

**EXECUTIVE SUMMARY  
FOR THE WEST ALLIS-WEST MILWAUKEE SCHOOL DISTRICT  
BOARD AGENDA**

**Topic:** Benefit Consultant Services RFP - Howden Contract

**Prepared by:** Aaron Norris, Assistant Superintendent

**Date:** May 18, 2026 **Agenda Reference #** 11.4

**Recommended Action:**

<u>  X  </u>	<b>Discussion/Action</b>
<u>      </u>	<b>Presentation/Discussion</b>
<u>      </u>	<b>Information Only</b>
<u>      </u>	<b>Presentation/Action Next Meeting</b>

**Recommendation(s):**

The administration recommends awarding Howden Insurance Group with the Benefit Consultant Services contract to advise the school district in its health insurance plan and other employee benefit offerings.

**Purpose:**

An agreement with Howden will provide the West Allis-West Milwaukee School District strategic guidance and consulting services related to the District’s employee benefits program. The agreement provides that the consultant will serve as the District’s employee benefits advisor to assist with plan strategy, market analysis, vendor management, compliance support, employee engagement, and long-term cost containment initiatives. Howden may also be called upon to provide additional benefits-related advisory services as necessary to support the District’s operational and financial goals related to employee Other Post-Employment Benefits(OPEB) or otherwise. The consultant will work collaboratively with the District to maintain competitive and sustainable benefit offerings while emphasizing transparency, responsiveness, fiscal stewardship, and high-quality service to employees.

**Background:**

West Allis-West Milwaukee School District provides employee benefits to roughly 925 benefit-eligible staff members and nearly 930 retirees and spouses. Our District currently operates a fully insured health plan through UnitedHealthcare and a self-funded dental plan, while also offering life, long-term disability, HRA, and retiree benefit programs with more than \$13.7 million in combined employee account balances. As part of the District’s 2026-2027 strategic planning efforts, the District is evaluating the long-term sustainability of its current health plan structure, including the potential transition to a self-funded model, while continuing to provide competitive and comprehensive benefits that support employee recruitment, retention, and fiscal responsibility.

Following the District’s RFP process, Howden was selected based on its competitive fee structure, strong implementation and transition plan, depth of employee benefits expertise, and ability to provide both broad market resources and responsive local support to the District.

- Historically, the team has worked with over 40 school districts and 9 of the largest in Wisconsin.
- Howden, established in 1994, manages nearly \$50 billion worth of client insurance premiums, and is a top ten global insurance broker.
- The team at Howden has previously demonstrated results with the district by maintaining extensive benefit offerings to employees while keeping premium renewals down, and employee plan disruptions at a minimum.
- This contract secures WAWM with a partner that is committed to service quality at a cost savings for the district.

**Attachment:**

- [Board Presentation 5.18.26](#)
- [Howden - Finalist Presentation](#)