



## City of Needles, California Request for City Council Action

☒ CITY COUNCIL ☐ NPUA

☒ Regular ☐ Special

**Meeting Date:** September 9, 2025

**Title:** Accept 2025 Employee Benefits plan for Medical, Dental and Vision

**Background:** The City of Needles overall renewal plan for Medical, Dental & Vision coverage for 2026 calendar year, has been received from Alliant and Special Districts Risk Management Association. VSP (vision) & Delta (dental) no change in pricing. California Blue Shield through SDRMA has an increase of 13.8%. The City and the 2 bargaining units mutually agreed to share equally (50%) of any increase. to health, dental & vision insurance premiums commencing on or after July 1, 2013.

**Fiscal Impact:** Vision no increase for employee's price ranges from \$130.68 - \$339.84 annually depending on the coverage level (employee, employee+ 1, or employee + family). Dental with Delta no price increase, price ranges from \$403.20 - \$1056.00 annually depending on the coverage level (employee only or employee+ family). Medical Blue Cross CA Gold increased price ranges \$15,165.72 - \$39,267.72 annually depending on the coverage level. Medical Blue Cross CA Silver increased price ranges \$10,963.32 - \$28,217.88 annually depending on coverage level (employee, employee+ 1 or Family). The shared City portion of the cost increase was anticipated and fundable within the existing budget.

**Recommendation:** Approve 2026 employee benefits plan for Medical, Dental and Vision.

**Submitted By:** Pam Osteen, HR Analyst

**City Manager Approval:** Patrick J. Martinez Date: 9/4/2025

**Other Department Approval (when required):** \_\_\_\_\_ Date: \_\_\_\_\_