



Legislation Details (With Text)

**File #:** 23-2396      **Version:** 1      **Name:**

**Type:** ITEMS FOR INDIVIDUAL CONSIDERATION      **Status:** Approved

**File created:** 9/12/2023      **In control:** Department of Human Resources

**On agenda:** 9/20/2023      **Final action:**

**Title:** Authorize (1) approval of the proposed plan design effective January 1, 2024; and (2) approval of the proposed health coverage plans, and 5% premium rate increase for employees and Pre65 retirees and their families - Financing: Employee Benefits Funds (\$134,878,640.00); Revenue: City Employee/Retiree Contributions (\$72,248,197.00) (see Fiscal Information)

**Sponsors:**

**Indexes:** 100

**Code sections:**

**Attachments:** 1. Resolution, 2. City of Dallas Benefits Budget Overview

Date	Ver.	Action By	Action	Result
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**STRATEGIC PRIORITY:** Government Performance & Financial Management

**AGENDA DATE:** September 20, 2023

**COUNCIL DISTRICT(S):** All

**DEPARTMENT:** Department of Human Resources

**EXECUTIVE:** Kimberly Bizer Tolbert

**SUBJECT**

Authorize (1) approval of the proposed plan design effective January 1, 2024; and (2) approval of the proposed health coverage plans, and 5% premium rate increase for employees and Pre65 retirees and their families - Financing: Employee Benefits Funds (\$134,878,640.00); Revenue: City Employee/Retiree Contributions (\$72,248,197.00) (see Fiscal Information)

**BACKGROUND**

The 2024 health plan overview and contribution rates were previously reviewed by City Council on August 16, 2023.

**PRIOR ACTION/REVIEW (COUNCIL, BOARDS, COMMISSIONS)**

On June 24, 2020, the City Council approval of the proposed plan design changes effective January 1, 2021 and approval of the proposed health coverage contribution and premium rates by Resolution No. 20-1122.

On June 24, 2021, the City Council approval of the proposed plan design changes effective December 31, 2021 and approval of the proposed health coverage contribution and premium rates by Resolution No. 21-1694.

On September 22, 2021, the City Council approval of the proposed plan design changes effective January 1, 2022 and approval of the proposed health coverage contribution and premium rates by Resolution No. 21-1694.

On September 28, 2022, the City Council approval of the proposed plan design changes effective January 1, 2023 and approval of the proposed health coverage contribution and premium rates by Resolution No. 22-1671.

**FISCAL INFORMATION**

Total cost based on the number of employee/retiree participants in the plan.

Employee Benefits Fund:

Employee Contributions	\$ 46,665,178.00
Retirees Contributions	\$ 25,583,019.00
City Contributions	<u>\$134,878,640.00</u>
Total Revenue	\$207,126,837.00
Expenditures	\$205,942,598