

RESOLUTION NO. _____

A RESOLUTION APPROVING AN AMENDMENT AND AN EXTENSION TO THE AGREEMENT WITH DEARBORN; LIFE INSURANCE COMPANY; AUTHORIZING THE MAYOR TO EXECUTE THE AMENDMENT; AND ALL OTHER DOCUMENTS NECESSARY AND PROPER TO EFFECTUATE THE PURPOSE OF THE AMENDMENT

WHEREAS, the City of Kingsport and Kingsport Schools have utilized Dearborn Life Insurance Company to provide Term Basic Life and Supplemental Life Insurance Benefits as part of our Benefits Platform since 1997, and the policy amount is equal to one time the employee's annual salary, with a current maximum limit of \$100,000; and

WHEREAS, the proposed agreement increases the annual salary maximum from \$100,000 to \$275,000, and this change is intended to better align the benefit with current compensation levels across the city and school system while providing sufficient capacity to accommodate future compensation growth across all employee levels; and

WHEREAS, this change does not increase the current agreement rate premiums, and Dearborn Group has also agreed to extend the current guaranteed rates for an additional year, through January 1, 2029; and

WHEREAS, funding for the benefit is included in the FY27 budget, with the City and Kingsport Schools each responsible for 100% of the monthly Per Member Per Month (PMPM) cost for their respective employees.

Now therefore,

BE IT RESOLVED BY THE BOARD OF MAYOR AND ALDERMEN AS FOLLOWS:

SECTION I. That an amendment to the agreement with Dearborn Life Insurance Company, to increase the annual salary maximum from \$100,000 to \$275,000 and extending the term until January 1, 2029, is approved.

SECTION II. That the mayor, or in his absence, incapacity, or failure to act, the vice-mayor, is authorized to execute, in a form approved by the city attorney, and subject to the requirements of Article X, Section 10 of the Charter of the City of Kingsport, an amendment to the agreement with Dearborn Life Insurance Company, to increase the annual salary maximum from \$100,000 to \$275,000 and extending the term until January 1, 2029, to deliver the agreement and take any and all action as may be required on the part of the city to carry out, give effect to, and consummate the transactions contemplated by the agreement and this resolution, said amendment.

SECTION III. That the mayor is further authorized to make such changes approved by the mayor and the city attorney to the amendment that do not substantially alter the material provisions of the agreement, and the execution thereof by the mayor and the city attorney is conclusive evidence of the approval of such changes.

SECTION IV. That the board finds that the actions authorized by this resolution are for a public purpose and will promote the health, comfort and prosperity of the citizens of the city.

SECTION V. That this resolution shall take effect from and after its adoption, the public welfare requiring it.

ADOPTED this the 6th day of October, 2026.

PAUL W. MONTGOMERY, MAYOR

ATTEST:

ANGELA MARSHALL, DEPUTY CITY RECORDER

APPROVED AS TO FORM:

RODNEY B. ROWLETT, III, CITY ATTORNEY