



CITY OF MARSHALL AGENDA ITEM REPORT

Presenter:	Sheila Dubs
Meeting Date:	Tuesday, October 22, 2024
Category:	NEW BUSINESS
Type:	ACTION
Subject:	Consider the 2025 Health, Dental, and Vision Insurance Renewals
Background Information:	<p>At the October 8, 2024 Council work session, the city’s broker, Bill Chukuske with National Insurance Services (NIS), presented the 2025 renewal information for health, dental, and vision insurances. A review of the claims data, the renewal proposals, a review of health and dental comparable city information, and recommendations were presented at the work session.</p> <p>Health Insurance Renewal: For 2025, BCBS of MN has offered the city a renewal with a 15% increase for the current plan. Our Broker and Staff recommend the Council reject that offer. BCBS submitted an alternative proposal that was reviewed at the worksession. Our Broker and Staff recommend the Council accept the alternative BCBS proposal, with the City and Employees sharing equally in the 10% health insurance premium increase.</p> <p>Dental Insurance renewal: In 2024, the Council approved a contract with Beam Dental that included a 2nd year rate guarantee, resulting in no premium increase. Our Broker and Staff are recommending the Council approve the 2025 renewal with Beam Dental.</p> <p>Vision insurance renewal: This is a voluntary benefit. The Employee Insurance Advisory Committee reviewed alternate plan options and is recommending the Council approve renewal with EyeMed, which provides a rate guarantee for 48 months.</p> <p>The Employee Insurance Advisory Committee met on 10/04/2024 and is supportive of the staff recommendations.</p> <p>An employee benefits fair is planned for October 30 and Open Enrollment is planned for November 1-15.</p>
Fiscal Impact:	Estimated total employer increase across all funds is \$138,052.80.
Alternative/ Variations:	
Recommendations:	To accept the BCBS alternative plan, and renewals with Beam dental and EyeMed, with the cost-share proposal as presented.