

CITY OF NORTH LAS VEGAS MEETING

AGENDA ITEM

NUMBER: 14.

SUBJECT:

Approve Renewal Proposal with Health Plan of Nevada and Sierra Health and Life in the Estimated Amount of \$1,256,090.16 Annually for Health Care and Pharmacy Coverage for the Period of January 1, 2021 Through December 31, 2021 and Authorize the City Manager or His Designee to Bind Coverage. (Citywide) (For Possible Action)

REQUESTED BY:

Delen Goldberg, Assistant City Manager, Human Resources

WARD:

Citywide

RECOMMENDATION OR RECOMMEND MOTION:

It is recommended that City Council approve the HMO-HPN solution plan, in the estimated amount of \$104,674.18 monthly for calendar year 2021, an increase of 3.00%, for health care for qualifying City of North Las Vegas employees.

FISCAL IMPACT:

AMOUNT: \$1,256,090.16 Annually (\$104,674.18 Monthly)

EXPLANATION:

(Increase of 3.00%)

This is budgeted under the City's Self-Funded Insurance Fund.

ACCOUNT NUMBER:

721-170111-430632

STAFF COMMENTS AND BACKGROUND INFORMATION:

Enclosed is the 2021 Health Plan of Nevada Insurance proposal for final coordination and signatures. USI Insurance Services (Insurance Broker) negotiated rates for our Non-Represented and Police-represented employee groups. Under our current Agreement, the City pays \$1,256,090.16 annually for these services.

The effective dates of this new Proposal will be from January 1, 2021 to December 31, 2021. This upcoming year the City will be billed approximately \$104,674.18 monthly for a total of \$1,256,090.16 annually. 2020 renewal illustrates estimated employee count of 70 active employees and retirees for a total of 199 enrolled members. 2021 renewal illustrates estimated employee count of 119 active employees and retirees for a total of 189 enrolled members.

City of North Las Vegas is not considered fully credible based on group size. CNLV is primarily manually rated and not experience rated. The contributing factors to the 3.00% increase over the current premiums is a result of the change in demographics and the manual base rate increase.

The rates may vary due to the number of employees enrolled.

This is budgeted for and will be paid from account 721-170111-430632.

CIP No.

Related Item:

LIST CITY COUNCIL GOAL(S): Responsible Fiscal Management

PREPARED BY:

Delen Goldberg
Assistant City Manager

Respectfully Submitted

Ryann Juden
City Manager

MEETING DATE:

12/2/2020