



# Memorandum

**Meeting Details:** August 9, 2023

**Prepared For:** Hon. Mayor Rostek & Board of Commissioners

**Staff Contact:** Andrew Laflin, Finance Director

**Subject:** Employer Contribution to Health and Dental Premium

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## **Background**

Historically, the City of Madeira Beach has contributed at or near 100% of the employee only premium for all health and dental plans offered by the City through its group insurance plan. However, the employee has been responsible for paying for the entire premium for spouse, child, and family coverage. In an effort to attract and retain employees with a more attractive medical and dental benefits plan, the City has proposed contributing fifty percent (50%) of the health and dental premium associated with an employee's spouse, child, or family. This additional support will help ease the financial burden City employees with spouses and dependents have experienced with rising health care premium costs.

## **Fiscal Impact**

Adoption of this Resolution would result in an increase in the City's monthly medical and dental premium cost per employee ranging from approximately \$430 to \$860, depending on the type of health plan selected and coverage requested (EE/Spouse, EE/Child, or EE/Family).

## **Recommendation(s)**

Staff recommends approval of Resolution 2023-09, authorizing the City of Madeira Beach to contribute 50% of health and dental premiums relating to spouse, child, or family coverage for employees enrolled in the City's insurance plan.

## **Attachments**

- Resolution 2023-09
- Exhibit A – 2023-2024 Contribution Schedule for All Employees: Health, Dental, and Vision