Street Suite 401 Portland, ME 04101
Name/Title	Daniel D. Skwire, Principal
Signature	DocuSigned by: 
Phone	6D8558A615D1484... 207.771.1203
Date	4/21/2022



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milliman.com

April 14, 2022

Mr. Jim Guidry
Bureau Director
Benefit Services
Wisconsin Department of Employee Trust Funds
P.O. Box 7931
Madison, WI 53707

RE: Decoupling Sick Leave from Income Continuation Insurance Program

Dear Jim,

Thank you for asking Milliman to assist the Wisconsin Department of Employee Trust Funds (ETF) in analyzing the impact of decoupling sick leave from the Income Continuation Insurance (ICI) program. Currently, the State ICI plan features an elimination period (EP) for non-UW faculty that is equal to the greater of (1) sick leave up to a maximum of 130 working days and (2) 30 days. ETF is considering the following changes to the State ICI plan:

- Eliminating the requirement to use sick leave during the EP.
- Restructuring the EP to be similar to the ICI plans for local employees and UW faculty, where EP's range from 30 to 180 days and premiums vary by EP. The 180-day option would be fully paid for by the employer, and employees who choose shorter EP options would pay the difference between the 180-day plan and the shorter EP plan (the employer would still cover the cost equivalent to the 180-day option).
- Performing an open enrollment that would allow all eligible employees to enroll in the restructured State ICI plan without showing evidence of insurability.

Project Scope

We will perform the following tasks for this project:

1. We will estimate the impact of the plan changes on premium contributions from employees, employers, and in total. We anticipate using the existing premium rates for UW-faculty adjusted for plan experience as a basis for the new premium structure for non-UW faculty. We will assume the new plan will feature EP options of 30, 60, 90, 120, and 180 days.
2. We will estimate the impact of the plan changes on enrollment in the State ICI plan. We will use WRS insurance files to analyze current and future participation levels.

3. We will analyze the impact of the plan changes on the Accumulated Sick Leave Conversion Credit (ASLCC) and the Supplemental Health Insurance Conversion Credit (SHICC) programs. We anticipate that decoupling sick leave could result in a greater liability for the ASLCC and/or SHICC programs, because employees would not be required to use sick leave during the EP.
4. We will estimate the impact of the plan changes on State ICI claim experience. We will leverage the results from our loss ratio studies performed in 2020 to develop assumptions for estimating future claims. The analysis will include an estimate of the impact on claim volumes as well as claim amounts.
5. We will estimate the impact of the plan changes on State ICI liabilities and reserve target levels, which are currently in the range of 130% to 140% of the actuarial liability.
6. We will estimate the impact of the plan changes on loss ratios, by assuming new premium rates will be established to meet target funding requirements for the State ICI plan.

We will perform the analysis both with and without the assumption that supplemental benefits will be eliminated.

Data Requirements

We will use ICI claim data provided by The Hartford for the annual valuations, which we already have on hand. We will also use WRS insurance files provided by ETF. We already have historical insurance files through 2020, but we do not have insurance files from 2021. Would you please provide the 2021 insurance files for performing this project?

Estimated Cost and Timeline

We propose providing these services to ETF under our current consulting services agreement. We propose doing so on a time and expense basis, using the same hourly billing rates at which we perform our disability valuation services, at a cost not to exceed \$40,000. To the extent that the scope of this work changes or additional work is required, we will request additional funds from ETF before proceeding further. We will deliver results within six weeks of receiving the necessary data. If the proposed services and fees for this assignment are acceptable, then please feel free to prepare an amendment to the current contract between ETF and Milliman for these services. Please note that our proposed scope of work includes travel expenses related to in-person meetings.

Please contact me at 207-771-1204 or paul.correia@milliman.com if you have any questions on the content of this proposal. Thank you.

Sincerely,



Paul Correia, FSA, MAAA
Principal and Consulting Actuary