



City of Smyrna

Issue Sheet

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File Number: ATH2024-169

Agenda Date: 10/21/2024

In Control: City Council

File Type: Authorization

Agenda Section:

Formal Business

Department: Human Resources

Agenda Title:

Approval of the recommended 2025 employee benefits insurance plans, providers and plan designs as recommended by Insurance Broker, John Knop of Oakbridge Insurance and staff and authorize the Mayor to sign and execute all related documents.

Citywide

ISSUE AND BACKGROUND:

Approval of the recommended 2025 employee benefits insurance plans, providers and plan designs as recommended by Insurance Broker, John Knop of Oakbridge Insurance
Recommended:

- Renew with Pareto Captive (ICM) + Allied TPA
- VeracityRx (ProCare) – continue all existing programs
- Guardian Ancillary Lines – Renew with Guardian
- Continue Dependent Care & Health Flexible Spending Accounts with WEX
- Renew with Pareto Captive (ICM) + Allied TPA – no plan design changes other than IRS required changes to the HDHP plan deductibles (\$3,200 to \$3,300 indiv., \$6,400 to \$6,500 family)
- VeracityRx (ProCare) – continue all existing programs
- Guardian Ancillary Lines – Renew with Guardian
 - Dental & Vision – 0% increase
 - Basic Life & AD&D – 33% increase
 - STD - 8% rate increase, 65% loss ratio over the past 12 months
 - LTD – 0% rate increase
- Continue Dependent Care & Health Flexible Spending Accounts with WEX
- Continue Teladoc benefit
- No change in rates to employees

RECOMMENDATION / REQUESTED ACTION:

Human Resources and Finance recommend approval of the recommended 2025 employee benefits insurance plans, providers and plan designs as recommended by Insurance Broker, John Knop of Oakbridge Insurance and staff and authorize the Mayor to sign and execute all related documents.