R E S O L U T I O N

HEALTH PLAN RECOMMENDATIONS AND APPROVALS FOR 2025

WHEREAS, the City of Manitowoc's benefits broker for employee health and dental insurance, USI Insurance Services, has recommended renewing with Robin HealthPartners as the City's plan for 2025; and,

WHEREAS, at a meeting held on October 7th, 2024, the Personnel Committee was presented with recommendations to remain with Robin HealthPartners and adopt certain benefits to be offered to employees in 2025, as outlined in the USI presentation and the attached memo; including, but not limited to, offering employee clinic services through Froedtert/Holy Family; to continue to offer EAP services, and to offer 100% employee-funded, voluntary vision, critical illness and accident insurance.

NOW, THEREFORE, BE IT RESOLVED by the Mayor and Common Council of the City of Manitowoc that it is in the best interest of the City to approve the 2025 benefit recommendations as outlined in the attached memo; and,

BE IT FURTHER RESOLVED that the Human Resources Director and Finance Director are authorized to enter into all necessary agreements for the recommended plans, schedule educational meetings for employees on the plan design changes, and to submit periodic reports to the Common Council on agreements entered into and plan performance.

INTRODUCED _____ ADOPTED_____

_____ APPROVED_____
 Justin M. Nickels, Mayor

Fiscal Impact:	No tax levy or 2024 budget adjustment. Based on anticipated participant enrollment, approximately $589,000 additional to the City's employer health expense incurred in 2025 compared to the 2024. This expense will be incorporated into the 2025 budget proposal. Also, approximately $200,000 Health Insurance Fund Balance Applied.
Funding Source:	Each Fund/Departments employer health expense account(s) (51450) & Health Insurance Fund Balance.
Finance Director Approval:	/SMA
Approved as to form:	/EGN

This resolution was drafted by Jessica C. Lillibridge, Human Resources Director