

**BILL NO. 2020-038**

**ORDINANCE NO. 8334**

**A SPECIAL ORDINANCE OF THE CITY COUNCIL OF THE CITY OF NEVADA, MISSOURI APPROVING EMPLOYEE HEALTH COVERAGE FOR 2020-2021 AND AUTHORIZING THE CITY MANAGER TO EXECUTE ANY AND ALL CONTRACTS, AGREEMENTS AND/OR DOCUMENTS NECESSARY TO CARRY OUT THE INTENT OF THIS ORDINANCE.**

**WHEREAS**, The City of Nevada provides certain health benefit plans for City Employees, and the City of Nevada acknowledges that health care benefits typically increase from year-to-year increasing costs to employees who participate in said plans and the City continues to strive to keep those increased costs to a minimum; and,

**WHEREAS**, the City desires to continue to contain health care benefit costs to employees and desires to keep any increase to a minimum; and,

**WHEREAS**, through bidding and negotiation has obtained commitments from various providers for health benefits for City of Nevada employees for 2020-2021; and,

**WHEREAS**, On March 24, 2020, City Council approved Resolution 1554 authorizing withdrawal from Midwest Public Risk Employee Benefits Program for 2020-2021;

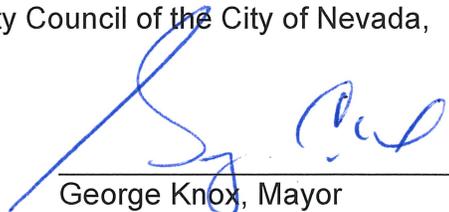
**BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF NEVADA, MISSOURI THAT:**

**Section 1.** The City Manager is hereby authorized to obtain medical, vision, dental, life and other health and employee benefits for City employees in order to get the best possible negotiated insurance and benefit rates.

**Section 2.** The City Manager is further authorized to execute any and all contracts, documents, and/or agreements with any and all health care and benefit providers to effectuate the intent of this Ordinance and to provide the City and the Employees with the most cost-effective benefits.

This ordinance shall be in full force and effect after its passage.

**PASSED, APPROVED AND ADOPTED** by the City Council of the City of Nevada, Missouri, this 5th day of May, 2020.

  
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George Knox, Mayor

  
(seal)  
ATTEST  
  
\_\_\_\_\_  
Johnna Williams, Deputy City Clerk

## **AGENDA ITEM**

April 21, 2020

Subject: Employee Health Insurance

Department: Administration

Administration, Human Resources, Finance Department and the Employees Relation Committee reviewed our current Health Benefit package. Our goal was to provide a cost reduction to the City and the Employees.

We issued an RFP and interviewed multiple Health Benefit brokers and consultants. We then chose three brokers to work with and they did health assessments on every employee to provide a detail analysis to determine health benefit cost.

We reviewed quotes from Cigna, United Healthcare, Blue Cross/Blue Shield, Humana and others. The employee's preference was to stay with Cinga for this year and move away from MPR.

Our budgeted health premiums with MPR totaled approximately \$598,979.00. Other comparable plans showed a slight decrease with costs estimated at \$559,790.00.