



Legislation Text

File #: 21-1694, **Version:** 1

STRATEGIC PRIORITY: Government Performance and Financial Management

AGENDA DATE: September 22, 2021

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, 2022; and (2) approval of the proposed health coverage plans and premium rates including all of the separate health benefit plans for retirees and their families including the self-insured health plans - Financing: Employee Benefits Fund and City Employee/Retiree Contributions (see Fiscal Information)

BACKGROUND

The 2021 health plan overview and contribution rates were previously reviewed and approved by City Council on June 24, 2020.

PRIOR ACTION/REVIEW (COUNCIL, BOARDS, COMMISSIONS)

On September 19, 2012, City Council authorized approval of the proposed plan design changes effective January 1, 2013; and approval of the proposed health coverage contribution and premium rates by Resolution No. 12-233.

On September 18, 2013, City Council authorized approval of the proposed plan design changes effective January 1, 2014; and approval of the proposed health coverage contribution and premium rates by Resolution No. 13-1650.

On June 24, 2020, City Council authorized 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. 20-1122

On June 24, 2020, City Council authorized 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.

FISCAL INFORMATION

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

Employee Benefits Fund:

Total Revenue* - \$168,329,071

- Employee Contributions - \$40,959,071.00 (cost consideration to others)
- Retiree Contributions - \$27,867,000.00 (cost consideration to others)
- City Contributions - \$99,503,000.00

Expenditures - \$176,549,294

**Reflects Use of Fund Balance as Expenditures exceed Revenues*