



City of Needles, California Request for City Council Action

☒ CITY COUNCIL ☐ NPUA

☒ Regular ☐ Special

Meeting Date: August 13, 2024

Title: Accept 2025 Employee Benefits Plan for Medical only.

Background: The City of Needles overall renewal plan for medical coverage renewal for 2024/25 calendar year, has been received from Alliant and Special Districts Risk Management Association. Of the two Blue Shield PPO (SDRMA) plans offered to employees, the Gold PPO plan and the Silver PPO plan are increasing by 3.8%. The City and the 2 bargaining units mutually agreed to share equally (50%) of any increase and/or decrease to health insurance premiums commencing on or after July 1, 2013.

Fiscal Impact: Increases for the employees will range from \$802.37 to \$2,874.73 annually depending on the coverage level (employee, employee + 1, or employee + family) The shared City portion of the cost increase was anticipated and fundable within the existing budget

Recommended Action: Approve 2025 employee benefits plan for medical only

Submitted By: Pam Osteen, H.R. Specialist

City Manager Approval: Patrick J. Martinez

Date: 8/9/2024

Other Department Approval (when required): Barbara DiLeo

Date: 8/9/2024

Approved: ☐

Not Approved: ☐

Tabled: ☐

Other: ☐

Agenda Item: _____