



City Commission Agenda Item

Meeting Date: November 7, 2023
From: Human Resources Division
Item: 2024 Employee Health Insurance

Purpose: Approve the employee health insurance renewal for the 2024 plan year. **(Voice Vote)**

Background:

Blue Cross Blue Shield of Kansas has provided a renewal quote for the 2024 plan year. We will receive a **decrease of approximately 2.3%**. This decrease in premiums will allow the plan to remain unchanged (including continuation of Grandfather Status).

We are proposing no change in employee health premium contributions. Proposed employee premium contributions for the 2024 plan year are as follows:

2024 Employee Health Premium Contributions	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 premium 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 Blue Cross Blue Shield employee health insurance renewal for the 2024 plan.
2. Disapprove Blue Cross Blue Shield employee health insurance renewal for the 2024 plan.
3. Table item for further consideration.

Fiscal Impact:

Amount: Estimated annual reduction in cost is approximately \$60,000. Estimated total annual cost to employer is approximately \$1,523,000.

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)

Attachments: Blue Cross Blue Shield of Kansas renewal documents.

Approved for Agenda by:

Randy Frazer, City Manager