



Human Resources Benefit Contracts

Cheryl Marthiljohni, Director of Human Resources
Council Meeting - November 4th, 2024

Background

- 2021 RFP conducted for benefit plan years 2022 up to 2026 for multi-year contracts and renewal options
- Contract renewals include authorization for expenditures
- Costs approved in the FY25 budget

UNITED HEALTHCARE (UHC)

Contract Renewal

- Medical and dental third-party claims administration for self-funded plan in 2025 - \$69,181.80
- Vision fully insured plan employee paid coverage in 2025 - \$49,059.36 (no fiscal impact)

Renewal Administration Fees			
Coverage Type	PEPM	AVG/EST Enrolled	Annual Cost
Medical	\$10.26	390	\$48,016.80
Dental	\$4.15	425	\$21,165.00
Vision	*	341	\$49,059.36
TOTAL			\$118,241.16
*Voluntary benefit vision rates \$7.56 individual /\$16.24 family			



Assumptions estimate fully staffed full year with opt in coverages

Alliance Work Partners

Employee Assistance Program (EAP) - Contract Renewal

- EAP is a confidential workplace benefit that provides various work/life resources to full-time and part-time employees to help overcome personal challenges. One of the primary services is free in-person (or virtual) counseling with a licensed therapist. Employees can connect with resources for legal assistance, help finding childcare or eldercare, “safe ride” assistance to reimburse emergency cab fare as well as other programs.
- RFP issued in 2021 for 2022 plan year and option to renew for up to 5 years.
- Alliance Work Partners provided a rate guarantee for 2 years from 2022-2023. In 2024 and again in 2025, rates remain flat with no increase.
- The contract has been renewed since 2022. The overall estimated cost of this contract exceeds \$50,000 in plan year 2025.



Assumptions estimate fully staffed full year with opt in coverages

Plan Year	Average/Estimated Enrolled	Total Annual
2022	506	\$11,965.78
2023	556	\$13,139.10
2024	572	\$13,510.26
2025	600	\$14,184.00
TOTAL		\$52,799.14



Staff recommends approving expenditures for
2025 contract renewals for United Healthcare (UHC)
and Alliance Work Partners (EAP)

Questions

THE CITY OF
BURLESON
TEXAS