



Agenda Briefing

Date of Meeting: June 15, 2021

Responsible Department: Human Resources

Presenter: Gayle Cook & Yesenia Garza

Briefing Prepared By: Yesenia Garza

Strategic Focus Area: City Services

General Information / Subject:

Renewal of Medical Insurance Plan with Blue Cross Blue Shield of Texas (BCBSTX) for plan year 2021-22.

Executive Summary / Background:

Consider and take all appropriate action for approval of the renewal for the Health Insurance Plan with Blue Cross Blue Shield of Texas (BCBSTX) for the plan year beginning August 1, 2021 and authorize the City Manager to execute all associated documents.

Health Insurance Plan

BCBSTX offered a renewal rate for August 1, 2021 effective date that was competitive after negotiation at a total health insurance plan cost with a 0% increase.

Current City Funding Structure:

- Employee: Seabrook funds - 100%
- Dependent: Seabrook funds - 60%

As a review of the City's experience:

FY 14-15 - 11.91% increase (Total Medical Cost)
FY 15-16 - 11.39% decrease (Total Medical Cost)
FY 16-17 - 14.00% increase (Total Medical Cost)
FY 17-18 - 6.20% increase (Total Medical Cost)
FY 18-19 - 2.00% decrease (Total Medical Cost)
FY 19-20 - 2.00% decrease (Total Medical Cost)
FY 20-21 - 0.00% increase (Total Medical Cost)
FY 21-22 - 0.00% increase (Total Medical Cost)

All requests must be submitted to the City Secretary's Office no later than 12:00 p.m. on the Monday, one week prior to the regular Tuesday Council Meeting. All required attachments are to be submitted with the request. Incomplete items cannot be placed on the agenda.

Funding / Fiscal Information:

Account Number:

Amount Budgeted:

FY 2020-21- \$180,000

PROPOSED FY 2021-22

\$1,101,968

Amount Requested / Required:

Funding Source (if not budgeted):



Supporting Materials Attached:

Prior Action / Review by Council, Boards, Commissions:

All requests must be submitted to the City Secretary's Office no later than 12:00 p.m. on the Monday, one week prior to the regular Tuesday Council Meeting. All required attachments are to be submitted with the request. Incomplete items cannot be placed on the agenda.

Staff Recommendation:

**APPROVED BY:
(as appropriate)**

<u>Yesenia Garza</u>	<u>6/10/2021</u>
Preparer or Department Director	Date
_____	_____
Building Official	Date
_____	_____
City Engineer/Asst. Dir. of PW	Date
_____	_____
City Secretary	Date
_____	_____
Community and Visitor Relations Director	Date
_____	_____
Director of Municipal Court	Date
_____	_____
Deputy City Manager	Date
_____	_____
EDC Director	Date

All requests must be submitted to the City Secretary's Office no later than 12:00 p.m. on the Monday, one week prior to the regular Tuesday Council Meeting. All required attachments are to be submitted with the request. Incomplete items cannot be placed on the agenda.

Emergency Services Director

Date

Michael Gibbs

Finance Director

Date

HR Director

Date

IT Director

Date

Police Chief

Date

Public Works Director

Date

Guy Cook

City Manager

Date