CITY OF JOPLIN
COUNCIL AGENDA ITEM

ITEM
Council Bill 2025-536 – Approving an agreement with UMR to provide health insurance administration services for city employees

MEETING DATE
October 6, 2025

ORIGINATING DEPT
Finance

ATTACHMENTS
CB 2025-536 Ordinance; Exhibit "A" UMR Agreement

REVIEWED BY
Department Head: Leslie Haase; Human Resources Director: Michelle Ducre; City Attorney: Peter Edwards; City Manager: Nick Edwards

SUMMARY
This Council Bill approves an agreement with UMR to provide health insurance administrative services and EAP services for the City's health self-insurance coverage effective on January 1, 2026.

BACKGROUND
In February of 2025, 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, which were adopted by City Council. Vendors are selected for a five-year period which will begin on January 1, 2026. Within the five-year timeframe, contracts are updated depending upon the length of the rate guarantees.

UMR currently assesses an administrative fee of $39.84 per employee per month. The rate for 2026 will remain unchanged. The renewal rate for 2027 will be $40.84, then $41.73 for 2028. The City will receive a $5,000 administrative credit and a $15,000 wellness credit annually.

With the results of the insurance bid, Segal has set the insurance premiums for 2026. There will be no change in plan design again for 2026. Premiums will increase 1.1% for 2026. The City's ten-year health insurance trend is an increase of 4.8%. This represents an average of about 2.6% *below* national trend increases of 7.4% for the same time period. For those employees with family insurance coverage, the premium will increase $2.41 per pay period or $4.82 per month. The City's cost for single coverage will increase $6.88 per month, while family coverage will increase $14.44 per month.

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

RECOMMENDATION
Staff recommends approval of this council bill on first reading.