



# City of Smyrna

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## Issue Sheet

File Number: 2018-426

**Agenda Date:** 10/15/2018

**Version:** 1

**Status:** Consent Agenda

**In Control:** City Council

**File Type:** Authorization

**Agenda Number:** C.

**WARD:** City Wide

**COMMITTEE:** Human Resources

**\$ IMPACT:**

**Agenda Title:**

Approval of the 2019 Employee Insurance providers and plans 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 and Cobra administration). Our consultant/broker, Marsh McLennan Agency (Guy Morrison) solicited bids through an RFP process. The RFP results were reviewed by MMA and city staff (HR, Finance, City Administration) to determine the best provider(s) and plan design(s) for the upcoming year.

**RECOMMENDATION/REQUESTED ACTION:**

Recommendation:

- 1) Renewal of medical insurance with Blue Cross/Blue Shield, with a change in co-pay for Specialist (from \$25 to \$35), adding a reduced co-pay (from \$25 to \$10) for use of the Telemedicine benefit;
- 2) Increase the employee cost share of medical by 1% to 15%;
- 3) Renewal dental and vision insurance with Guardian;

Requested Action: Approval of the 2019 Employee Insurance providers and plans and authorize the Mayor to execute all related documents.