

Montgomery City Council
AGENDA REPORT

Meeting Date: August 23, 2022	Budgeted Amount: n/a
Department: Administration	Prepared By: Nici Browe

Subject

- (a) Presentation by Shelly Wahle and Lisa Burgett of Empower Financial Group on adding additional Voluntary Supplemental Health Coverage for employees to the existing benefits package.
- (b) Consideration and possible action on item (a).

Recommendation

Approve adding the additional voluntary Supplemental health coverage to the city's benefit package.

Discussion

The City offers major medical/health coverage for the employees at 100% coverage and their dependents at 50%. However, the City also authorizes supplemental benefits with other agencies, groups that offer additional insurance coverages for major accidents, Cancer, hospitalization, disability, surgery, etc.

Currently the supplemental benefit is through AFLAC which is provided at a cost to the employee only.

Empower Financial Group are offering through Cigna Attentive, which is a self-funded Medical Reimbursement Plan (SIMRP). This plan deduction is from an employee's gross wages (pre Tax). The pre-taxing of this deduction creates a reduction of taxable income, generating a savings for the employee and employer.

The Attentive Plan is compliant with the Internal Revenue Code for Wellness, Medical, Pre-Tax and Post-Tax.

Approved By

City Secretary & Director of Administrative Services	Nici Browe	Date: August 19, 2022
Interim City Administrator	Dave McCorquodale	Date: August 19, 2022