

MAYOR AND COUNCIL COMMUNICATION

DATE: August 15, 2023

TO: Mayor and Council

FROM: Lisa Hernandez, Human Resources Director

THROUGH: Crystal Caldera, City Manager

SUBJECT: Discussion and Possible Action to Award the Fiscal Year 2024 Group Insurance Bid for Employee Medical, Dental and Life Insurances provided by Gallagher Benefit Services.

SPONSOR(S): N/A

PURPOSE

To identify health plans that would better serve the needs of the city and its employees and to control city costs, while continuing to provide quality benefits to employees. The City currently pays 100% of the employee-only premium under BLUE CROSS BLUE SHIELD of TEXAS basic health, dental, and Fort Dear Born Life insurances. Gallagher Benefits Services, the city's Insurance Broker, negotiated FY 2024 health insurance rates.

This M&C will authorize the City Manager to execute the contract for the FY 2024 Group Health, Dental & Life Insurances and to continue to provide reputable and comprehensive insurance coverage to the City employees. The contract will be for the period October 1, 2023, to September 30, 2024. The City's insurance broker, Gallagher Benefit Services, Inc. will serve as the City's liaison with the insurer selected by Council.

HEALTH INSURANCE Product Type	Current Base Plan BLUE PPO	Proposed Base Plan BLUE PPO
CYD	\$2,000	\$2,000
Max OOP	\$5,000	\$6,000
Preventative	100%	100%
Office Copays	\$30PCP/\$30 Spec	\$35PCP/\$70 Spec
Urgent Care	\$55	\$75
ER (Copay)	25% after \$100	40% after \$500
Prescription - Preferred	\$20/\$40/\$60	\$0/\$10/\$50/\$100
Premium		
EE Only	\$666.41	\$697.38
EE & Spouse	\$1,212.88	\$1,238.53
EE & Child	\$946.32	\$974.93
EE & Family	\$1,772.69	\$1,822.24

DENTAL INSURANCE	Current Base Plan	Renewal Base Plan
Product Type	BLUE	BLUE
CYD	\$50	\$50
Preventative	100%	100%
Basic- ER Exam, Root Canal	80%	80%
Major-Crowns Implants	50%	50%
Benefit Maximum	\$1,500	\$1,500
Premium		
EE Only	\$23.69	\$24.87
EE & Spouse	\$47.38	\$49.75
EE & Child	\$64.12	\$67.33
EE & Family	\$97.11	\$101.97

LIFE INSURANCE	Current Base Plan	Renewal Base Plan
Product Type	FDL	FDL
\$10,000 Basic / AD&D	\$1.30	\$1.30

FISCAL IMPACT

The total cost increase of 4.65% for the City's group insurance benefits is budgeted in the FY 2024 budget.

RECOMMENDATION

To renew the benefits bid contract with Blue Cross Blue Shield for their MTBCP018 Blue Choice PPO Medical Plan, their DTNLM08 Blue Care Dental Low Plan, and the Dearborn Basic Life / AD&D Insurance Plans.

APPROVED: _____ DISAPPROVED: _____

APPROVED WITH THE FOLLOWING AMENDMENTS:

ATTEST:

SAUNDRA PASSAILAIGUE, TRMC
City Secretary