

	<b>CITY OF JONESBORO, GEORGIA COUNCIL</b> <b>Agenda Item Summary</b>		<b>COUNCIL MEETING DATE:</b> 12/01/25 Work Session
<b>Requesting Agency (Initiator)</b> The Baldwin Group / Cigna Healthcare		<b>Sponsor(s)</b> Mayor Donya Sartor	
<b>Item Title:</b>	Council to consider Employee Benefits for 2026.		
<p><b>Requested Action</b> The City of Jonesboro has experienced a significant increase in the cost of healthcare for 2026 and is proposing to continue paying 100% of employee medical and dental coverage and 75% of the cost of spouse, children, and family medical and dental coverage.</p> <p>Medical 15% Increase / Dental 5% Increase / Vision – No Rate Change</p>			
<p><b>Requirement for Board Action</b> (Cite specific Council policy, statute, or code requirement.)</p> <p>Approval of 2026 Employee Benefit cost as presented.</p>			
<p><b>Is this Item Goal Related?</b> (If yes, please describe how this Action meets the specific Board Focus Area or Goal.) Yes, striving to provide the best and most cost-effective insurance coverage to city employees and their families.</p>			
<p><b>Summary and Background</b> (First sentence includes Agency recommendation. Provide an executive summary of the Action that gives an overview of the relevant details for the item.)</p> <p>Recommend approval of the 2026 Employee Benefits cost structure as presented.</p>			
<p><b>Fiscal Impact</b> (Include projected cost, approved budget amount and account number, source of funds, and any future funding requirements.)</p> <p>Lessen the impact to the 2026 City of Jonesboro budget.</p>			
<p><b>Exhibits Attached</b> (Provide copies of originals, number exhibits consecutively.)</p> <ul style="list-style-type: none"> <li>2026 City of Jonesboro Benefit Cost Analysis</li> <li>2025 City of Jonesboro Benefit Cost Analysis</li> </ul>			
<p><b>Staff Recommendation</b> (Type name, Title, Agency, and Phone number.)</p> <p>Staff is recommending approval of the proposed 2026 Employee Benefits.</p>			

<b>FOLLOW-UP APPROVAL ACTION (City Clerk)</b>		
<b>Typed Name and Title</b>	<b>Date</b>	
<b>Signature</b>	<b>City Clerk's Office</b>	