

November 25, 2025

Mayor Jacque and City Council Members
City of Dyersville
Memorial Building
340 1st Avenue East
Dyersville, IA 52040

RE: Authorization for City Administrator to Sign Medical Associates Health Plan Renewal and Health Reimbursement Arrangement Administrative Agreement, effective January 1, 2026.

Dear Honorable Mayor Jacque and Council Members,

I am requesting your approval to renew our health plan with Medical Associates and to continue our Health Reimbursement Arrangement (HRA) Administrative Agreement, both effective January 1, 2026. Attached for your review are the group insurance comparison sheet, a breakdown of insurance costs per employee, the Medical Associates Authorization Form, and the HRA Administrative Agreement.

After reviewing our options and the attached data, I recommend that we keep our current Qualified High Deductible Health Plan (HDHP) Gold \$3500-HMO with Medical Associates. This plan has been a significant benefit for our full-time employees, helping us attract and retain talented staff. The plan change has also saved the city money while meeting all ACA requirements.

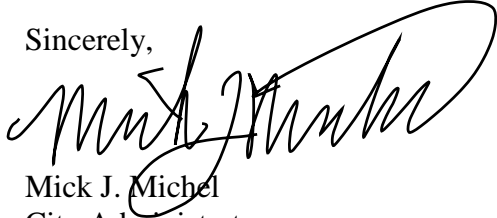
To help with higher out-of-pocket costs, I recommend we continue with our current HRA agreement. This will keep the employee's annual deductible at \$1,500 for single coverage and \$3,000 for family coverage. We anticipate spending approximately \$25,000 on the HRA by the end of the year.

I also recommend that we maintain full-time employee contributions at 10% of the group's total health and dental insurance premiums. Based on the attached breakdown, the average monthly contribution for family plans will go up by \$13, and for single plans by \$5, compared to last year.

These recommendations aim to support our employees, manage costs effectively, and promote overall health and well-being. If you have any questions or concerns, please contact me at 875.7724 or via email at mmichel@cityofdyersville.com.

Thank you for your time and consideration.

Sincerely,

A handwritten signature in black ink, appearing to read "Mick J. Michel". The signature is fluid and cursive, with a large loop at the end.

Mick J. Michel
City Administrator