

Legislation Details (With Text)

**File #:** BILL NO. 20-157  
**Name:**  
**Type:** Ordinance  
**Status:** Passed  
**File created:** 8/6/2020  
**In control:** City Council - Regular Session  
**On agenda:** 8/18/2020  
**Final action:** 8/18/2020  
**Title:** An Ordinance approving the Calendar Year 2021 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 2021 by and on behalf of the City. (F&BC 8/10/20)

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:** 1. Ordinance, 2. Presentation

Date	Ver.	Action By	Action	Result
8/18/2020	1	City Council - Regular Session	for second reading	Pass
8/18/2020	1	City Council - Regular Session	approved and numbered	Pass
8/10/2020	1	Finance and Budget Committee	recommended for approval	Pass

An Ordinance approving the Calendar Year 2021 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 2021 by and on behalf of the City. (F&BC 8/10/20)

Issue/Request:

An ordinance approving the calendar year 2021 employee benefit programs.

Key Issues:

The life and disability programs were negotiated and the Standard will be replaced by Hartford. The new Hartford plan will have a 3 year rate guarantee. Medical renewal with Cigna will have a 8.9% price increase.

Proposed Council Motion:

FIRST MOTION: I move for second reading of an Ordinance approving the Calendar Year 2021 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 2021 by and on behalf of the City.

SECOND MOTION: I move for adoption of an Ordinance approving the Calendar Year 2021 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 2021 by and on behalf of the City.

Anita Dickey, Human Resources Director

Staff recommends approval.

On August 10, 2020 the Finance and Budget Committee voted unanimously to recommend approval of an Ordinance approving the Calendar Year 2021 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 2021 by and on behalf of the City.