



Date: January 14, 2025

Honorable Mayor and Council Members:

Author and title: Bonnie Thompson-Hardin, Human Resources Manager

Title: **Extension of Town Benefits to Council Members**

Jen Callaway, Town Manager

Recommended Action: That Council provide direction to staff on the potential extension of Town benefits to Council Members, and the level of Town contribution for each benefit, if elected.

If Council elects to extend access to health, dental, and vision insurance benefits:

- Approve Resolution 2025-07, Electing to be Subject to the Public Employee's Medical and Hospital Care Act at an Unequal Amount for Employees and Annuitants with Respect to a Recognized Employee Organization.
- Approve Resolution 2025-08, Extending Medical, Dental, and Vision Insurance Benefits and Providing Town Contributions to Active Members of the Town Council Effective March 1, 2025.
- Approve a budget amendment to the 24/25 FY Operating Budget for a maximum amount of \$40,997.25 (Health: \$66,555.75, Dental: \$3,986.50, and Vision: \$455, \$30,000 already budgeted).

If Council elects to expand access to additional town benefits (i.e. life insurance, 457 deferred comp access) in addition to health, dental, and vision insurance:

- Approve Resolution 2025-07.
- Do not approve Resolution 2025-08. Staff will bring back a revised resolution and budget amendment on the consent calendar at the January 28, 2025 meeting.

If Council does not elect to expand access to Town benefits:

- No action needed.

Discussion:

The Town of Truckee does not currently provide healthcare or other benefit access to elected officials. During the budget process for fiscal year 2021-2022, Council requested that staff explore the possibility of extending healthcare access to Council Members as a discussion item at a future meeting. In November of 2021, Council Members deliberated whether to expand health care access to Council Members but ultimately decided not to move forward at that time. The staff report for this meeting can be accessed at the following link:

<https://portal.laserfiche.com/Portal/DocView.aspx?id=59539489&repo=r-6a91ddbc&preview=uWdzJra&ref=designer>

Council recently revisited the issue at a workshop on December 12, 2024 to learn more about the Town's healthcare benefits. At the workshop, staff presented potential methodologies for how the Town and the Council might contribute to the premiums. Council instructed staff to bring the conversation back as a discussion item in January 2025 and also include information about extending access to additional Town benefits that are provided to employees. The workshop presentation can be accessed at the following

link:<https://portal.laserfiche.com/Portal/DocView.aspx?id=59774646&repo=r-6a91ddbc&preview=uWdzJra&ref=designer>

Based on the conversation at the December 12 workshop, staff has drafted a resolution to extend health, dental, and vision insurance benefits to Council at the most generous rates available under state law, as well as a resolution provided by CalPERS to extend health insurance to Council Members. If Council chooses to extend just health, dental, and vision insurance at this meeting, the resolutions are presented to Council for approval as part of this item. Council could choose to amend the resolution to tie the coverage to a different employee group during the meeting if desired, at lower Town contribution levels (outlined in more detail below).

If Council wishes to extend access to the auxiliary benefits available to Town employees, in addition to health, dental, and vision insurance, staff will need to bring back a revised Resolution 2025-08 outlining these benefits and an updated budget amendment as a consent item at the January 28, 2025 meeting. The earliest that any benefits, including health, dental, and vision, could be effective is March 1, 2025 regardless of whether the resolutions are approved at the January 14 or January 28 meeting.

Survey Data:

At the December 12 workshop, staff presented information from our local special districts and nearby cities about elected official compensation, health, dental, and vision insurance availability, and the agency's contribution to the premiums (Attachment 1). Council Members were interested in understanding if elected officials at these agencies, and the comparator agencies that we used for our last compensation and classification study, were eligible for other benefits in addition to health care. As a result, staff collected additional data from these cities, counties, and special districts about the compensation and benefits provided to their elected officials, and the amount the agency contributes towards the benefits. The answers from the agencies who responded to our request for information is attached as Attachment 2.

Per the responses received, most of the surveyed agencies provide access to health, dental, and vision insurance; however, there is variety in the level of agency funding for those benefits. As part of the Town's last full compensation and classification study, the Town compared our compensation package to twelve agencies called our "comparator agencies," who are listed in Attachment 2. These comparator agencies were determined to have the most statistically similar organizational types and structures, similar staff, operational budgets, and scopes of services and populations, and some are in our geographic area and labor market. It is industry standard for local governments not to compare themselves to special districts (even though they are our direct job competitors) because special districts have different rate payor funding mechanisms and do not provide the full scope of services that local government agencies provide. The survey data revealed that the most common benefit funding strategy for the Town's city comparator agencies is similar to the fixed rate contribution that is provided to each of our three employee bargaining groups (and is described in detail below). It should be noted that many of the local special districts cover the full costs of their elected official's insurance benefits because they are able to provide a similar benefit to their own employees, which is not the situation with the Town.

