



Legislation Text

File #: 2024-302, **Version:** 1

Consider a resolution approving the FY 2024/2025 Self-Funded Health Insurance Budget.

The City uses a self-insurance risk fund to provide health, vision, and dental coverage for employees. The City has used self-insurance to effectively manage costs for these benefits since 1993. The City regularly updates the plan to address the needs of employees and manage costs by reviewing the marketplace and updating the plan design.

The budget for 2024/2025 includes funds to operate the Health Clinic, administer the programs, stop loss/reinsurance, claims, and other insurance related costs. The budget is covered by all employee and employer contributions, stop loss reimbursements, and other revenues available to cover expenses. Reserves for post-employment employee insurance continue to be met with the proposed budget.

For 2024/2025, the City will contribute \$1,161 per employee per month for medical plans and \$20 for dental plans per covered employee per month. These costs are included in the department budgets and reflected in the FY 2025 budget adopted by Council on September 12, 2024. Staff will continue to closely monitor claims and program costs during the next year.