

**City of Lake Worth Beach**  
**Employee Benefits Executive Summary**

**Effective Date: October 1, 2024**

*Enrollment and Benefit Volumes as of May 1, 2024*

**Share Increase**



MEDICAL	CURRENT				RENEWAL				2024-2025		
	Total	Employer	ER%	Employee	Total	Employer	ER%	Employee	Employer	Employee	EE Chg Amt
<b>OAPIN</b>	<b>CIGNA</b>				<b>CIGNA</b>				<b>Per Pay (24)</b>		
Employee Only 217	\$769.77	\$769.77	100%	\$0.00	\$808.12	\$808.12	100%	\$0.00	\$404.06	\$0.00	\$0.00
Employee + Spouse 35	\$1,590.45	\$1,308.91	82%	\$281.54	\$1,669.83	\$1,374.21	82%	\$295.62	\$687.11	\$147.81	\$7.04
Employee + Child(ren) 31	\$1,444.73	\$1,213.40	84%	\$231.33	\$1,516.82	\$1,273.92	84%	\$242.90	\$636.96	\$121.45	\$5.78
Employee + Family 34	\$2,403.47	\$1,831.23	76%	\$572.24	\$2,523.49	\$1,922.64	76%	\$600.85	\$961.32	\$300.43	\$14.31
<b>Monthly Premium 317</b>	<b>\$349,210</b>	<b>\$312,729</b>		<b>\$36,481</b>	<b>\$366,626</b>	<b>\$328,321</b>		<b>\$38,305</b>			
<b>Annual Premium</b>	<b>\$4,190,525</b>	<b>\$3,752,750</b>		<b>\$437,775</b>	<b>\$4,399,514</b>	<b>\$3,939,850</b>		<b>\$459,664</b>			
<b>\$ Increase / Decrease</b>	-	-		-	<b>\$208,989</b>	<b>\$187,100</b>		<b>\$21,889</b>			
<b>% Increase / Decrease</b>	-	-		-	<b>5.0%</b>	<b>5.0%</b>		<b>5.0%</b>			
<b>DENTAL</b>	<b>Total</b>	<b>Employer</b>	<b>ER%</b>	<b>Employee</b>	<b>Total</b>	<b>Employer</b>	<b>ER%</b>	<b>Employee</b>	<b>Employer</b>	<b>Employee</b>	<b>EE Chg Amt</b>
<b>DPPO</b>	<b>CIGNA</b>				<b>CIGNA</b>				<b>Per Pay (24)</b>		
Employee Only 120	\$31.16	\$19.26	62%	\$11.90	\$31.16	\$19.26	62%	\$11.90	\$9.63	\$5.95	\$0.00
Employee + Spouse 40	\$57.51	\$21.17	37%	\$36.34	\$57.51	\$21.17	37%	\$36.34	\$10.59	\$18.17	\$0.00
Employee + Child(ren) 21	\$78.26	\$22.76	29%	\$55.50	\$78.26	\$22.76	29%	\$55.50	\$11.38	\$27.75	\$0.00
Employee + Family 23	\$119.88	\$25.82	22%	\$94.06	\$119.88	\$25.82	22%	\$94.06	\$12.91	\$47.03	\$0.00
<b>DHMO</b>											
Employee Only 94	\$19.12	\$19.12	100%	\$0.00	\$19.12	\$19.12	100%	\$0.00	\$9.56	\$0.00	\$0.00
Employee + Spouse 16	\$35.12	\$23.32	66%	\$11.80	\$35.12	\$23.32	66%	\$11.80	\$11.66	\$5.90	\$0.00
Employee + Child(ren) 9	\$43.06	\$25.74	60%	\$17.32	\$43.06	\$25.74	60%	\$17.32	\$12.87	\$8.66	\$0.00
Employee + Family 18	\$63.24	\$32.58	52%	\$30.66	\$63.24	\$32.58	52%	\$30.66	\$16.29	\$15.33	\$0.00