Background on the Town's Healthcare Plan:

The Town of Truckee currently participates in the health network provided by CalPERS. This plan is governed by the Public Employees Medical and Hospital Act (PEMHCA), the California Code of Regulations (CCR), and the California Public Employees Retirement Law (PERL). To participate in CalPERS health, the Council must approve a resolution subjecting the Town's elected officials to PEMHCA. Resolution 2025-07 has been drafted by CalPERS to meet their requirements.

Health plans through the CalPERS network are available based on the enrollee's home zip code. Only three plans are available in the Truckee/Reno/North Tahoe area. One of these plans is limited to sworn police officers (PORAC) and the other two are PPO plans (PERS Gold and PERS Platinum). The two PPO plans are priced based on the level of coverage that they provide.

- PERS Gold is an 80/20 PPO plan. After a \$1,000 per individual/\$2,000 per family deductible is met, insurance covers 80% of in-network care and the covered individual is responsible for 20%. There are five steps that a covered individual can take to reduce the deductible to \$500 per individual/\$1,000 per family (which are the same deductibles as the Platinum plan) including getting a flu shot, getting a biometric screening, and certifying that you do not smoke.
- PERS Platinum is a 90/10 PPO plan, and the premiums are \$400-\$1,200 more per month for this richer plan, based on the coverage level selected. After a \$500 per individual/\$1,000 per family deductible is met, insurance covers 90% of in-network care and the covered individual is responsible for 10%. PERS Platinum has a few other differences, including a lower annual maximum coinsurance, lower co-payment amounts, and a broader network of specialists than the PERS Gold plan. Anecdotal evidence from staff suggests that employees select this plan if they are a heavy utilizer of health care and/or have a specific specialist that is not included on the PERS Gold network.
- Of those employees who are not enrolled in the police-only PORAC plan, 92% are enrolled in PERS Gold and 8% are enrolled in PERS Platinum.
- More detailed information on the plans can be found on the CalPERS website at: <https://www.calpers.ca.gov/docs/forms-publications/2025-health-benefit-summary.pdf>

Background on the Town's Other Benefits:

Town employees who work more than 30 hours a week are enrolled in dental, vision, group life, and short-term and long-term disability insurance plans. The Town does not provide prorated benefits to staff that work less than 30 hours a week. There are other voluntary benefits that are fully paid by the employee if selected, and are described in more detail below. The Town does not provide a Health Savings Account or a Health Reimbursement Account.

- **Dental Insurance:** Dental insurance is provided by Sun Life Financial. The plan has an annual maximum benefit of \$1,000 per covered individual. 100% of preventative services (i.e.. cleanings, x-rays) and 90% of basic services are covered for in network dentists, up to the annual maximum.
- **Vision Insurance:** Vision insurance is provided by Vision Service Plan. The plan provides a free annual exam, \$200 for frames every 2 years, and \$140 for contact lens every year for each covered individual.
- **Group Life Insurance:** Life insurance is provided through Kansas City Life. The policy pays out an employee's annual salary up to \$50,000.
- **Voluntary Life Insurance:** Also provided through Kansas City Life. Individual Council Members could elect to pay for an additional voluntary life insurance policy based on age and amount chosen.
- **Short-Term and Long-Term Disability Insurance:** Both plans are provided through Kansas City Life. Both are income replacement insurance which provide 60% of an employee's pay if they are unable to work due to illness or an injury that occurred outside of the workplace. Both plans are based on an employee's hourly wage and require payroll documentation. Based on the structure of these plans they could not be extended to elected officials who receive a stipend, not an hourly wage.
- **457 Deferred Compensation Account:** Town employees can contribute to a 457 deferred compensation account through Nationwide or CalPERS. These are the government sector version of 401(k)s. Both companies offer a traditional pre-tax 457 account, or a post-tax Roth option. Council could elect to extend access to these plans, and individual Council Members could choose to contribute a portion of their stipend into an account per pay period. However, any Town match would be considered compensation and could only be considered the next time Council is eligible to consider a compensation increase.
- **Flexible Spending Account for Health:** An FSA is a tax-free account that allows employees to set aside pretax money to pay for certain health care costs. The funds can be used to pay for

eligible expenses, such as health insurance copayments, deductibles, dental work, prescriptions, and counseling services, for yourself, your spouse, and qualifying children or relatives. Council could elect to extend access to an FSA, and individual Council Members could elect an annual amount of their monthly stipend to contribute (up to \$3,300 in 2025), which is deducted twice a month via payroll deductions.

