



CITY OF MARSHALL AGENDA ITEM REPORT

Presenter:	Sheila Dubs
Meeting Date:	Tuesday, October 28, 2025
Category:	NEW BUSINESS
Type:	ACTION
Subject:	Consider the 2026 Medical, Dental, and Life Insurance Renewals
Background Information:	<p>At a Council work session held prior to this regular meeting, both staff and the city’s broker, Aaron Casper with National Insurance Services (NIS), presented the 2026 renewal information for medical, dental, and life insurances. A review of the claims data, renewal proposals, RFP process, and broker recommendations were presented at the work session.</p> <p>Staff will present the employer/employee premium cost-share recommendations at the meeting.</p> <p>Medical Insurance: For calendar year 2026, our current carrier, BCBS of MN, presented a 19% renewal increase. As a result, NIS performed an RFP process to obtain proposals from other carriers. Five carriers, including BCBS, responded to the RFP. The lowest cost proposal received was an alternative proposal from BCBS with an 11% increase. A plan summary is included in the packet. Our Broker and Staff recommend the Council approve the alternative BCBS proposal with the employee/employer cost-share proposal presented by staff.</p> <p>Dental Insurance: For calendar year 2026, our current carrier, Beam Dental, presented a 44% renewal increase. As a result, NIS performed an RFP process to obtain proposals from other carriers. Three carriers, including Beam Dental, responded to the RFP. The lowest cost proposal received came from MetLife, with a 19% increase and a 2nd and 3rd year rate cap of 7% each year. A plan summary is included in the packet. Our Broker and Staff are recommending the Council approve the MetLife proposal with the employee/employer cost-share proposal presented by staff.</p> <p>Basic and Voluntary Life insurance: Our broker (Dan Ochs with Integrity Employee Benefits) and staff are recommending the Council approve a transition from SunLife to Lincoln Financial. The proposal details will be discussed at the meeting.</p> <p>The Employee Insurance Advisory Committee met on 10/07/2025 and is supportive of the broker and staff recommendations.</p> <p>Employees will have the opportunity to attend benefits presentations on October 29th and 30th. The Open Enrollment period is planned for November 3 - 14.</p>
Fiscal Impact:	\$147,022 total increase for 2026 for medical, dental, and basic life insurances.

Alternative/ Variations:	
Recommendations:	To accept the BCBS medical insurance, MetLife dental insurance, and Lincoln Financial life insurance proposals, as presented.