

BILL NO. 25-173

AN ORDINANCE APPROVING THE CALENDAR YEAR 2026 EMPLOYEE BENEFIT PROGRAMS; APPROVING AGREEMENTS FOR SERVICES BY AND BETWEEN THE CITY OF LEE'S SUMMIT, MISSOURI AND CIGNA HEALTH AND LIFE INSURANCE COMPANY, METROPOLITAN LIFE INSURANCE COMPANY, HARTFORD LIFE AND ACCIDENT INSURANCE COMPANY, CURALINC, LLC, P&A GROUP, ALLSTATE INSURANCE COMPANY, AND AUTHORIZING THE CITY MANAGER TO EXECUTE AGREEMENTS AND OTHER DOCUMENTS AS NECESSARY TO ADMINISTER EMPLOYEE BENEFITS FOR CALENDAR YEAR 2026 ON BEHALF OF THE CITY AND CONTAINING AN EMERGENCY CLAUSE.

WHEREAS, the City of Lee's Summit ("City") enters into agreements with various companies to provide employee benefits including health, dental, vision, and life insurance, as well as employee assistance services; and,

WHEREAS, following a significant bid process utilizing our broker, Holmes Murphy, Staff recommends the following providers: Cigna Health and Life Insurance Company, Metropolitan Life Insurance Company, Hartford Life and Accident Insurance Company, CuraLinc, LLC, P&G Group and Allstate Insurance Company; and,

WHEREAS, the City and the aforementioned entities desire to formalize the service agreements delineating the terms and conditions related to the provision of services as described herein.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF LEE'S SUMMIT, MISSOURI, AS FOLLOWS:

SECTION 1. The calendar year 2026 employee benefit programs for the City of Lee's Summit to provide medical and dental insurance coverage; vision insurance coverage; life and accidental death and disability insurance coverage; employee assistance services; and voluntary benefits is approved, and the provision of such coverages and services by Cigna Health and Life Insurance Company, Metropolitan Life Insurance Company, Hartford Life and Accident Insurance Company, CuraLinc, LLC, P&A Group, and Allstate Insurance Company as set out in Exhibit "A" attached are approved.

SECTION 2. The City Manager is authorized to execute any and all documents necessary to ensure the implementation and continuation of these programs under the same or substantially similar terms and conditions.

SECTION 3. This Ordinance is hereby declared an emergency as described in Section 3.13 (f)(1) and (3) of the Charter of the City of Lee's Summit, Missouri as it is necessary to provide for the current expenses of the City government and to insure that coverage will be in place for health insurance and other benefits for employees in a timely manner.

SECTION 4. This Ordinance shall be in full force and effect from and after the date of its adoption, passage, and approval by the Mayor.

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SECTION 5. Should any section, sentence, or clause of this Ordinance be declared invalid or unconstitutional, such declaration shall not affect the validity of the remaining sections, sentences or clauses.

PASSED by the City Council of the City of Lee's Summit, Missouri, this _____ day of _____, 2025

Mayor *William A. Baird*

ATTEST:

City Clerk *Trisha Fowler-Arcuri*

APPROVED by the Mayor of said city this ____ day of _____, 2025

Mayor *William A. Baird*

ATTEST:

City Clerk *Trisha Fowler-Arcuri*

APPROVED AS TO FORM:

City Attorney *Brian W. Head*