

**CITY OF GAUTIER  
MEMORANDUM**

**To:** Samantha Abell, City Manager  
**From:** Jason D. Pugh, Human Resources Director  
**Through:** Veneice A. Barnett, Personnel Generalist  
**Date:** September 13, 2012  
**Subject:** Renewal of FY2013 Funding Rates for Self-Insured Health Benefits

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**REQUEST:**

The Human Resources Department requests City Council approval to renew funding rates for the self-insured medical and dental insurance plans for FY2013 with Fox Everett Inc.

**BACKGROUND:**

The Human Resources Department has received the medical and dental renewal funding rates for FY 2013 from Fox Everett Inc. with no changes. This company has provided exceptional TPA services to the municipality and its municipal employees since October 1, 2004.

**RECOMMENDATION:**

Staff recommends the City Council authorize the continuation of medical and dental funding rates for the self-insured insurance plans with no changes for FY 2013.

The City Council may:

1. Approve the attached order; or
2. Disapprove the attached order.

**ATTACHMENT(S):**

Funding Rates

Funding Rates

Subject to Public Works/Utility Department privatized effective 12/1/2012

405.65 x	54	21905.1
684.26 x	11	7526.86
818.84 x	24	19652.16
1054.24 x	24	<u>25301.76</u>
		74385.88
		\$743,858.80

405.65 x	65	26367.25
684.26 x	15	10263.9
818.84 x	26	21289.84
1054.24 x	37	39006.88
		96927.87
		\$193,855.74

Total Annual Funding rates \$937,714.54

There came for consideration of the Mayor and Members of the Council of the City of Gautier, Mississippi the following:

**ORDER NUMBER 219-2012**

**IT IS HEREBY ORDERED** by the Mayor and Member of the Council of the City of Gautier, Mississippi that the Gautier Dental Insurance Self-Funded Plan submitted by Sun Life Financial and by Fox Everett Inc. to renew the voluntary dental insurance for FY 2013 is hereby accepted.

**IT IS HEREBY ORDERED** that the renewal notification for dental coverage submitted by Sun Life Financial for FY 2013 is hereby accepted. This renewal will maintain current benefits and does not include a rate increase. All dental premiums are 100% employee funded.

**IT IS HEREBY ORDERED** that the renewal notification for vision coverage by Always Care Benefits for FY 2013 is hereby accepted. This renewal maintains current benefits and does not include a rate increase. All vision premiums are 100% employee funded.

**IT IS HEREBY ORDERED** by the Mayor and Members of the Council of the City of Gautier, Mississippi that the proposed Voluntary Accident/Injury Policy submitted by UNUM and by Fox Everett Inc. for FY 2013 is hereby accepted in addition to the renewal option to purchase additional insurance policies from UNUM at the employees' expense for life, accidental death & dismemberment and disability. This optional insurance will be offered as long as there are a sufficient number of participants. If a plan drops below the requisite number of participants, the benefit will be cancelled. All premiums are 100% employee funded.

**IT IS FURTHER ORDERED** that the City Manager or Interim City Clerk is authorized to execute any and all documents necessary.

Motion was made by Councilman Gollott, seconded by Councilwoman Martin and the following vote was recorded:

**AYES:** Tommy Fortenberry  
Johnny Jones  
Gordon Gollott  
Mary Martin  
Scott Macfarland  
Adam Colledge

**NAYS:** None

**ABSTAINED:** Hurley Ray Guillotte

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**MAYOR**

**ATTEST:**

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**INTERIM CITY CLERK**

**PASSED AND ADOPTED** by the Mayor and Members of the Council of the City of Gautier, Mississippi, at the meeting of September 18, 2012.