<b>Monthly Premium 341</b>	<b>\$14,325</b>	<b>\$7,218</b>		<b>\$7,107</b>	<b>\$14,325</b>	<b>\$7,218</b>		<b>\$7,107</b>			
<b>Annual Premium</b>	<b>\$171,904</b>	<b>\$86,620</b>		<b>\$85,284</b>	<b>\$171,904</b>	<b>\$86,620</b>		<b>\$85,284</b>			
<b>\$ Increase / Decrease</b>	-	-		-	<b>\$0</b>	<b>\$0</b>		<b>\$0</b>			
<b>% Increase / Decrease</b>	-	-		-	<b>0.0%</b>	<b>0.0%</b>		<b>0.0%</b>			
<b>Rate Guarantee</b>	<b>Expires 9/30/2025</b>				<b>Expires 9/30/2025</b>						
<b>VISION</b>	<b>Total</b>	<b>Employer</b>	<b>ER%</b>	<b>Employee</b>	<b>Total</b>	<b>Employer</b>	<b>ER%</b>	<b>Employee</b>	<b>Employer</b>	<b>Employee</b>	<b>EE Chg Amt</b>
<b>Plan 150</b>	<b>EyeMed</b>				<b>EyeMed</b>				<b>Per Pay (24)</b>		
Employee Only 206	\$5.70	\$5.70	100%	\$0.00	\$5.70	\$5.70	100%	\$0.00	\$2.85	\$0.00	\$0.00
Employee + Spouse 54	\$11.42	\$5.70	50%	\$5.72	\$11.42	\$5.70	50%	\$5.72	\$2.85	\$2.86	\$0.00
Employee + Child(ren) 32	\$9.67	\$5.70	59%	\$3.97	\$9.67	\$5.70	59%	\$3.97	\$2.85	\$1.99	\$0.00
Employee + Family 39	\$15.96	\$5.70	36%	\$10.26	\$15.96	\$5.70	36%	\$10.26	\$2.85	\$5.13	\$0.00
<b>Monthly Premium 331</b>	<b>\$2,723</b>	<b>\$1,887</b>		<b>\$836</b>	<b>\$2,723</b>	<b>\$1,887</b>		<b>\$836</b>			
<b>Annual Premium</b>	<b>\$32,673</b>	<b>\$22,640</b>		<b>\$10,033</b>	<b>\$32,673</b>	<b>\$22,640</b>		<b>\$10,033</b>			
<b>\$ Increase / Decrease</b>	-	-		-	<b>\$0</b>	<b>\$0</b>		<b>\$0</b>			
<b>% Increase / Decrease</b>	-	-		-	<b>0.0%</b>	<b>0.0%</b>		<b>0.0%</b>			
<b>Rate Guarantee</b>	<b>Expires 9/30/2025</b>				<b>Expires 9/30/2025</b>						
<b>EMPLOYEE ASSISTANCE PROGRAM</b>	<b>Total</b>	<b>Employer</b>	<b>ER%</b>	<b>Employee</b>	<b>Total</b>	<b>Employer</b>	<b>ER%</b>	<b>Employee</b>	<b>Employer</b>	<b>Employee</b>	<b>EE Chg Amt</b>
<b>EAP</b>	<b>CIGNA</b>				<b>CIGNA</b>				<b>Per Pay (24)</b>		
Per Employee Per Month 358	\$2.56	\$2.56	100%	\$0.00	\$2.56	\$2.56	100%	\$0.00	\$1.28	\$0.00	\$0.00
<b>Monthly Premium</b>	<b>\$916</b>	<b>\$916</b>		<b>\$0</b>	<b>\$916</b>	<b>\$916</b>		<b>\$0</b>			
<b>Annual Premium</b>	<b>\$10,998</b>	<b>\$10,998</b>		<b>\$0</b>	<b>\$10,998</b>	<b>\$10,998</b>		<b>\$0</b>			
<b>\$ Increase / Decrease</b>	-	-		-	<b>\$0</b>	<b>\$0</b>		<b>\$0</b>			
<b>% Increase / Decrease</b>	-	-		-	<b>0.0%</b>	<b>0.0%</b>		<b>0.0%</b>			
<b>Rate Guarantee</b>	<b>Expires 9/30/2024</b>				<b>Expires 9/30/2025</b>						

