



AGENDA ITEM ANALYSIS

Project/Issue Name: 23-R-61 A Resolution of the City Council Approving the Selected Health-Related Benefits Providers of Plans to be Offered to Qualified Employees for 2024.

Submitted By: Lisa Addington, Chief of Staff

Date: 11/14/2023

Issue Statement

As part of the annual budget process, city sponsored plans related to health insurance and voluntary benefits offered to qualified employees to begin the open enrollment process for 2024.

Discussion and/or Analysis

City provided benefits:

Anthem Blue Cross and Blue Shield Health Plans: **City cost** **\$470.44/Ee/mo**

Mercy/Cox Plan (\$2,000/\$4,000 deductible)

Mercy/Cox HSA Plan (\$3,200/\$6,400 deductible)

- Per the 2024 Budget, City will cover 50% of dependent costs as determined and outlined below.
- Family Plans associated costs:
 - Employee + Spouse = \$856.20
 - Employee + Child(ren) = \$889.15
 - Employee + Family = \$1,533.66

Dental Plan - Guardian **City cost** **\$25.64/Ee/mo**

\$50 deductible

\$2,000 annual maximum

- Employees can add dependent coverage at their expense
- Employees can add voluntary life for themselves and dependents at the employee's expense.



Guardian AD&D and Life **City cost** **\$14.50/Ee/mo**

\$100,000 benefit (up to age 65)

- Employees can add dependents to plans at the employee's expense.

Personal Assistance Services (PAS) – EAP **City Cost** **\$2.00/Ee/mo**

\$600/mo – on-site visits

Voluntary benefits offered:

Anthem Vision

Guardian Short and Long Term Disability

Guardian Supplemental Plans (Accident, Critical Illness and Hospital Indemnity)

Recommended Action

Staff recommends approval