- **Flexible Spending Account for Dependent Care:** Similar to the FSA for Health this FSA account can be used to pay for dependent care expenses such as childcare, elder care, or adult dependent care. Council could elect to extend access to an FSA, and individual Council Members could elect an annual amount to contribute from their monthly stipend (up to \$5,000 per household in 2025) which is deducted twice a month via payroll deductions.
- **Supplemental Benefit Plans through AFLAC:** AFLAC offers a variety of additional coverage plans for events such as accidents, cancer, or hospital stays. Council could elect to extend access to these supplemental benefits plans and individual Council Members would pay for the cost of the policy selected, which is deducted twice a month via payroll deductions.
- **Retirement Health Savings Plan:** Department Heads and the Mid-Management Employees Group have access to a Retirement Health Savings Account through Mission Square Retirement. It provides pre-tax contributions, tax-deferred earnings, and tax-free distributions for qualifying medical expenses after leaving employment. The Town would have to create a specific plan for Council Members and every member would be required to participate. Council would have to choose to contribute a fixed percentage of their stipend, or a specific dollar amount. However, any Town match would be considered compensation and could only be considered the next time Council is eligible to consider a compensation increase.

Potential Contribution Options & Pricing for Benefits:

Under California Government Code, health and welfare benefits are not considered compensation. Council Members can receive benefits that are equivalent to or less than the benefits that are available to large numbers of employees and can be no greater than the most generous package provided to any category of non-safety employees. If Council decides to proceed with expanding access to the Town's benefits to elected officials, Council must also determine how much of the premium the Town will cover on behalf of the Council Member. At the December 12 workshop, the discussion suggested that the attending Council Members were most interested in either having the full cost of the premiums provided by the Town, or basing the contributions levels on a Town employee model.

After further research, we have determined that our Department Heads are not a large enough group to be considered a "large number" of employees. As a reminder, most of the agencies that provide their boards with 100% coverage are special districts that provide similar coverage to their overall employee base. Based on this review, Council could elect a benefit package that is equivalent to any package provided to the Town's three recognized employee bargaining groups, of which benefit options are outlined in Tables 1-3 below:

Table 1

Health Insurance: CalPERS Health									
Employee Group	Plan	Enrollment Level	Monthly Premium	Town Contribution 2025 (monthly)	Employee Contribution 2025 (monthly)	Town Contribution (annually)	Employee Contribution (annually)	Town Annual Cost for 5 families*	Town Cost - 4 year term- 5 families*
Mid Manager	PERS Gold	Single	\$ 1,144.10	\$ 1,144.10	\$ -	\$ 13,729.20	\$ -		
		2 Party	\$ 2,161.14	\$ 2,135.98	\$ 25.16	\$ 25,631.76	\$ 301.92		
		3+ Party	\$ 2,771.37	\$ 2,662.23	\$ 109.14	\$ 31,946.76	\$ 1,309.68	\$ 159,733.80	\$ 741,324.57
	PERS Platinum	Single	\$ 1,608.02	\$ 1,338.65	\$ 269.37	\$ 16,063.80	\$ 3,232.44		
		2 Party	\$ 3,088.99	\$ 2,135.98	\$ 953.01	\$ 25,631.76	\$ 11,436.12		
		3+ Party	\$ 3,977.57	\$ 2,662.23	\$ 1,315.34	\$ 31,946.76	\$ 15,784.08	\$ 159,733.80	\$ 741,324.57
TGEMA	PERS Gold	Single	\$ 1,144.10	\$ 1,144.10	\$ -	\$ 13,729.20	\$ -		
		2 Party	\$ 2,161.14	\$ 2,048.73	\$ 112.41	\$ 24,584.76	\$ 1,348.92		
		3+ Party	\$ 2,771.37	\$ 2,432.86	\$ 338.51	\$ 29,194.32	\$ 4,062.12	\$ 145,971.60	\$ 677,454.20
	PERS Platinum	Single	\$ 1,608.02	\$ 1,338.65	\$ 269.37	\$ 16,063.80	\$ 3,232.44		
		2 Party	\$ 3,088.99	\$ 2,048.73	\$ 1,040.26	\$ 24,584.76	\$ 12,483.12		
		3+ Party	\$ 3,977.57	\$ 2,432.86	\$ 1,544.71	\$ 29,194.32	\$ 18,536.52	\$ 145,971.60	\$ 677,454.20
TPOA	PERS Gold	Single	\$ 1,144.10	\$ 1,144.10	\$ -	\$ 13,729.20	\$ -		
		2 Party	\$ 2,161.14	\$ 1,840.06	\$ 321.08	\$ 22,080.72	\$ 3,852.96		
		3+ Party	\$ 2,771.37	\$ 2,115.49	\$ 655.88	\$ 25,385.88	\$ 7,870.56	\$ 126,929.40	\$ 589,079.35
	PERS Platinum	Single	\$ 1,608.02	\$ 1,366.26	\$ 241.76	\$ 16,395.12	\$ 2,901.12		
		2 Party	\$ 3,088.99	\$ 1,840.06	\$ 1,248.93	\$ 22,080.72	\$ 14,987.16		
		3+ Party	\$ 3,977.57	\$ 2,115.49	\$ 1,862.08	\$ 25,385.88	\$ 22,344.96	\$ 126,929.40	\$ 589,079.35

