

# REQUEST FOR COUNCIL ACTION

Agenda Section: **New Business**

Originating Department:

Date

No: **5.**

**Finance**

**09/20/21**

Item: **2022 Ancillary Benefits**

No. **5.2**

## SUMMARY OF REQUESTED ACTION:

### LIFE INSURANCE –

Continue with Minnesota Life, through Ochs Inc., to provide \$20,000 Basic Life and Accidental Death and Dismemberment Insurance coverage for City employees. The 2022 rate will be \$1.80 per employee per month for \$20,000 of life insurance coverage, and \$0.40 per employee per month for \$20,000 of Accidental Death and Dismemberment coverage. This is a multiyear contract which will expire on 12/31/2023.

### LONG TERM DISABILITY INSURANCE -

Remain with Madison National Life through Ochs, Inc. The rate will remain unchanged from 2021. The cost is \$0.18 per \$100 of each payroll. This is a multiyear contract which will expire on 12/31/2023.

### FLEXIBLE SPENDING & HEALTH REIMBURSEMENT ACCOUNT ADMINISTRATION

Continue with Benefit Resource/121 Benefits of Minneapolis, MN for the flexible spending and health reimbursement arrangement administration. The rates will remain unchanged from 2021. This contract will expire on 12/31/2022.

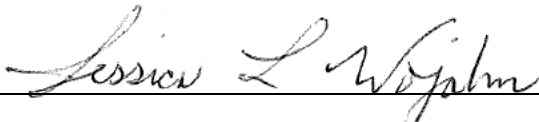
|   | Actual 2021 Rates | 2022 Rates |
|---|-------------------|------------|
| Enrollment set-up fee, Discrimination testing & annual re-enrollment          | \$500.00          | \$500.00   |
| Monthly minimum   | \$250.00          | \$250.00   |
| One account per participant: FSA (Medical or Dependent Care) or HRA per month | \$5.00            | \$5.00     |

### EMPLOYEE ASSISTANCE PROGRAM –

Continue to use the established Employee Assistance Program (EAP) through Sandcreek Group. A three year agreement with a rate reduction to \$20 per employee per year was received. The multiyear contract will expire on 12/31/2023.

If the Council concurs, a motion to approve the City's Life Insurance, Long Term Disability, Short Term Disability, and Flexible Spending & Health Reimbursement Account Administration would be in order.

Department Approval:



City Manager Approval:

