

TO: Kurt Hodgen, City Manager
FROM: Jennifer Whistleman, Human Resources Director
DATE: February 23, 2017
RE: Broker for Voluntary Benefits Resolution

Summary: Request City Council to approve Resolution as attached.

Background:

The competitive negotiation for the procurement of voluntary benefits offered to employees of the City of Harrisonburg, Virginia (the “City”) is neither practicable nor fiscally advantageous for the following reasons: An insurance agent or broker could provide objective analysis of voluntary benefit options offered by the City; an insurance agent or broker could provide recommendations on how to provide for a comprehensive voluntary benefit package and to fill coverage gaps; an insurance agent or broker could meet with and negotiate with insurance carriers on behalf of the City to offer the best products for the lowest prices; an insurance agent or broker could assist employees in understanding their voluntary benefits options as they relate to the employee’s needs; an insurance agent or broker could serve as a liaison between the chosen provider(s) and employees and assist with benefits issues; and an insurance agent or broker could provide single source billing, if the City so desires.

Key Issues:

Environmental Impact:

Fiscal Impact:

Prior Actions:

Alternatives: (a) City Council approve Resolution as presented
or
(b) Do not approve Resolution at this time

Community Engagement:

Recommendation:

Attachments:

Review:

The initiating Department Director will place in Legistar, in sequence of transmittal, the names of each department that must initial their review in order for this item to be placed on the City Council agenda. The completion of review only addresses the readiness of the issue for Council consideration. This does not address the recommendation for approval or denial of the issue.

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