*Assumes all 5 Council Members elect coverage at the 3+ Party Rate for maximum financial exposure.

Table 2

Dental Insurance: Sun Life Financial								
Employee Group	Enrollment Level	Monthly Premium	Town Contribution 2025 (monthly)	Employee Contribution 2025 (monthly)	Town Contribution (annually)	Employee Contribution (annually)	Town Annual Cost for 5 families*	Town Cost - 4 year term- 5 families*
Mid-Manager	Emp Only	\$ 43.68	\$ 43.68	\$ -	\$ 524.16	\$ -		
	Emp Spouse	\$ 90.14	\$ 90.14	\$ -	\$ 1,081.68	\$ -		
	Emp Child(ren)	\$ 112.95	\$ 112.95	\$ -	\$ 1,355.40	\$ -		
	Emp Family	\$ 159.46	\$ 159.46	\$ -	\$ 1,913.52	\$ -	\$ 9,567.60	\$ 44,403.23
TGEMA	Emp Only	\$ 43.68	\$ 43.68	\$ -	\$ 524.16	\$ -		
	Emp Spouse	\$ 90.14	\$ 84.13	\$ 6.02	\$ 1,009.44	\$ 72.24		
	Emp Child(ren)	\$ 112.95	\$ 97.58	\$ 15.36	\$ 1,171.08	\$ 184.32		
	Emp Family	\$ 159.46	\$ 134.19	\$ 25.26	\$ 1,610.40	\$ 303.12	\$ 8,052.00	\$ 37,369.33
TPOA	Emp Only	\$ 43.68	\$ 43.68	\$ -	\$ 524.16	\$ -		
	Emp Spouse	\$ 90.14	\$ 79.57	\$ 10.56	\$ 954.96	\$ 126.72		
	Emp Child(ren)	\$ 112.95	\$ 91.36	\$ 21.60	\$ 1,096.20	\$ 259.20		
	Emp Family	\$ 159.46	\$ 123.41	\$ 36.06	\$ 1,480.80	\$ 432.72	\$ 7,404.00	\$ 34,361.96

*Assumes all 5 Council Members elect coverage at the 3+ Party Rate for maximum financial exposure.

Table 3

Vision Insurance: Vision Service Plan								
Employee Group	Enrollment Level	Monthly Premium	Town Contribution 2025 (monthly)	Employee Contribution 2025 (monthly)	Town Contribution (annually)	Employee Contribution (annually)	Town Annual Cost for 5 families*	Town Cost - 4 year term- 5 families*
Mid-Manager	Single	\$ 18.20	\$ 18.20	\$ -	\$ 218.40	\$ -		
	2 party	\$ 18.20	\$ 18.20	\$ -	\$ 218.40	\$ -		
	3+ party	\$ 18.20	\$ 18.20	\$ -	\$ 218.40	\$ -	\$ 1,092.00	\$ 4,194.37
TGEMA	Single	\$ 18.20	\$ 18.18	\$ 0.02	\$ 218.16	\$ 0.24		
	2 party	\$ 18.20	\$ 16.68	\$ 1.52	\$ 200.16	\$ 18.24		
	3+ party	\$ 18.20	\$ 13.30	\$ 4.90	\$ 159.60	\$ 58.80	\$ 798.00	\$ 3,065.12
TPOA	Single	\$ 18.20	\$ 17.72	\$ 0.48	\$ 212.64	\$ 5.76		
	2 party	\$ 18.20	\$ 16.00	\$ 2.20	\$ 192.00	\$ 26.40		
	3+ party	\$ 18.20	\$ 16.50	\$ 1.70	\$ 198.00	\$ 20.40	\$ 990.00	\$ 3,802.59

*Assumes all 5 Council Members elect coverage at the 3+ Party Rate for maximum financial exposure.

