



AGENDA ACTION FORM

Consideration of a Resolution to Renew the Contract with Davis Vision to Provide Vision Insurance Benefits under the City's Benefits Platform

To: Board of Mayor and Aldermen

From: Chris McCartt, City Manager *CM*

Action Form No.: AF-293-2026

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 will renew the current contract effective January 1, 2027. Subsequent policy anniversaries will occur on January 1 of each year thereafter.

Davis Vision, underwritten by Metropolitan Life Insurance Company (MLIC), provides voluntary vision insurance through the City's Benefits Platform. The City of Kingsport has contracted with Davis Vision to provide vision insurance coverage for City employees since January 1, 2019. Vision insurance is one of the City's voluntary benefits and is **paid 100% by the employee**. Coverage under the plan includes eye exams, frames, lenses, and contact lenses.

The proposed contract will automatically renew each January 1, with **no rate increases for the next four years**, covering the period from January 1, 2027, through December 31, 2030.

	Employee Only	Employee + Spouse	Employee + Children	Employee + Family
Current Rate	\$7.59	\$15.18	\$15.94	\$22.20
New Rates under MLIC	\$7.59	\$15.18	\$15.94	\$22.20

There is **no cost to the City for this benefit**. The benefit is funded entirely by the employees who enroll in Vision coverage. The City deducts the employee premium from biweekly payroll and remits the premiums to Davis Vision monthly.

Attachments:

1. Resolution
2. 2027 Davis Vision (MetLife) Renewal Proposal
3. 2027 Davis Vision (MetLife) Certificate of Insurance
4. 2027 Davis Vision (MetLife) Policy Rewrite

	Y	N	O
Baker	—	—	—
Byers	—	—	—
Clifton	—	—	—
Duncan	—	—	—
Isaacs	—	—	—
Phillips	—	—	—
Montgomery	—	—	—