B	AGENDA ITEM SUMI	District Impacted  1 = Wolosin 2 = Wright 3 = Scott 4 = Boddie 5 = Macaluso X All
Agenda Date	AUGUST 8, 2023	
Requested Action	APPROVE RESOLUTION NO. 2023-R57; A RESOLUTION APPROVING A CONTRACT RENEWAL WITH GUARDIAN TO PROVIDE DENTAL, VISION, AND ANCILLARY PRODUCTS FOR PLAN YEAR OCTOBER 1, 2023, THROUGH SEPTEMBER 30, 2024.	
Contact Person	SUSAN FINCH	
Background Information	For the past two years we have utilized Guardian for dental, vision, ancillary products (Short- and Long-Term Disability, Life and AD&D, Voluntary Life and AD&D, Accident, Hospital Indemnity, and Critical Illness), and a mental health benefit. The dental plan offers in network and out of network options for the employees to choose from. We did see an increase of 9% (\$17,095) in the dental plan, but the vision and ancillary product costs remain unchanged from the previous year. The total premium costs will be:  Dental Plan - \$206,965 (275 participants currently)  Vision Plan - \$34,850 (272 participants currently)  Life and AD&D - \$15,074  Short Term Disability - \$37,569  Long Term Disability - \$46,632  Mental Health - \$21,859.20  The consensus of the City Manager's Office, the HR Director, and City staff is to continue our relationship with Guardian for the upcoming fiscal year and re-evaluate prior to FY2025.	
Item Justification	<ul><li>[X] Legal/Regulatory Obligation</li><li>[ ] Reduce Costs</li><li>[ ] Increase Revenue</li><li>[ ] Mitigate Risk</li><li>[ ] Master Plan Recommendation</li></ul>	<ul> <li>[ ] Infrastructure Investment</li> <li>[ ] Customer Pull</li> <li>[ ] Service Enhancement</li> <li>[ ] Process Efficiency</li> <li>[X] Other: Employee</li> <li>Engagement, Recruiting &amp;</li> </ul>

**Retention** 

Strategic Alignment	<ul> <li>B1 - Utilizing data to drive smart decision making.</li> <li>L2 - Fostering a strong culture of employee engagement.</li> </ul>
Financial Considerations	The estimated cost of the City's portion of the total annual premium for dental is \$108,141 and vision is \$22,685. These costs, including the costs shown on page 1 of this summary for Life and AD&D, Short- and Long-Term Disability and the Mental Health plan are included in the City's proposed FY2024 budget.
Citizen Input/Board Review	N/A
Legal Review	Legal reviewed our current contract with Guardian – this is merely a contract renewal.
Alternative Options	Go out to bid for new dental, vision, and ancillary product options.
Supporting Documents	