



## CITY OF MARSHALL AGENDA ITEM REPORT

<b>Presenter:</b>	Sheila Dubs
<b>Meeting Date:</b>	Tuesday, October 24, 2023
<b>Category:</b>	NEW BUSINESS
<b>Type:</b>	ACTION
<b>Subject:</b>	Consider the 2024 Health and Dental Insurance Renewals
<b>Background Information:</b>	<p>At the October 10, 2023 Council work session, the city’s broker, Bill Chukuske with National Insurance Services (NIS), presented the 2024 renewal information for health and dental insurances. A history of the City’s premium renewals, a review of the claims data, and review of health and dental comparable-city information was presented at the work session.</p> <p>Health Insurance Renewal: For 2024, BCBS of MN has offered the city a renewal with a 7% increase. Our broker recommends acceptance of this renewal.</p> <p>Staff recommend Council approval of the BCBS of MN renewal and cost-share as presented during the work session, the City and Employees sharing equally in the 7% health insurance premium increase.</p> <p>Dental Insurance renewal: For 2024, Delta Dental has offered the city a renewal with a 10.57% increase. Based on this renewal increase, NIS conducted an RFP to review alternative proposals. Our broker reviewed the RFP process and the proposals received at the work session. The Beam proposal provides the lowest premiums, a similar plan structure, and has a 2<sup>nd</sup> year rate guarantee. The Beam proposal requires a minimum employer premium contribution of 80%. The Beam proposal provides the city with cost savings estimated at \$17,392.68, based on current enrollment elections.</p> <p>NIS and Staff are recommending the Council reject the Delta Dental renewal and consider Beam for 2024-2025.</p> <p>The Employee Insurance Advisory Committee met on 10/06/2023 and is supportive of the staff recommendation.</p>
<b>Fiscal Impact:</b>	Acceptance of the Beam dental proposal will result in an estimated savings of \$17,392.68. Total estimated employer increase across all funds for health and dental combined of \$73,27140.
<b>Alternative/ Variations:</b>	
<b>Recommendations:</b>	To accept the 2024 BCBS of MN renewal, the 2024-2025 Beam dental proposal, and cost-share proposal as presented.