CITY OF JOPLIN
COUNCIL AGENDA ITEM

ITEM
Council Bill 2020-508 – Approving a contract with MetLife to provide long-term disability insurance for city employees.

MEETING DATE
July 6, 2020

ORIGINATING DEPT
Finance

ATTACHMENTS
CB 2020-508 Ordinance; Exhibit "A" MetLife Contract

REVIEWED BY
Department Head: Leslie Haase; City Attorney: Peter Edwards; City Manager: Nick Edwards

SUMMARY
This Council Bill approves disability insurance coverage for city employees effective on January 1, 2021.

BACKGROUND
In February, the City issued an RFP, through our insurance consultant Segal, for employee insurance benefits including health, dental, vision, life, and long-term disability coverage. Bids were received in March. Segal assessed the bid results and presented the best overall recommendations at a recent council meeting. Council approved the recommendations in order to finalize contracts for formal approval. Vendors are selected for a five-year period beginning on January 1, 2021. Within the five-year timeframe, contracts are updated depending upon the length of the rate guarantees. Benefits remain the same during this five-year period.

MetLife is the recommended vendor for long-term disability insurance coverage. Currently, the monthly cost per $1,000 of salary for general employees is $.29 and $.441 for public safety employees. MetLife bid $.18 for general employees and $.183 for public safety employees per $1,000 of salary. The provisions of this insurance coverage are the same as the current benefit.

The anticipated total annual cost is $26,000.00, which is a projected annual savings of $21,600.00. MetLife bid a three-year rate guarantee, so there will be no increase for 2021 through 2023.

FUNDING SOURCE
This item is included in all funds based on payroll.

RECOMMENDATION
Staff recommends approval of this council bill on an emergency basis in order to begin new vendor implementation and ensure the benefits are established and in place by January 1, 2021 to minimize disruption for employees.