

City of Lake Worth Beach
Employee Benefits Executive Summary

Effective Date: October 1, 2023

Enrollment and Benefit Volume as of June 1, 2023



		CURRENT				RENEWAL						
		2022-2023				2023-2024				2023-2024		
		Total	Employer	ER%	Employee	Total	Employer	ER%	Employee	Employer	Employee	EE Chg Amt
MEDICAL												
OAPIN		CIGNA				CIGNA				Per Pay (24)		
Employee Only	222	\$769.77	\$769.77	100%	\$0.00	\$769.77	\$769.77	100%	\$0.00	\$384.89	\$0.00	\$0.00
Employee + Spouse	35	\$1,590.45	\$1,308.91	82%	\$281.54	\$1,590.45	\$1,308.91	82%	\$281.54	\$654.46	\$140.77	\$0.00
Employee + Child(ren)	30	\$1,444.73	\$1,213.40	84%	\$231.33	\$1,444.73	\$1,213.40	84%	\$231.33	\$606.70	\$115.67	\$0.00
Employee + Family	33	\$2,403.47	\$1,831.23	76%	\$572.24	\$2,403.47	\$1,831.23	76%	\$572.24	\$915.62	\$286.12	\$0.00
Monthly Premium	320	\$349,211	\$313,533		\$35,678	\$349,211	\$313,533		\$35,678			
Annual Premium		\$4,190,533	\$3,762,401		\$428,133	\$4,190,533	\$3,762,401		\$428,133			
\$ Increase / Decrease		-	-		-	\$0	\$0		\$0			
% Increase / Decrease		-	-		-	0.0%	0.0%		0.0%			
DENTAL												
DPPO		CIGNA				CIGNA				Per Pay (24)		
Employee Only	135	\$29.96	\$18.52	62%	\$11.44	\$31.16	\$19.26	62%	\$11.90	\$9.63	\$5.95	\$0.23
Employee + Spouse	44	\$55.30	\$20.36	37%	\$34.94	\$57.51	\$21.17	37%	\$36.34	\$10.59	\$18.17	\$0.70
Employee + Child(ren)	18	\$75.25	\$21.89	29%	\$53.36	\$78.26	\$22.76	29%	\$55.50	\$11.38	\$27.75	\$1.07
Employee + Family	25	\$115.27	\$24.83	22%	\$90.44	\$119.88	\$25.82	22%	\$94.06	\$12.91	\$47.03	\$1.81
DHMO												
Employee Only	81	\$18.38	\$18.38	100%	\$0.00	\$19.12	\$19.12	100%	\$0.00	\$9.56	\$0.00	\$0.00
Employee + Spouse	14	\$33.77	\$22.43	66%	\$11.34	\$35.12	\$23.32	66%	\$11.80	\$11.66	\$5.90	\$0.23
Employee + Child(ren)	10	\$41.40	\$24.74	60%	\$16.66	\$43.06	\$25.74	60%	\$17.32	\$12.87	\$8.66	\$0.33
Employee + Family	14	\$60.81	\$31.33	52%	\$29.48	\$63.24	\$32.58	52%	\$30.66	\$16.29	\$15.33	\$0.59
Monthly Premium	341	\$13,941	\$6,900		\$7,041	\$14,499	\$7,175		\$7,324			
Annual Premium		\$167,291	\$82,796		\$84,496	\$173,989	\$86,106		\$87,883			
\$ Increase / Decrease		-	-		-	\$6,698	\$3,310		\$3,387			
% Increase / Decrease		-	-		-	4.0%	4.0%		4.0%			
Rate Guarantee		Expires 9/30/2023				Expires 9/30/2025						
VISION												
Plan 150		EyeMed				EyeMed				Per Pay (24)		
Employee Only	211	\$5.70	\$5.70	100%	\$0.00	\$5.70	\$5.70	100%	\$0.00	\$2.85	\$0.00	\$0.00
Employee + Spouse	52	\$11.42	\$5.70	50%	\$5.72	\$11.42	\$5.70	50%	\$5.72	\$2.85	\$2.86	\$0.00
Employee + Child(ren)	28	\$9.67	\$5.70	59%	\$3.97	\$9.67	\$5.70	59%	\$3.97	\$2.85	\$1.99	\$0.00
Employee + Family	37	\$15.96	\$5.70	36%	\$10.26	\$15.96	\$5.70	36%	\$10.26	\$2.85	\$5.13	\$0.00
Monthly Premium	328	\$2,658	\$1,870		\$788	\$2,658	\$1,870		\$788			
Annual Premium		\$31,894	\$22,435		\$9,459	\$31,894	\$22,435		\$9,459			
\$ Increase / Decrease		-	-		-	\$0	\$0		\$0			
% Increase / Decrease		-	-		-	0.0%	0.0%		0.0%			
Rate Guarantee		Expires 9/30/2025				Expires 9/30/2025						
EMPLOYEE ASSISTANCE PROGRAM												
EAP		CIGNA				CIGNA				Per Pay (24)		
Per Employee Per Month	363	\$1.66	\$1.66	100%	\$0.00	\$1.66	\$1.66	100%	\$0.00	\$0.83	\$0.00	\$0.00
Monthly Premium		\$603	\$603		\$0	\$603	\$603		\$0			
Annual Premium		\$7,231	\$7,231		\$0	\$7,231	\$7,231		\$0			
\$ Increase / Decrease		-	-		-	\$0	\$0		\$0			
% Increase / Decrease		-	-		-	0.0%	0.0%		0.0%			
Rate Guarantee		Expires 9/30/2024				Expires 9/30/2024						

