



City of Columbia

701 East Broadway, Columbia, Missouri 65201

Department Source: Human Resources

To: City Council

From: City Manager & Staff

Council Meeting Date: October 6, 2025

Re: Resolution authorizing the City Manager to negotiate and enter into agreements for benefits administration and insurance coverages beginning January 1, 2026.

Executive Summary

The City of Columbia Request for Proposal (RFP) 71-2025 Employee Medical Benefits was issued June 11, 2025 through the City's Purchasing Division for the following lines of coverage: Health (Medical Plan) Administrative Services/COBRA, Pharmacy, Stop Loss, Dental, Life, Disability, Vision, and Worksite Benefits. This resolution authorizes the acquisition of employee insurance coverage and execution of associated agreements.

Discussion

This resolution authorizes the acquisition of employee insurance coverage and execution of associated agreements with the following providers:

- Anthem Blue Cross Blue Shield for medical and prescription administration, stop loss coverage on medical and prescription claims, COBRA administration, life, disability, and worksite benefits;
- Delta Dental for dental and vision insurance;

The City of Columbia issued RFP 71-2025 Employee Medical Benefits on June 11, 2025 through the City's Purchasing Division. All work related to the RFP was coordinated through this division. The City's benefits consultant, CBIZ Benefits and Insurance Services, Inc., assisted with the development of the RFP scope of work, provided evaluation and analysis of the proposals received, and provided recommendations to staff.

Following a comprehensive review of available options, CBIZ and City staff recommend continuing with current providers:

- Anthem Blue Cross and Blue Shield for medical, pharmacy, life, disability and worksite benefits
- Delta Dental for dental and vision coverage

Anthem provides access to a statewide and national network, along with competitive pricing. The integration between medical claims and worksite benefits helps streamline benefit coordination for employees. In addition, Delta Dental provides a 2% discount when bundling dental and vision coverage, along with a two-year rate guarantee for vision premiums.

Fiscal Impact

Short-Term Impact: Anticipate \$100,000 in savings each year for the first 4 years due to decreased administrative fixed costs.

Long-Term Impact: The rates for administrative fixed costs for medical insurance are locked in for 4 years. Medical and prescription costs, along with stop loss fees, are evaluated



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annually, with increases based on medical inflation and claims experience. Our benefits consultant negotiates the best possible rates on behalf of the City.

Strategic & Comprehensive Plan Impact

Strategic Plan Impacts:

Primary Impact: Organizational Excellence, Secondary Impact: Secondary, Tertiary Impact: Tertiary

Comprehensive Plan Impacts:

Primary Impact: Primary, Secondary Impact: Secondary, Tertiary Impact: Tertiary

Legislative History

Date	Action
08/01/2022	Resolution 111-22 : Most recent Council authorization of vendor agreements for benefits administration and insurance coverages for City employees.
06/19/2017	Resolution 80-17 : Council authorization of vendor agreements for benefits administration and insurance coverages for City employees.

Suggested Council Action

Adoption of this resolution.