

EXECUTIVE BRIEF REGULAR MEETING

AGENDA DATE: June 1, 2021

DEPARTMENT: Human Resources

TITLE:

Standard Insurance Policies for FY 2021/22 Employee Health and Welfare Benefits

SUMMARY:

These Policies authorize the following:

1. CIGNA to provide Health and Dental Insurance
2. EyeMed to provide Vision Insurance
3. New York Life to provide Life and AD&D Insurance
4. CIGNA to provide EAP Services
5. Benefits Workshop to provide COBRA Administrative Services
6. NEW York Life to provide Voluntary Supplemental Insurance.

BACKGROUND AND JUSTIFICATION:

Our Benefits Broker of Record, The Gehring Group, conducts the negotiation of the City's standard employee health and welfare insurance policies. Our current health insurance carrier, CIGNA, has agreed to offer the City the opportunity to continue with identical employee health and dental benefit plans from our current fiscal year into our next fiscal year at a zero percent increase. Following the uncertainty that COVID-19 has brought to the health insurance market and several years of significant premium increases caused by a high claims experience, continuation of these plans for the coming fiscal year is the most prudent course of action for the City.

MOTION:

Move to approve/disapprove the insurance policies:

1. CIGNA to provide Health and Dental Insurance
2. EyeMed to provide Vision Insurance
3. New York Life to provide Life and AD&D Insurance
4. CIGNA to provide EAP Services
5. Benefits Workshop to provide COBRA Administrative Services
6. NEW York Life to provide Voluntary Supplemental Insurance

ATTACHMENT(S):

Fiscal Impact Analysis
Employee Benefits Executive Cost Summary
Medical Dental Renewal Evaluation

