CITY OF JOPLIN
COUNCIL AGENDA ITEM

ITEM
Council Bill 2024-511 – Approving a renewal agreement with Symetra to provide life insurance for city employees

MEETING DATE
October 21, 2024

ORIGINATING DEPT
Finance

ATTACHMENTS
CB 2024-511 Ordinance; Exhibit "A" Symetra 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 life insurance coverage for city employees effective on January 1, 2025.

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 beginning on January 1, 2021. Within the five-year timeframe, contracts are updated depending upon the length of the rate guarantees.

In 2020, Symetra provided a three-year rate guarantee. However, the City has experienced losses greater than normal and as such, there is an increase for 2025 coverage. Currently, the monthly cost per $1,000 of salary is $.167, which will increase to $.187 per $1,000 of annual salary for employees. However, there will be no increase in supplemental life insurance rates. The provisions of this insurance coverage will remain the same as the current benefit.

The anticipated total annual cost for the City benefit is approximately $82,000.00, which is a projected annual increase of about $9,800.00. This rate will be good for 2025. All lines of health insurance related benefits will go out to bid during 2025 for the 2026 calendar year.

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

RECOMMENDATION
Staff recommends approval of this council bill on an emergency basis because open enrollment occurs in early November.