

FY 2020 Budget Employee Benefits Update

GGAF

July 24, 2019

Medical & Dental Premium Increase

- GGAF
- July 24, 2019

Fiscal and Budgetary Policy

- VI. C. 3
 - Employee Premiums – Annual premiums will be recommended to City Council through a collaborative process between the City's Employee Benefit Committee and external Health Benefits Consulting firm using historical data and other analytical analysis.

Premiums

- Medical & Dental – Self Insured
- Recommending 5% increase for both employee and employer to mitigate rising claims costs
- Employee Benefits Committee discussed options – given 5 options for medical and 3 options for dental

Employee Benefits Committee

- Bert Witcher – Police
- Delta Jolly – Police Association
- Daniel Bilbrey – Fire
- Denny Herrin – Fleet
- Jamie Beran – Parks
- Sally Bernier – Library
- Mike Stasny – GUS
- Paul Diaz/Erica Weitman – Finance
- Chris Foster – GUS

Medical Premium Increase

- Employee Benefit Committee
Recommended Model

- Chosen out of 5 models by the employee benefits committee

Plan	Current Monthly Premium	Proposed Monthly Premium	~% Increase	Annual Difference
HSA – E	\$13.00	\$13.65	5%	\$7.80
HSA – EC	\$73.00	\$76.65	5%	\$43.80
HSA – ES	\$290.00	\$304.50	5%	\$174.00
HSA – EF	\$290.00	\$304.50	5%	\$174.00
PPO – E	\$79.00	\$82.95	5%	\$47.40
PPO – EC	\$144.00	\$151.20	5%	\$86.40
PPO – ES	\$577.00	\$605.85	5%	\$346.20
PPO - EF	\$577.00	\$605.85	5%	\$346.20

5% increase on employee side is roughly \$68,500 – proposed model would bring in \$68,425.80

Dental Premium Increase

- Recommended Model
 - Chosen out of 3 models by the employee benefits committee

Plan	Current Monthly Premium	Proposed Monthly Premium	% Increase	Annual Difference
EE	\$2.00	\$2.10	5%	\$1.20
ES	\$17.00	\$17.85	5%	\$10.20
EC	\$20.00	\$21.00	5%	\$12.00
EF	\$41.00	\$43.05	5%	\$24.60

5% increase on employee side is roughly \$7,500 – proposed model would bring in \$7,503.60

GGAF Actions

- Consideration and possible action to approve and recommend to Council the Employee Benefits Committee proposed medical and dental premiums for the 2020 plan year
- Staff recommends GGAF approval of the following:
 - Proposed premium model for dental and for medical

Questions or Comments?