



## 2017-2018 PLAN YEAR BENEFITS RENEWAL

RS-17-064

June 20, 2017

# Background

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- Healthcare Provider
  - ▣ Scott & White Healthcare
  - ▣ City pays 100% of the Base Plan for Employee Only
  - ▣ Approximately 930 of 1300 employees elect medical insurance
  
- Dental Provider
  - ▣ MetLife
  - ▣ City pays 100% of the Base Plan for Employee Only
  - ▣ Approximately 1077 of 1300 employees elect dental insurance

# Healthcare Plans

## Scott & White

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### **Base Plan (HDHP/HSA\***

- ❑ Premium: \$378.78/month
- ❑ City cost: \$378.78
- ❑ Employee cost: \$0.00
- ❑ City contributes \$30 towards HAS
- ❑ Wellness screening: \$0; no wellness screening: +\$50

### **Mid-Plan**

- ❑ Premium: \$420.86/month
- ❑ City cost: \$410.86
- ❑ Employee cost: 10.00
- ❑ Wellness screening: \$0; no wellness screening: +\$50

### **Buy-up Plan**

- ❑ Premium \$580.74/month
- ❑ City cost: 410.86
- ❑ Employee cost: \$169.88
- ❑ Wellness screening: \$0; no wellness screening: +\$50

**\*HDHP/HSA High Deductible Healthcare Plan/Health Savings Account  
Plan rates above are for Employee Only**

# Dental and Life Insurance Plans

## MetLife and Lincoln Financial

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### □ MetLife

#### **Base Dental Plan**

Premium \$24.24/month

City cost: \$24.24

Employee cost: \$0.00

### □ Lincoln

#### **Base Life Insurance**

Premium: \$1.50/month

City Cost: \$24.24

Employee Cost: \$0.00

# Staff Recommendation

Staff recommends that the City Council authorize the City Manager to recommend to the Employee Benefits Trust the execution of an agreement with Scott and White Health Plan for Medical and MetLife for Dental Insurance effective October 1, 2017.