
City Council Regular Meeting

DEPARTMENT: Human Resources

FROM: Cheryl Marthiljohni, Director of Human Resources

MEETING: October 7, 2024

SUBJECT:

Receive a report, hold a discussion, and give staff direction, on changes to the city's benefit plans for 2025. (*Staff Contact: Cheryl Marthiljohni, Director of Human Resources*)

SUMMARY:

During the development of the FY24-25 budget, city management committed to include various benefit plan changes which will reduce annual expenditures in the city's self-funded health plan for this budget year. Staff anticipates a continued mixture in future years of plan design changes and employee premium increases that will be necessary to control costs and to ensure continued adequate reserve funding is available.

RECOMMENDATION:

Staff recommends changes to the benefit plans for 2025 that will better control costs.

PRIOR ACTION/INPUT (Council, Boards, Citizens):

Reviewed with Finance Committee on May 8, 2024, and August 7, 2024, and with the City Council on June 17, 2024, August 12, 2024, and September 9, 2024.

REFERENCE:

Not Applicable

FISCAL IMPACT:

Included in the overall budget for fiscal year 2024-2025 as presented.

STAFF CONTACT:

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