

BILL NO. 22-186

AN ORDINANCE APPROVING THE CALENDAR YEAR 2023 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, NAVIA BENEFIT SOLUTIONS, INC., AND TRUSTMARK INSURANCE COMPANY, AND AUTHORIZING THE CITY MANAGER TO EXECUTE AGREEMENTS AND OTHER DOCUMENTS AS NECESSARY TO ADMINISTER EMPLOYEE BENEFITS FOR CALENDAR YEAR 2023 ON BEHALF OF THE CITY.

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, the City has successfully negotiated renewal rates with existing providers for the following benefits: medical and dental insurance coverage for calendar year 2023 with CIGNA Health and Life Insurance Company ("CIGNA"); with Metropolitan Life Insurance Company ("MetLife") for vision insurance coverage for calendar year 2023; and with Navia Benefit Solutions, Inc. ("Navia") for FSA administration services through calendar year 2024; and,

WHEREAS, the City, through its benefits broker, marketed its employee assistance program benefits, which resulted in a negotiated agreement with CuraLinc, LLC ("CuraLinc Healthcare"); and,

WHEREAS, the City also has existing contracts with the Hartford Life and Accident Insurance Company ("Hartford") for life, accidental death, and disability coverages, and for voluntary accident and critical illness coverage; Navia Benefit Solutions, Inc., ("Navia") for COBRA administration services; and Trustmark Insurance Company ("Trustmark") for universal life and long-term care coverage; and,

WHEREAS, the City and the aforementioned entities desire to formalize the renewals described herein and further, to the extent necessary, to enter into formal agreements delineating the terms and conditions related to the provision of services as summarized herein.

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

SECTION 1. The calendar year 2023 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, MetLife, Hartford, CuraLinc Healthcare, Navia, and Trustmark is approved, and the City Manager is authorized to execute any and all documents necessary to ensure the implementation and continuation of the same.

SECTION 2. 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 3. 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 _____, 2022.

Mayor *William A. Baird*

ATTEST:

City Clerk *Trisha Fowler-Arcuri*

APPROVED by the Mayor of said city this ____ day of _____, 2022.

Mayor *William A. Baird*

ATTEST:

City Clerk *Trisha Fowler-Arcuri*

APPROVED AS TO FORM:

City Attorney *Brian W. Head*