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LIFE/AD&D	CURRENT 2022-2023				RENEWAL 2023-2024				2023-2024		
	Total	Employer	ER%	Employee	Total	Employer	ER%	Employee	Employer	Employee	EE Chg Amt
Life / AD&D	New York Life				New York Life						
Benefits Volume	\$22,662,550	\$11,006,800		\$11,655,750	\$22,662,550	\$11,006,800		\$11,655,750			
Life Per \$1,000	\$0.200	\$0.200		Age Band	\$0.200	\$0.200		Age Band			
AD&D Per \$1,000	\$0.050	\$0.020		\$0.030	\$0.050	\$0.020		\$0.030			
Spouse / DP Per \$1,000	\$0.000	\$0.000		Age Band	\$0.000	\$0.000		Age Band			
Child Per \$1,000 43	\$0.100	\$0.000		\$0.100	\$0.100	\$0.000		\$0.100			
Retiree Per \$1,000	\$0.200	\$0.200		Age Band	\$0.200	\$0.200		Age Band			
Monthly Premium	\$11,727	\$2,404		\$9,323	\$11,727	\$2,404		\$9,323			
Annual Premium	\$140,723	\$28,843		\$111,880	\$140,723	\$28,843		\$111,880			
\$ Increase / Decrease	-	-		-	\$0	\$0		\$0			
% Increase / Decrease	-	-		-	0.0%	0.0%		0.0%			
Rate Guarantee	Expires 9/30/2023				Expires 9/30/2026						
DISABILITY	Total	Employer	ER%	Employee	Total	Employer	ER%	Employee			
Long-Term / Short-Term Disability	New York Life				New York Life						
Benefits Volume	\$343,809	\$0		\$343,809	\$343,809	\$0		\$343,809			
LTD Per \$100 of Covered Payroll	\$1.450	\$0.000	0%	\$1.450	\$1.450	\$0.000	0%	\$1.450			
Benefits Volume	\$77,236	\$0		\$77,236	\$77,236	\$0		\$77,236			
STD Per \$10 Per Weekly Benefit	\$0.340	\$0.000	0%	\$0.340	\$0.340	\$0.000	0%	\$0.340			
Monthly Premium	\$7,611	\$0		\$7,611	\$7,611	\$0		\$7,611			
Annual Premium	\$91,335	\$0		\$91,335	\$91,335	\$0		\$91,335			
\$ Increase / Decrease	-	-		-	\$0	\$0		\$0			
% Increase / Decrease	-	-		-	0.0%	0.0%		0.0%			
Rate Guarantee	Expires 9/30/2023				Expires 9/30/2026						
FLEXIBLE SPENDING ACCOUNTS	Total	Employer	ER%	Employee	Total	Employer	ER%	Employee	Employer	Employee	EE Chg Amt
FSA Administration	Benefits Workshop				Benefits Workshop				Per Pay (24)		
Per Employee Per Month 62	\$5.00	\$5.00	100%	\$0.00	\$5.00	\$5.00	100%	\$0.00	\$2.50	\$0.00	\$0.00
Monthly Premium	\$310	\$310		\$0	\$310	\$310		\$0			
Annual Premium	\$3,720	\$3,720		\$0	\$3,720	\$3,720		\$0			
\$ Increase / Decrease	-	-		-	\$0	\$0		\$0			
% Increase / Decrease	-	-		-	0.0%	0.0%		0.0%			
Rate Guarantee	Life of the Contract				Life of the Contract						
COBRA Administration	Total	Employer	ER%	Employee	Total	Employer	ER%	Employee	Employer	Employee	EE Chg Amt
	Benefits Workshop				Benefits Workshop				Per Pay (24)		
Flat Rate Per Month	\$240	\$240	100%	\$0	\$240	\$240	100%	\$0	\$120.00	\$0.00	\$0.00
Monthly Premium	\$240	\$240		\$0	\$240	\$240		\$0			
Annual Premium	\$2,880	\$2,880		\$0	\$2,880	\$2,880		\$0			
\$ Increase / Decrease	-	-		-	\$0	\$0		\$0			
% Increase / Decrease	-	-		-	0.0%	0.0%		0.0%			
Rate Guarantee	Life of the Contract				Life of the Contract						
Monthly Premium	\$386,301	\$325,859		\$60,442	\$386,859	\$326,135		\$60,724			
Annual Premium	\$4,635,608	\$3,910,305		\$725,302	\$4,642,305	\$3,913,615		\$728,690			
\$ Increase / Decrease	-	-		-	\$6,698	\$3,310		\$3,387			
% Increase / Decrease	-	-		-	0.1%	0.1%		0.5%			