

**CITY COST FOR INSURANCE BENEFIT CHANGES PROPOSED IN FY 24/25 BUDGET**

	<i>City cost if no benefit changes are approved</i>	<b>Benefit Change #1</b>	<b>Benefit Change #2</b>	<i>City cost if all benefit changes are approved as included in proposed budget</i>
		<i>Cost to increase employer contribution for employee dental/vision from 50% to 100%</i>	<i>Cost to increase employer contributions for dependent health, dental, and vision from 50% to 60%</i>	
<b>Health</b>	512,408	-	18,453	530,861
<b>Dental/Vision</b>	17,269	9,756	1,503	28,528
	529,677	<b>9,756</b>	<b>19,956</b>	559,389

<b>TOTAL BUDGET IMPACT OF INSURANCE BENEFIT CHANGES:</b>	<b>\$ 29,712</b>
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**DETAILED BREAKDOWN**

	<b>Employee count</b>	<i>City cost if no benefit changes are approved</i>	<b>Benefit Change #1</b>	<b>Benefit Change #2</b>	<i>City cost if all benefit changes are approved as included in proposed budget</i>
			<i>Cost to increase employer contribution for employee dental/vision from 50% to 100%</i>	<i>Cost to increase employer contributions for dependent health, dental, and vision from 50% to 60%</i>	
<b>Health</b>					
EE	24	272,526	-	-	272,526
EE+SP	2	35,769	-	2,612	38,381
EE+CH	7	113,270	-	6,757	120,027
EE+FAM	4	90,843	-	9,084	99,927
	37	512,408	-	18,453	530,861
<b>Dental</b>					
EE	22	4,757	4,757	-	9,515
EE+SP	3	1,296	649	129	2,074
EE+CH	3	1,377	649	146	2,172
EE+FAM	10	7,074	2,162	983	10,219
	38	14,505	8,217	1,258	23,980
<b>Vision</b>					
EE	22	890	892	-	1,782
EE+SP	3	224	121	21	366
EE+CH	2	152	81	14	247
EE+FAM	11	1,498	445	210	2,153
	38	2,764	1,539	245	4,548