CITY OF JOPLIN
COUNCIL AGENDA ITEM

ITEM
Council Bill 2023-523 – Approving a contract with MetLife to provide long-term disability insurance for city employees.

MEETING DATE
October 16, 2023

ORIGINATING DEPT
Finance

ATTACHMENTS
CB 2023-523 Ordinance; Exhibit "A" MetLife Renewal

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

SUMMARY
This Council Bill approves the continuation of disability insurance coverage for city employees effective on January 1, 2024.

BACKGROUND
In February of 2020, 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 of that year. 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 began on January 1, 2021. Within the five-year timeframe, contracts are updated depending upon the length of the rate guarantees.

In 2020, MetLife provided a three-year rate guarantee. For the 2024 renewal, MetLife has offered no change to rates for 2024 and 2025. Currently, the monthly cost per $1,000 of salary for general employees is $.18 and $.183 for pension plan public safety employees. The are no proposed changes to the provisions of this insurance coverage.

The anticipated total annual cost for non-pension plan employees is approximately $37,000.00, while the pension plan covers the remaining $6,000.00 for a total annual projected cost of about $43,000.00.

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

RECOMMENDATION
Staff recommends approval of this council bill on an emergency basis.