It should also be noted that Council could also design a package that is less generous than the packages provided to the employee groups.

The Town's recognized employee group memorandums of understanding (MOUs) provide for fixed contributions to employee health, dental, and vision coverage (referred to as the "fixed rate"). The Town's fixed rate contribution has been negotiated differently by each group as part of their larger benefit package. The Town contributes this fixed rate based on the number of dependents covered on the plan, and the employee is responsible for paying any difference between the Town contribution and the full cost of the monthly premium.

Under each MOU, the Town agrees to increase the fixed rate contribution up to 10% each year, or by the actual amount of the year-to-year plan increase for health, dental, or vision. For health insurance, the Town ties this to the increase to the PERS Gold plan. If the increase is more than 10%, the employee is responsible for covering the additional cost. If plan costs increase more than 20% year on year, the Town and each employee group agree to meet and confer as to the disposition of the cost increase. As a result, the Town assumes a 10% increase in health premiums year-on-year, includes this in budget projections for employee health care, and also reflects a five-year summary as the Town engages in five-year budget forecasting for all categories of revenues and expenditures. Yearly increases for health insurance have historically met or exceeded this 10% increase. Due to the structure of the contract with CalPERS, it is not feasible for CalPERS to go out to bid annually for new plans, however CalPERS completes a robust negotiation process every year in an attempt to keep rates as stable as possible. The Town has the ability to go out for bid for new plans for dental and vision insurance, if the rates increase dramatically, which has resulted in relatively stable premium costs over the last 10 years.

Potential Options for Health, Dental, and Vision Insurance: Council Members could choose to extend access to insurance based on any of the options provided to our recognized employee bargaining groups. The Tables above (also included as Attachment 3) outline the total monthly cost that the Town pays for the premiums, the Town's fixed rate contributions to those plan options, and the employee's contribution to the premiums based on the methodology explained above. Attachment 3 also shows that coverage for the Council Member under the PERS Gold plan could be fully covered if Council elects coverage at the same level as the Mid-Management Employees group. However, Council Members would need to pay a portion of the premium for enrolling additional dependents or selecting the more expensive PERS Platinum plan. This is because the Town pays the same fixed rate for either the PERS Gold or PERS Platinum plan. A Council Member would have access to enroll in the PERS Platinum plan; however, they would be responsible for paying an employee contribution amount.

As a reminder, it is the Town's practice, and a best practice, to budget for the maximum exposure when circumstances are unknown. Therefore, the yearly and four-year projections for health insurance assume that all five elected officials would enroll in coverage at the 3+ party rate, so the amounts reflected are the maximum financial exposure. The last page of Attachment 3 outlines the potential total amount of maximum financial exposure that could occur in that situation and assumes the maximum coverage aligned with the mid-manager's bargaining group, as summarized below in Table 4.

The Town currently provides an opt-out payment to full-time employees who can demonstrate group health coverage through their spouse or other source and decline coverage through the Town's health plans. Council Members cannot elect this same benefit for themselves as it would be considered compensation.

Table 4

Mid Management Employees Group Benefit Package									
Benefit	Plan	Enrollment Level	Monthly Premium	Town Contribution 2025 (monthly)	Employee Contribution 2025 (monthly)	Town Contribution (annually)	Employee Contribution (annually)	Town Annual Cost for 5 families*	Town Cost - 4 year term- 5 families*
Health	PERS Gold	Single	\$1,144.10	\$1,144.10	\$0.00	\$13,729.20	\$0.00		
		2 Party	\$2,161.14	\$2,135.98	\$25.16	\$25,631.76	\$301.92		
		3+ Party	\$2,771.37	\$2,662.23	\$109.14	\$31,946.76	\$1,309.68	\$159,733.80	\$741,324.57
	PERS Platinum	Single	\$1,608.02	\$1,338.65	\$269.37	\$16,063.80	\$3,232.44		
		2 Party	\$3,088.99	\$2,135.98	\$953.01	\$25,631.76	\$11,436.12		
		3+ Party	\$3,977.57	\$2,662.23	\$1,315.34	\$31,946.76	\$15,784.08	\$159,733.80	\$741,324.57
Dental	Emp Only		\$43.68	\$43.68	\$0.00	\$524.16	\$0.00		
	Emp Spouse		\$90.14	\$90.14	\$0.00	\$1,081.68	\$0.00		
	Emp Child(ren)		\$112.95	\$112.95	\$0.00	\$1,355.40	\$0.00		
	Emp Family		\$159.46	\$159.46	\$0.00	\$1,913.52	\$0.00	\$9,567.60	\$44,403.23
Vision	Single		\$18.20	\$18.20	\$0.00	\$218.40	\$0.00		
	2 party		\$18.20	\$18.20	\$0.00	\$218.40	\$0.00		
	3+ party		\$18.20	\$18.20	\$0.00	\$218.40	\$0.00	\$1,092.00	\$4,194.37

