



City Commission Agenda Item

Meeting Date: November 16, 2021
From: Marla McFarland, Human Resources Division
Item: Employee Benefits-BCBS Health Insurance

Purpose: Approve Employee Health Insurance for 2022 plan year. **(Voice Vote)**

Background:

Blue Cross Blue Shield of Kansas has provided a renewal quote for the 2022 plan year. The increase will average approximately 13.85%. This increase will allow for the plan to remain the same (including continuation of Grandfather Status).

We are proposing that the employer absorb the increase and employee contributions are not increased in Plan Year 2022. Proposed employee contributions for the 2022 plan year are as follows:

	Employee Only	Employee + Child(ren)	Employee + Spouse	Employee + Family
200/400 deductible	48.54	97.27	104.25	152.97
500/1000 deductible	35.55	71.21	76.34	112.01
1000/2000 deductible	22.93	45.91	49.23	72.22

Please note: These contributions will be taken through payroll deduction on both the first and second paychecks of each month. These contributions are made on a pre-tax basis.

Commission Options:

1. Approve employee health insurance renewal.
2. Disapprove employee health insurance renewal.

Fiscal Impact:

Amount: Estimated additional annual cost approximately \$214,000. Estimated total annual cost approximately \$1,548,000.

Fund: **01** (General), **15** (Stormwater), **16** (Water), **18** (Wastewater) and **19** (Sanitation)

Department: **All** Expense Code: **5112** (Medical and Dental Insurance)

Included in budget Grant Bonds Other (explain)

Approved for Agenda by:

Randy Frazer, City Manager