



City Commission Agenda Item

Meeting Date: November 5, 2024
From: Marla McFarland, Human Resources Division
Item: 2025 Employee Health Insurance Renewal (BCBSKS)

Purpose: Approve employee health insurance renewal for the 2025 Plan Year. **(Voice Vote)**

Background:

- A. Blue Cross Blue Shield of Kansas has provided a renewal quote for the 2025 Plan Year (1/1/25- 12/31/25). The increase will average approximately 21%. This will allow for the plan to remain the same (including continuation of Grandfather Status).
- B. Estimated additional annual cost is approximately \$324,000.
- C. Staff proposes employee contributions increase by 10% beginning January 1, 2025.

The proposed employee contributions for the 2025 plan year employee premium contributions are as follows:

Deductible	Employee Only	Employee + Child(ren)	Employee + Spouse	Employee + Family
200/400	53.40	107.00	114.68	168.27
500/1000	39.11	78.33	83.98	123.21
1000/2000	25.23	50.50	54.16	79.44

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 total annual employer cost approximately \$1,769,000.00.

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