



**MEETING DATE:** June 23, 2025  
**PRESENTED BY:** Noemi Munguia, Human Resources Director  
**AGENDA ITEM:** Authorization to Approve Proposed Revisions to Group Health Plan - Munguia

**NATURE OF REQUEST:**

In response to growing medical claims and prescription costs, City staff, in conjunction with our Agent of Record (Lone Star Insurance), has finalized the proposed group health revisions. Staff is seeking approval for the proposed revisions.

**Revisions:**

- Increase ER Copays by \$175 for both plans (Base and Buy-Up Plan)
- Increase Base Plan Employee Monthly Contribution by \$20 for all tiers
- Increase Buy-Up Plan Employee Monthly Contribution by \$50 for all tiers
- Implement Spousal Surcharge of \$100 per month.
- Implement CallADoc for Telemedicine/Behavioral Health
- Reduce 30-hour part-time employees to 28 hours.
- Increase Department's Health Contribution

**BUGETED:** Yes **FUND:** 19 Group Health **ACCT. #:** \_\_\_\_\_

**BUDGET:** \$ \_\_\_\_\_ **EST. COST:** \$ \_\_\_\_\_ **CURRENT BUDGET BALANCE:** \$ \_\_\_\_\_

**BID AMOUNT:** \$ \_\_\_\_\_

**STAFF RECOMMENDATION:**

Approval

**Departmental Approval:** Finance

**Advisory Board Recommendation:** N/A

**City Manager's Recommendation:** Approval *MRP*

**RECORD OF VOTE:** **APPROVED:** \_\_\_\_\_

**DISAPPROVED:** \_\_\_\_\_

**TABLED:** \_\_\_\_\_

\_\_\_\_\_ AYES

\_\_\_\_\_ NAYS

\_\_\_\_\_ DISSENTING \_\_\_\_\_