



## CITY OF MARSHALL AGENDA ITEM REPORT

<b>Presenter:</b>	Sheila Dubs
<b>Meeting Date:</b>	Tuesday, October 25, 2022
<b>Category:</b>	NEW BUSINESS
<b>Type:</b>	ACTION
<b>Subject:</b>	Health and Dental Insurance renewals for 2023
<b>Background Information:</b>	<p>Bill Chukuske (National Insurance Services) is our broker for health and dental insurances. At this meeting, Bill will present the 2023 renewal information and Staff will present the employee-employer cost-share options.</p> <p>A history of the City’s premium renewals, a review of the claims data, and review of health and dental comparable-city information was previously provided and presented at the Council worksession on October 11, 2022.</p> <p>Health Insurance Renewal: For 2022-2023, the Council approved a 2-year commitment with BCBS---resulting in a 12% decrease in premiums compared to the rates offered by PEIP for 2022. The agreement with BCBS included a maximum rate cap in the 2<sup>nd</sup> year (2023) of 11%. Bill negotiated a reduced rate increase of 8.8% for 2023.</p> <p>Dental Insurance renewal: For 2022-2023, the Council approved a 2-year commitment with Delta Dental, with a 0% increase in premium rates for 2023.</p> <p>Staff recommend Council approval of Option A---the City and Employees share equally in the health insurance premium increase, each increasing 8.8% and maintaining an 80/20% employer-employee cost-share for dental insurance. The cost projections are based on current plan selection by employees.</p>
<b>Fiscal Impact:</b>	<p>Estimated health insurance premium increase of \$104,100.96.</p> <p>The dental renewal reflected a 0% increase in premiums. The estimated dental premium increase is \$0.00.</p>
<b>Alternative/ Variations:</b>	To approve the alternative cost-share Option B: the City and Employees share equally in the health insurance premium increase, each increasing 8.8%, and a 75/25% employer-employee cost-share of the premium for dental insurance.
<b>Recommendations:</b>	To approve the 2023 health and dental renewals at cost-share Option A.