



STAFF REPORT

MEETING DATE: June 15, 2026

MEETING TYPE: City Council Meeting

SUBMITTED BY: Karen Steward, HR Director

AGENDA CAPTION: Benefit Renewal Presented by: Karen Steward, HR Director

Background Information

Annually, employee benefits are reviewed. At renewal, insurers reassess claims experience, risk profile, enrollment levels, and regulatory compliance.

Budget Implications

The benefit renewal will have significant budget implications in the approximate amount of \$500,000 (rates increased 50%).

Operational Impact

This will impact the HR department, as well as the Finance Department. HR and Finance must align on labor cost projections, benefit competitiveness, and cost-sharing strategy.

Legal Review

N/A

Staff Recommendation

Staff recommend approving the resolution.

Supporting Documentation and Attachments

Group Benefits Proposal prepared for the City by Hutchins by Clark|Adamson Insurance.