



City Council Regular Meeting AGENDA ITEM

NUMBER: 26

SUBJECT:

Renewal of Ameritas Insurance Company, the City's Self-Funded Dental Plan and Vision Insurance Provider, for an Estimated Amount of \$625,320 for the Period of January 1, 2024 through December 31, 2024; and Authorize the City Manager or His Designee to Bind Coverage. (Citywide) (For Possible Action; Recommendation – Approve)

REQUESTED BY:

Wilson Edgell, Human Resources Director

WARD:

(Citywide)

RECOMMENDATION OR RECOMMEND MOTION:

It is recommended that City Council approve the Ameritas renewal, for estimated amount of \$52,110 monthly and \$625,320 annually for the period of January 1, 2024 through December 31, 2024 for Dental & Vision benefit coverage for qualifying City of North Las Vegas employees. The amount reflected in this recommendation is the net cost to the City (total cost less contributions).

FISCAL IMPACT:

Estimated Amount: \$625,320 (\$52,110 monthly) Active and Retiree cost less contributions (net City cost)
Dental: Actual claims costs plus a monthly administrative Fee of \$2.70 per employee per month
Vision: per employee per month costs are as follow:
Single = \$7.96 (Employee only), Double = \$14,72 (Employee + 1), Multiple = \$21.24 (Employee + Family)
EXPLANATION: This is budgeted under the City's Self-Funded Insurance Fund.

ACCOUNT NUMBER:

721-170111-430674

STAFF COMMENTS AND BACKGROUND INFORMATION:

This is the renewal for Ameritas Insurance Company, the City's Self-Funded dental plan and vision insurance providers, for the period of January 1, 2024 through December 31, 2024 at the estimated amount of \$52,110 monthly and \$625,320 annually (net of contributions). Overall budgeted funding rates for dental were reduced by 11.6% to reflect better than anticipated claims and the monthly administrative rate remained at \$2.70 per employee per month. