



# City of Smyrna

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## Issue Sheet

File Number: 2016-374

**Agenda Date:** 10/3/2016

**Version:** 1

**Status:** Presented

**In Control:** City Council

**File Type:** Authorization

**Agenda Number:** E.

**WARD:** Ward

**COMMITTEE:** Human Resources

**\$ IMPACT:**

**Agenda Title:**

Approval of the 2017 Employee Insurance providers and plans (Blue Cross/Blue Shield of GA and Guardian) and authorize the Mayor to execute all related documents

**ISSUE:** Annual selection / renewal of employee benefits

**BACKGROUND:** Every fall, the city must re-evaluate and select its insurance plans and providers for Employee Benefits (medical, dental, vision, life, AD&D, short-term and long-term disability, flex spending). Our consultant/broker, Marsh & McLennan Agency (Guy Morrison) solicited bids through an RFP process. The RFP results are reviewed by MMA and city staff (HR, Finance, City Administration) to be determine the best provider(s) and plan design(s) for the upcoming year.

**RECOMMENDATION/REQUESTED ACTION:**

Recommendation:

- 1) Renew with Blue Cross/Blue Shield of GA for the medical and prescription coverage, and Guardian for all other products (dental, vision, city-paid life/AD&D, short-term and long-term disability, flex spending)
- 2) Modify the medical plan design to include deductible increase to \$400 (single), increase in employee prescription co-pays to \$5/\$30/\$60, increase employee premium cost share by 1%, addition of spousal surcharge (\$100/mo), elimination of city-paid retiree life insurance to employees who retire 1/1/2018 or later.

Requested action: Approval of the 2017 Employee Insurance providers (Blue Cross/Blue Shield of GA and Guardian), plan design changes, elimination of paid retiree life insurance for employees who retire 1/1/18 or later and authorize the Mayor to execute all related documents

