CITY OF JOPLIN
COUNCIL AGENDA ITEM

ITEM
Council Bill 2020-510 – Approving a contract with Symetra to provide life insurance for city employees.

MEETING DATE
July 6, 2020

ORIGINATING DEPT
Finance

ATTACHMENTS
CB 2020-510 Ordinance; Exhibit "A" Symetra Contract

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

SUMMARY
This Council Bill approves life 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.

Symetra is the recommended vendor for life insurance coverage. Currently, the monthly cost per $1,000 of salary is $.135. Symetra bid $.118 per $1,000 of salary for employees. The provisions of this insurance coverage are the same as the current benefit.

The anticipated total annual cost is $43,100.00, which is a projected annual savings of $6,300.00. Symetra 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.