



Legislation Text

File #: 20-1736, **Version:** 1

STRATEGIC PRIORITY: Government Performance and Financial Management
AGENDA DATE: September 23, 2020
COUNCIL DISTRICT(S): All
DEPARTMENT: Department of Human Resources
EXECUTIVE: Kimberly Bizer Tolbert

SUBJECT

Authorize (1) approval of the proposed plan design changes effective January 1, 2021; 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, insured Medicare Supplement Plans, Medicare Advantage Plans, Prescription Drug Plans, dental and vision - Total cost based on the number of employee/retiree participants - 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 Council on June 24, 2020.

PRIOR ACTION/REVIEW (COUNCIL, BOARDS, COMMISSIONS)

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.

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. 12-2331.

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 December 10, 2014, City Council authorized a Master Plan document that includes all of the separate health benefit plans for City employees and their families including the cafeteria plan, health plans, prescription drug plans, dental and vision plans; and a Master Plan Document that includes all of the separate health benefit plans for retirees and their families including the self-insured health plans, dental and vision plans by Resolution No. 14-2195.

FISCAL INFORMATION

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

Employee Benefits Fund:

Total Revenue* - \$156,135,754.00

- Employee Contributions - \$29,341,804.00 (cost consideration to others)
- Retiree Contributions - \$27,290,950.00 (cost consideration to others)
- City Contributions - \$99,503,000.00

Expenditures - \$163,814,169.00

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