



MEMORANDUM

To: Mayor and Members of the City Council

From: Richard Hicks, Interim City Manager
Montique McClary, Human Resources Director

Date: May 20, 2022

Subj: Consideration - Fiscal Year 2022-2023 Budget – Employee Health Insurance Renewal

BACKGROUND:

City staff continues to fine tune the Fiscal Year 2022-2023 Budget. One of the largest items in our budget is health insurance. Over the past few months, we have researched and considered several alternative providers with the goal of maintaining our complex benefits structure, ensuring quality of services to City of Elizabeth City employees, promoting wellness, and keeping premium costs reasonably affordable.

ANALYSIS:

I recommend keeping coverage with Cigna by way of The Robert Taylor Group. We are pleased with the Cigna Insurance renewal quote with an 8.5% increase, \$40,000 in Wellness monies, and the excellent incentives being offered to City employees. With the City Council's approval, by proceeding with contractual signature, HR will begin coordinating open enrollment for staff. With The Robert Taylor Group, innovative and proactive support continues to bring solutions based on the knowledge of the City-specific needs. The Robert Taylor Broker, Ken Lang will provide a presentation to the Council and entertain any questions you may have.

STAFF RECOMMENDATION:

By motion, approve the renewal contract for health insurance with Cigna.