

## Legislation Details (With Text)

**File #:** BILL NO. 19-184  
**Name:**  
**Type:** Ordinance  
**Status:** Passed  
**File created:** 8/1/2019  
**In control:** City Council - Regular Session  
**On agenda:** 8/20/2019  
**Final action:** 8/13/2019  
**Title:** An Ordinance approving the Calendar Year 2020 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, and New Directions Behavioral Health, L.L.C., and authorizing the City Manager to execute agreements and other documents necessary to administer employee benefits for Calendar Year 2020 by and on behalf of the City. (F&BC 8-12-19)

**Sponsors:** Law

**Indexes:**

**Code sections:**

**Attachments:** 1. Ordinance, 2. Presentation, 3. CIGNA Application of State Mandates-City of Lee's Summit, 4. MetLife Customer Signature Pages, 5. 2020 Proposed Dental Rates Contributions, 6. 2020 Proposed Vision Plan Rates Contributions, 7. CHLIC Group Insurance Application, 8. CIGNA Application of State Mandates, 9. CIGNA City of Lee's Summit MO Producer Commissions Services Guaranteed Cost, 10. Health Care Legislation Non Grandfathered Client Letter, 11. MetLife, 12. New Directions, 13. New Directions EAP

Date	Ver.	Action By	Action	Result
8/13/2019	1	City Council - Work Session	for second reading	Pass
8/13/2019	1	City Council - Work Session	adopted and numbered	Pass
8/12/2019	1	Finance and Budget Committee	recommended for approval	Pass

An Ordinance approving the Calendar Year 2020 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, and New Directions Behavioral Health, L.L.C., and authorizing the City Manager to execute agreements and other documents necessary to administer employee benefits for Calendar Year 2020 by and on behalf of the City. (F&BC 8-12-19)

**Key Issues:**

The City, through our health insurance benefits broker, undertook a rigorous marketing effort of our employee benefits for 2020, which resulted in negotiated agreements with two entities with multi-year rate guarantees, more specifically: Cigna for dental coverage through calendar year 2021, with a rate cap for calendar year 2022; Metlife for vision insurance coverage through calendar year 2022.

As a result of the marketing efforts, the City has determined that switching to Cigna Health and Life Insurance Company for medical and dental coverage and Metropolitan Life Insurance Company for vision coverage will save the City and its employees money while still providing excellent coverage. Because the City will end its contract with BlueCross Blue Shield Kansas City ("BCBSKC") at the end of the this year and the City's contract with New Directions Behavioral Helath, L.L.C. ("New Directions"), was connected to the BCBSKC contract, the City's had to negotiate a new contract with New Directions to continue receiving services.

The City's providers for COBRA and FSA administration; LTD and basic life and AD&D insurance; voluntary accident and voluntary critical illness; and voluntary universal life with long term care are still under contract through calendar year 2020.

The City desires 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

Proposed Committee Motion (Finance and Budget Committee on August 12, 2019):

I move to recommend to City Council for approval of an Ordinance approving the Calendar Year 2020 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, and New Directions Behavioral Health, L.L.C., and authorizing the City Manager to execute agreements and other documents necessary to administer employee benefits for Calendar Year 2020 by and on behalf of the City.

Proposed Council Motion (City Council on August 13, 2019):

FIRST MOTION: I move for second reading of an Ordinance approving the Calendar Year 2020 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, and New Directions Behavioral Health, L.L.C., and authorizing the City Manager to execute agreements and other documents necessary to administer employee benefits for Calendar Year 2020 by and on behalf of the City.

SECOND MOTION: I move for adoption of an Ordinance approving the Calendar Year 2020 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, and New Directions Behavioral Health, L.L.C., and authorizing the City Manager to execute agreements and other documents necessary to administer employee benefits for Calendar Year 2020 by and on behalf of the City.

Anita Dickey, Director of Human Resources