Potential Options for Additional Axillary Benefits:

Council could decide to make any of the following benefits available to elected officials as described below. There is no charge to the Town to extend many of these benefits, however, administrative time would be required by human resources staff time to enroll the Council Member in the plan and payroll staff time to report payroll deductions to the carrier.

- **Group Life Insurance:** Staff can amend the current policy to include Council Members for a \$50,000 benefit. This insurance premium is paid by the Town and the cost per council member would be \$7.50 a month.
- **Voluntary Life Insurance:** Optional premium would be fully paid by the Council Member as a payroll deduction.
- **Short-Term and Long-Term Disability Insurance:** Cannot be offered to Council Members
- **457 Deferred Compensation Account:** Optional contribution amount would be fully paid by the Council Member as a payroll deduction.
- **Flexible Spending Account for Health or Dependent Care:** Optional contribution amount would be fully paid by the Council Member as a payroll deduction.
- **Supplemental Benefit Plans through AFLAC:** Optional premium would be fully paid by the Council Member as a payroll deduction.
- **Retirement Health Savings Plan:** Staff could create a specific plan for Council Members and every member would be required to participate. Council could choose to contribute a fixed percentage of their stipend, or a dollar amount. This required contribution amount would be fully paid by the Council Member as a payroll deduction.

Staff asks that Council provide guidance on which benefits, if any, the Council is interested in extending to elected officials and determine the amount of Town contribution based on the contribution amounts provided to any of the Town’s recognized employee bargaining groups.

Priority:

- | | | |
|--|---|--|
| <input type="checkbox"/> Enhanced Communication | <input type="checkbox"/> Climate and Greenhouse Gas Reduction | <input type="checkbox"/> Housing |
| <input type="checkbox"/> Infrastructure Investment | <input type="checkbox"/> Emergency and Wildfire Preparedness | <input checked="" type="checkbox"/> Core Service |

Fiscal Impact:

The Town has budgeted \$30,000 for benefits for Council Members in the Fiscal Year 24/25 operating budget. The annual cost for health, dental, and vision benefits for 2025 would be \$170,393.40 (Health:

\$159,733.80, Dental: \$9,567.60, and Vision: \$1,092). This yearly amount, along with a budgeted 10% increase year-to-year will need to be included in ongoing operating budgets.

If Council approves the resolution to extend Health, Dental, and Vision insurance starting on March 1, 2025, staff's recommendation is to approve a budget amendment for the Fiscal Year 24/25 operating budget in the amount of \$40,997.25 (Health: \$66,555.75, Dental: \$3,986.50, and Vision: \$455) which is for 5 months of premiums, less the \$30,000 that has currently been budgeted for this purpose. The Town collects premiums for insurance the month before the coverage is effective. Thus, while these benefits would provide four months of coverage (March-June), payroll staff would need to collect both the Town and Council Member contributions starting in February, hence five months of collections this fiscal year.

Public Communication:

Council discussed extending health insurance to Council members at the November 9, 2021 Council meeting. Public comment was heard during the meeting. Council elected not to extend benefits in 2021. That staff report is referenced in the first link above. Council recently held a workshop on December 12, 2024 to learn more about the options to expand health care access to Council Members. Public comment was heard during the meeting. See the second link above for more information on that workshop.

Attachments:

Attachment 1: Survey data provided at December 12, 2024 workshop

Attachment 2: Expanded survey data from local agencies and comparator agencies

Attachment 3: Health, dental, and vision insurance contributions by employee group

Attachment 4: Resolution 2025-07

Attachment 5: Resolution 2025-08