**CITY OF GAUTIER  
MEMORANDUM**

**To:** Samantha Abell, City Manager  
**From:** Jason D. Pugh, Human Resources Director  
**Through:** Venice A. Barnett, Personnel Generalist  
**Date:** September 13, 2012  
**Subject:** Renewal of FY2013 Employee Voluntary Insurance Benefits

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**REQUEST:**

The Human Resources Department requests City Council approval to renew employee voluntary insurance benefits for FY2013.

**BACKGROUND:**

The Human Resources Department has received the renewal premium rates for the employee voluntary insurance plans for FY 2013 from Fox Everett Inc. These plans include dental, vision, Life Term, Accidental Death & Dismemberment (Employee and Dependents), Accident (On & Off job) policy, Cancer, etc. all of which are paid by the employee.

**RECOMMENDATION:**

Staff recommends the City Council authorize the renewal of the aforementioned voluntary benefits for full-time employees for FY2013.

The City Council may:

1. Approve the attached order;
2. Approve the attached order with changes; or
3. Disapprove the attached order.

**ATTACHMENT(S):**

None

There came for consideration of the Mayor and Members of the Council of the City of Gautier, Mississippi the following:

**ORDER NUMBER 220-2012**

**IT IS HEREBY ORDERED** by the Mayor and Member of the Council of the City of Gautier, Mississippi that the following is hereby authorized to enter into a professional services contract with Fox Everett Inc. for liability and auto collision and Lemon-Mohler Insurance for commercial property insurance.

**IT IS FURTHER ORDERED** that the City Manager or Interim City Clerk is authorized to execute any and all documents necessary.

Motion was made by Councilman Gollott, seconded by Councilwoman Martin and the following vote was recorded:

**AYES:** Tommy Fortenberry  
Johnny Jones  
Gordon Gollott  
Mary Martin  
Scott Macfarland  
Adam Colledge

**NAYS:** None

**ABSTAINED:** Hurley Ray Guillotte

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**MAYOR**

**ATTEST:**

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**INTERIM CITY CLERK**

**PASSED AND ADOPTED** by Mayor and Members of the Council of the City of Gautier, Mississippi, at the meeting of September 18, 2012.

**CITY OF GAUTIER  
MEMORANDUM**

**To:** Samantha Abell, City Manager  
**From:** Jason D. Pugh, Human Resources Director  
**Through:** Veneice A. Barnett, Personnel Generalist  
**Date:** September 13, 2012  
**Subject:** Commercial Insurance Solutions for FY2013

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**REQUEST:**

The Human Resources Department requests City Council approval to enter into professional services contract for commercial property with Lemon-Mohler and also liability and auto collision insurance with Fox Everett Inc.

**BACKGROUND:**

The Human Resources Department has reviewed the commercial insurance policies in an effort to streamline the claims management of commercial policies and reduce cost of premiums for FY2013. The total savings amounts to \$70,000.

**DISCUSSION:**

The City currently pays \$297,000 in commercial insurance premiums between two insurance companies Lemon-Mohler Insurance and Mississippi Municipal Service Company. These policies were expected to increase by approximately \$14,000 which would be a total annual premium of \$311,000 for all policies for FY2013.

Through research and negotiation with Lemon-Mohler and Fox Everett Inc., Human Resources reduced annual premium costs by approximately \$70,000 without a reduction of coverage for FY2013. The total premiums this coming fiscal year will be \$241,122.

**RECOMMENDATION:**

Staff recommends the City Council approve entering a professional service contract as follows:

Fox Everett Inc. will provide:

- Commercial General Liability
- Auto Liability & Physical Damage
- Law Enforcement Liability
- Public Officials Liability
- Employment Practices Liability
- Auto Physical Damage
- Crime

Lemon-Mohler Insurance will provide professional services for the following:

- Commercial Property
- Inland Marine
- Boat
- Police Reserves

The City Council may:

1. Approve the attached order;
2. Approve the attached order with changes; or
3. Disapprove the attached order.

**ATTACHMENT(S):**

Fox Everett Inc. Premium Summary

Lemon-Mohler Insurance Proposal of Insurance