

RESOLUTION 20-83

A RESOLUTION TO RENEW MEDICAL BENEFITS WITH CIGNA HEALTH INSURANCE

WHEREAS, the City of Spring Hill Employee Handbook states that the City “offers benefits to help protect and provide security for employees and their family, based on options selected”; and

WHEREAS, current medical benefits are offered by CIGNA Health Insurance (hereinafter “CIGNA”); and

WHEREAS, CIGNA has offered a medical insurance renewal quote that increases medical insurance rates between 3.5% and 5% for the 2020-2021 plan year, depending on the insurance option selected; and

WHEREAS, decisions regarding health insurance renewals must be made speedily in order to allow planning and scheduling of Open Enrollment so employees have ample time to make selections before the new plan year beginning July 1, 2020.

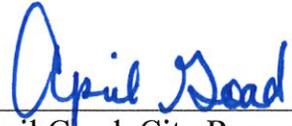
NOW, THEREFORE BE IT RESOLVED, that the Board of Mayor and Aldermen hereby determines to renew the insurance plans as attached, including the respective rate increases.

Passed and adopted on the 15th day of June, 2020.



Rick Graham Mayor

ATTEST:



April Goad, City Recorder

LEGAL FORM APPROVED:



Patrick Carter, City Attorney

2019-20 Health Insurance

	Monthly PPO Employee Cost	Monthly City Cost	Monthly Employee Cost	Monthly City Cost
Local Plus				
Employee	667.42	667.42	527.06	527.06
Employee/Spouse	1,401.41	1,254.12	1,106.82	1,106.82
Employee/Child	1,267.99	1,134.70	1,001.41	1,001.41
Family	2,002.12	1,791.64	1,581.16	1,581.16
Open Access				
Employee	695.39	667.42	549.97	527.06
Employee/Spouse	1,460.38	1,254.12	1,154.93	1,106.82
Employee/Child	1,321.33	1,134.70	1,044.93	1,001.41
Family	2,086.31	1,791.64	1,649.91	1,581.16

2020-21 Health Insurance

	Monthly PPO Employee Cost	Monthly City Cost	Monthly Employee Cost	Monthly City Cost	% inc City cost overall
Local Plus					
Employee	691.03	691.03	545.30	545.30	1.03461
Employee/Spouse	1,450.97	1,298.05	1,145.13	1,145.13	1.03461
Employee/Child	1,312.84	1,174.46	1,036.07	1,036.07	1.03461
Family	2,072.97	1,854.44	1,635.90	1,635.90	1.03462
Open Access					
Employee	731.60	691.03	578.21	545.30	1.03461
Employee/Spouse	1,556.46	1,298.05	1,214.25	1,145.13	1.03461
Employee/Child	1,390.20	1,174.46	1,098.58	1,036.07	1.03461
Family	2,195.02	1,854.44	1,734.65	1,635.90	1.03462

for Local Plus, ee pays 1/2 of diff between HSa plan and Local Plus for coverages other than individual

EE pays diff between Local Plus/Open access