

RESOLUTION 21-96

**A RESOLUTION TO RENEW MEDICAL & DENTAL INSURANCE
BENEFITS WITH CIGNA**

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 and dental benefits are offered by CIGNA Health Insurance (hereinafter “CIGNA”); and

WHEREAS, CIGNA has offered a medical insurance renewal quote that increases medical insurance rates approximately 6% for the 2021-2022 plan year, depending on the insurance option selected; and

WHEREAS, CIGNA has offered a dental insurance renewal quote that increases dental insurance rates approximately 3% for the 2021-2022 plan year; 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, 2021.

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.

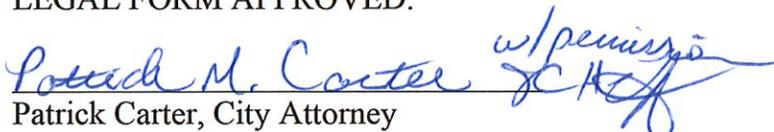
Passed and adopted on the 21st day of June, 2021.


Jim Hagaman, Mayor

ATTEST:


April Goad, City Recorder

LEGAL FORM APPROVED:


Patrick Carter, City Attorney

2020-21 Health Insurance

	Monthly PPO Employee Cost	Monthly City Cost	\$3000 H.S.A	Monthly Employee Cost	Monthly City Cost
Local Plus					
Employee	691.03	691.03	545.30	545.30	545.30
Employee/Spouse	1,450.97	1,298.05	1,145.13	1,145.13	1,145.13
Employee/Child	1,312.84	1,174.46	1,036.07	1,036.07	1,036.07
Family	2,072.97	1,854.44	1,635.90	1,635.90	1,635.90
Open Access					
Employee	731.60	691.03	578.21	32.91	545.30
Employee/Spouse	1,536.46	1,298.05	1,214.25	69.12	1,145.13
Employee/Child	1,390.20	1,174.46	1,098.58	62.51	1,036.07
Family	2,195.02	1,854.44	1,734.65	98.75	1,635.90

2021-22 Health Insurance

	Monthly PPO Employee Cost	Monthly City Cost	\$3000 H.S.A	Monthly Employee Cost	Monthly City Cost
Local Plus					
Employee	735.90	735.90	576.26	576.26	576.26
Employee/Spouse	1,545.21	1,377.72	1,210.22	1,210.22	1,210.22
Employee/Child	1,398.12	1,246.52	1,094.91	1,094.91	1,094.91
Family	2,207.59	1,968.22	1,728.84	1,728.84	1,728.84
Open Access					
Employee	760.11	735.90	596.97	20.71	576.26
Employee/Spouse	1,596.36	1,377.72	1,253.72	43.50	1,210.22
Employee/Child	1,444.33	1,246.52	1,134.28	39.37	1,094.91
Family	2,280.53	1,968.22	1,791.01	62.17	1,728.84

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

2021-22 Health Insurance Costs-CIGNA

Plan Description	Coverage	Actual Premium Rates	Employee Portion	City Annual Premium	HSA Cont	City Total Cost
HDHP Local Plus	Employee	576.26	-	6,915.12	1,500.00	8,415.12
HDHP Local Plus	Employee + Spouse	1,210.22	-	14,522.64	3,000.00	17,522.64
HDHP Local Plus	Employee + Children	1,094.91	-	13,138.92	3,000.00	16,138.92
HDHP Local Plus	Employee + Family	1,728.84	-	20,746.08	3,000.00	23,746.08
HDHP Open Access	Employee	596.97	20.71	6,915.12	1,500.00	8,415.12
HDHP Open Access	Employee + Spouse	1,253.72	43.50	14,522.64	3,000.00	17,522.64
HDHP Open Access	Employee + Children	1,134.28	39.37	13,138.92	3,000.00	16,138.92
HDHP Open Access	Employee + Family	1,791.01	62.17	20,746.08	3,000.00	23,746.08
PPO Local	Employee	735.90	-	8,830.80	-	8,830.80
PPO Local	Employee + Spouse	1,545.21	167.50	16,532.58	-	16,532.58
PPO Local	Employee + Children	1,398.12	151.61	14,958.18	-	14,958.18
PPO Local	Employee + Family	2,207.59	239.38	23,618.58	-	23,618.58
PPO Open	Employee	760.11	24.21	8,830.80	-	8,830.80
PPO Open	Employee + Spouse	1,596.36	218.65	16,532.58	-	16,532.58
PPO Open	Employee + Children	1,444.33	197.82	14,958.18	-	14,958.18
PPO Open	Employee + Family	2,280.53	312.32	23,618.58	-	23,618.58



**City of Spring Hill
Budget & Finance Advisory Committee
and
Board of Mayor and Aldermen**

Date: June 4, 2021
Memo to: Budget & Finance Advisory Committee and BOMA
From: Patti Amorello, Finance Associate
Re: Resolution 21-96–Renewal of Medical and Dental Insurance Benefits with CIGNA

RESOLUTION 21-96 – A RESOLUTION TO RENEW MEDICAL & DENTAL INSURANCE BENEFITS WITH CIGNA

BACKGROUND: Annually, the Drury Group negotiates premium renewals for health and dental insurance with CIGNA.

Premium renewals came in with approximately a 6% increase for medical coverage and a 3% increase for dental coverage.

Vision insurance with NVA and the Life and Disability insurance with Cigna renewed with no (0%) rate increases.

The Board of Mayor and Aldermen is requested to renew the insurance plans incorporating the respective rate increases. This will enable Human Resources to provide employees with new rates in order to for them to make insurance selections at Open Enrollment

ATTACHMENTS: Resolution 21-96, A Resolution to Renew Medical & Dental Insurance Benefits with CIGNA, Comparative Rate schedules

RECOMMENDATION: Approve Resolution 21-96

Cigna Healthcare Financial Exhibit for:
City of Spring Hill - Dental
 Effective Date: July 01, 2021

Plan Cost Summary - Rates

Cigna Rates	Total Enrollment	Current	Renewal
PPO Employee	83	\$22.22	\$22.89
Plan 1 Emp + Dep	60	\$52.75	\$54.33
Emp + Family	84	\$111.18	\$114.52
Monthly Total		\$14,348.38	\$14,778.83
	Renewal Change		3.00%