

## **BILL NO. 21-175**

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AN ORDINANCE APPROVING THE CALENDAR YEAR 2022 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, NEW DIRECTIONS BEHAVIORAL HEALTH, 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 2022 BY AND ON BEHALF OF THE CITY.

WHEREAS, the City of Lee's Summit ("City") enters into agreements with service providers for the provisions of employee benefits including health, dental, vision, and life insurance, as well as employee assistance services; and,

WHEREAS, the City, through its benefits broker, undertook a rigorous marketing effort of its employee benefits in 2019, which resulted in negotiated agreements with two entities with multi-year rate guarantees, more specifically: Cigna Health and Life Insurance Company ("CIGNA") for dental coverage through calendar year 2021, with a rate cap for calendar year 2022; and Metropolitan Life Insurance Company ("MetLife") for vision insurance coverage through calendar year 2022; 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., formerly the Taben Group, ("Navia") for COBRA and FSA administration services, and Trustmark Insurance Company ("Trustmark") for universal life and long-term care coverage; and,

WHEREAS, the City has successfully negotiated renewal rates with existing providers for the following benefits: medical and dental insurance coverage for calendar year 2022 with CIGNA and New Directions Behavioral Health, LLC ("New Directions") for employee assistance benefits for calendar year 2022; and,

WHEREAS, the City and the aforementioned entities (collectively referred to herein as "Service Providers") 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; and,

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

SECTION 1. The calendar year 2022 employee benefit programs for the City of Lee's Summit for the provision of medical and dental insurance coverage; vision insurance coverage; life and accidental death and disability insurance coverage; employee assistance services; and voluntary benefits is hereby approved and the provision of such coverages and services by CIGNA, MetLife, Hartford, New Directions, Navia, and Trustmark is hereby approved, and the City Manager is authorized to execute any and all documents necessary to ensure the implementation and continuation of the same.

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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.

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 \_\_\_\_\_, 2021.

\_\_\_\_\_  
Mayor *William A. Baird*

ATTEST:

\_\_\_\_\_  
City Clerk *Trisha Fowler-Arcuri*

APPROVED by the Mayor of said city this \_\_\_\_ day of \_\_\_\_\_, 2021.

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Mayor *William A. Baird*

ATTEST:

\_\_\_\_\_  
City Clerk *Trisha Fowler-Arcuri*

APPROVED AS TO FORM:

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Chief Counsel of Management and Operations  
*Daniel R. White*