



AGENDA ACTION FORM

Consideration of a Resolution to Enter Into an Agreement with MetLife to Provide Long Term Disability Benefits Under the City's Benefits Platform

To: Board of Mayor and Aldermen

From: Chris McCartt, City Manager *CM*

Action Form No.: AF-292-2026
Work Session: October 5, 2026
First Reading: N/A

Final Adoption: October 6, 2026
Staff Work By: Michael Wessely
Presentation By: Tyra Copas

Strategic Focus Area: 1. Efficient & Responsive Government

Recommendation:

Approve the Resolution

Executive Summary:

If approved, the City and Kingsport Schools will enter into a 2-year agreement with MetLife to provide Long Term Disability Benefits under the City's Benefits Platform.

The City of Kingsport and Kingsport City Schools have utilized **MetLife to provide Long Term Disability Insurance** since September 1, 2013. Long Term Disability Insurance is an **employee elected voluntary benefit** which provides a wage supplement of 60% of an employee's wages in the event the employee is removed from work for more than 120 days due to health reasons.

Currently, the City has 566 employees enrolled in LTD coverage and Kingsport City Schools currently has 503 employees enrolled in LTD coverage. Total premiums invoiced for the City for FY26 were \$152,516. The cost to the City was \$76,258.

The new agreement does not increase the cost of coverage, but it does separate the City and Schools for purposes of determining the rate for each entity based on the number of participants enrolled from each group.

	<u>Past Rate</u>	<u>January 2027 Rate</u>	<u>Change</u>
City of Kingsport	\$0.446	\$0.412	(\$0.034)
City Schools	\$0.446	\$0.492	\$0.046

Funding is included in the FY27 budget, with the City and Kingsport Schools each contributing 50% of the monthly Per Member Per Month (PMPM) cost.

Attachments:

1. Resolution
2. 2027 Long Term Disability Proposal

	<u>Y</u>	<u>N</u>	<u>O</u>
Baker	—	—	—
Byers	—	—	—
Clifton	—	—	—
Duncan	—	—	—
Isaacs	—	—	—
Phillips	—	—	—
Montgomery	—	—	—