

STAFF REPORT REGULAR MEETING

AGENDA DATE: July 18, 2023

DEPARTMENT: Human Resources

TITLE:

Standard Insurance Policies for FY 2023/24 Employee Health and Welfare Benefits

SUMMARY:

These Policies authorize the following:

1. CIGNA to provide Health and Dental Insurance
2. EyeMed to provide Vision Insurance
3. New York Life to provide Life and AD&D Insurance
4. CIGNA to provide EAP Services
5. Benefits Workshop to provide COBRA Administrative Services
6. New York Life to provide Voluntary Supplemental Insurance
7. Legal Shield to provide Voluntary Legal Supplemental Insurance

BACKGROUND AND JUSTIFICATION:

Our Benefits Broker of Record, The Gehring Group, conducts the negotiation of the City's standard employee health and welfare insurance policies. Our current health insurance carrier, CIGNA, has agreed to offer the City the opportunity to continue with identical employee health benefit plans from our current fiscal year into our next fiscal year at a zero percent increase. Dental plans show a four percent increase. All other coverages reflect a zero percent increase. The Gehring Group also went out to RFP for optional employee-paid legal plan choices. The City has chosen to offer the optional Preferred Legal plan to employees due to benefits offered at substantially lower rates than other vendors. Following the uncertainty that COVID-19 has brought to the health insurance market, continuation of these plans for the coming fiscal year is the most prudent course of action for the City.

MOTION:

Move to approve/disapprove the following insurance policies:

1. CIGNA to provide Health and Dental Insurance
2. EyeMed to provide Vision Insurance
3. New York Life to provide Life and AD&D Insurance
4. CIGNA to provide EAP Services
5. Benefits Workshop to provide COBRA Administrative Services
6. New York Life to provide Voluntary Supplemental Insurance
7. Legal Shield Supplemental Insurance

ATTACHMENT(S):

Fiscal Impact Analysis
Employee Benefits Executive Cost Summary
Employee Benefits Renewal Evaluation
Legal Proposal Evaluation Results

FISCAL IMPACT ANALYSIS

Five Year Summary of Fiscal Impact:

Fiscal Years	2024	2025	2026	2027	2028
Inflows					
Current Appropriation	0	0	0	0	0
Program Income	0	0	0	0	0
Grants	0	0	0	0	0
In Kind	0	0	0	0	0
Outflows					
Current Appropriation	0	0	0	0	0
Operating	\$3,913,615	0	0	0	0
Capital	0	0	0	0	0
Net Fiscal Impact	0	0	0	0	0
No. of Addn'l Full-Time Employee Positions					
	0	0	0	0	0

New Appropriation Fiscal Impact:		
	Revenue Source	Expenditure
Department	All departments	Employee Benefits Fund
Division	All	Benefits
GL Description	Life & Health Insurance	Life & Health Insurance
GL Account Number	All department exp ending with 23-00	540-1320-513.23-30
Project Number	N/A	N/A
Requested Funds	\$3,913,615	\$3,913,615