City of Lake Worth Beach  
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Enrollment and Benefit Volumes as of May 1, 2024

Share Increase



LIFE/AD&D	CURRENT				RENEWAL				2024-2025			
	2023-2024		2024-2025		2024-2025		2024-2025		2024-2025			
	Total	Employer	Employee	Total	Employer	Employee	Total	Employer	Employee	Employer	Employee	EE Chg Amt
<b>Life / AD&amp;D</b>	<b>New York Life</b>				<b>New York Life</b>							
<b>Benefits Volume</b>	<b>\$24,057,750</b>	<b>\$11,533,750</b>	<b>\$12,524,000</b>	<b>\$24,057,750</b>	<b>\$11,533,750</b>	<b>\$12,524,000</b>						
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	\$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						
<b>Monthly Premium</b>	<b>\$11,706</b>	<b>\$2,520</b>	<b>\$9,186</b>	<b>\$11,706</b>	<b>\$2,520</b>	<b>\$9,186</b>						
<b>Annual Premium</b>	<b>\$140,468</b>	<b>\$30,235</b>	<b>\$110,234</b>	<b>\$140,468</b>	<b>\$30,235</b>	<b>\$110,234</b>						
<b>\$ Increase / Decrease</b>	-	-	-	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>						
<b>% Increase / Decrease</b>	-	-	-	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>						
<b>Rate Guarantee</b>	<b>Expires 9/30/2027</b>				<b>Expires 9/30/2027</b>							
<b>DISABILITY</b>	<b>Total</b>	<b>Employer</b>	<b>ER%</b>	<b>Employee</b>	<b>Total</b>	<b>Employer</b>	<b>ER%</b>	<b>Employee</b>				
<b>Long-Term / Short-Term Disability</b>	<b>New York Life</b>				<b>New York Life</b>							
<b>Benefits Volume</b>	<b>\$213,578</b>	<b>\$0</b>		<b>\$213,578</b>	<b>\$213,578</b>	<b>\$0</b>		<b>\$213,578</b>				
LTD Per \$100 of Covered Payroll	\$1.450	\$0.000	0%	\$1.450	\$1.450	\$0.000	0%	\$1.450				
<b>Benefits Volume</b>	<b>\$84,584</b>	<b>\$0</b>		<b>\$84,584</b>	<b>\$84,584</b>	<b>\$0</b>		<b>\$84,584</b>				
STD Per \$10 Per Weekly Benefit	\$0.340	\$0.000	0%	\$0.340	\$0.340	\$0.000	0%	\$0.340				
<b>Monthly Premium</b>	<b>\$5,973</b>	<b>\$0</b>		<b>\$5,973</b>	<b>\$5,973</b>	<b>\$0</b>		<b>\$5,973</b>				
<b>Annual Premium</b>	<b>\$71,673</b>	<b>\$0</b>		<b>\$71,673</b>	<b>\$71,673</b>	<b>\$0</b>		<b>\$71,673</b>				
<b>\$ Increase / Decrease</b>	-	-	-	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>		<b>\$0</b>				
<b>% Increase / Decrease</b>	-	-	-	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>		<b>0.0%</b>				
<b>Rate Guarantee</b>	<b>Expires 9/30/2027</b>				<b>Expires 9/30/2027</b>							
<b>FLEXIBLE SPENDING ACCOUNTS</b>	<b>Total</b>	<b>Employer</b>	<b>ER%</b>	<b>Employee</b>	<b>Total</b>	<b>Employer</b>	<b>ER%</b>	<b>Employee</b>	<b>Employer</b>	<b>Employee</b>	<b>EE Chg Amt</b>	
<b>FSA Administration</b>	<b>Benefits Workshop</b>				<b>Benefits Workshop</b>							
Per Employee Per Month	\$5.00	\$5.00	100%	\$0.00	\$5.00	\$5.00	100%	\$0.00	\$2.50	\$0.00	\$0.00	
<b>Monthly Premium</b>	<b>\$320</b>	<b>\$320</b>		<b>\$0</b>	<b>\$320</b>	<b>\$320</b>		<b>\$0</b>				
<b>Annual Premium</b>	<b>\$3,840</b>	<b>\$3,840</b>		<b>\$0</b>	<b>\$3,840</b>	<b>\$3,840</b>		<b>\$0</b>				
<b>\$ Increase / Decrease</b>	-	-	-	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>		<b>\$0</b>				
<b>% Increase / Decrease</b>	-	-	-	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>		<b>0.0%</b>				
<b>Rate Guarantee</b>	<b>Life of the Contract</b>				<b>Life of the Contract</b>							
<b>COBRA Administration</b>	<b>Total</b>	<b>Employer</b>	<b>ER%</b>	<b>Employee</b>	<b>Total</b>	<b>Employer</b>	<b>ER%</b>	<b>Employee</b>	<b>Employer</b>	<b>Employee</b>	<b>EE Chg Amt</b>	
	<b>Benefits Workshop</b>				<b>Benefits Workshop</b>							
Flat Rate Per Month	\$240	\$240	100%	\$0	\$240	\$240	100%	\$0	\$120.00	\$0.00	\$0.00	
<b>Monthly Premium</b>	<b>\$240</b>	<b>\$240</b>		<b>\$0</b>	<b>\$240</b>	<b>\$240</b>		<b>\$0</b>				
<b>Annual Premium</b>	<b>\$2,880</b>	<b>\$2,880</b>		<b>\$0</b>	<b>\$2,880</b>	<b>\$2,880</b>		<b>\$0</b>				
<b>\$ Increase / Decrease</b>	-	-	-	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>		<b>\$0</b>				
<b>% Increase / Decrease</b>	-	-	-	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>		<b>0.0%</b>				
<b>Rate Guarantee</b>	<b>Life of the Contract</b>				<b>Life of the Contract</b>							
<b>Monthly Premium</b>	<b>\$385,413</b>	<b>\$325,830</b>		<b>\$59,583</b>	<b>\$402,829</b>	<b>\$341,422</b>		<b>\$61,407</b>				
<b>Annual Premium</b>	<b>\$4,624,962</b>	<b>\$3,909,962</b>		<b>\$714,999</b>	<b>\$4,833,950</b>	<b>\$4,097,062</b>		<b>\$736,888</b>				
<b>\$ Increase / Decrease</b>	-	-	-	<b>\$208,989</b>	<b>\$187,100</b>	<b>\$21,889</b>		<b>\$21,889</b>				
<b>% Increase / Decrease</b>	-	-	-	<b>4.5%</b>	<b>4.8%</b>	<b>3.1%</b>						