



# City of Needles, California Request for City Council Action

CITY COUNCIL    NPUA    SARDA    Regular    Special

**Meeting Date:** September 10, 2024

**Title:** Accept 2025 Employee Benefits plan for Dental & Vision only.

**Background:** The City of Needles overall renewal plan for Dental & Vision coverage for 2024/25 calendar year, has been received from Alliant and Special Districts Risk Management Association. Vision with carrier VSP no change in pricing. The Delta Dental plan increases slightly at 0.4%. The City and the 2 bargaining units mutually agreed to share equally (50%) of any increase and/or decrease 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 to \$339.84 annually depending on the coverage level (employee, employee + 1, or employee + family). Dental with Delta increase price ranges from 405.60 – 1065.60 annually depending on the coverage level (employee only 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 dental & vision only.

**Submitted By:** Pam Osteen, H.R. Specialist

**City Manager Approval:** Patrick J. Martinez      Date: 9/5/2024

**Other Department Approval (when required):** Paula [Signature]      Date: 9/5/24  
for HR

Approved: <input type="checkbox"/>	Not Approved: <input type="checkbox"/>	Tabled: <input type="checkbox"/>	Other: <input type="checkbox"/>
Agenda Item: _____			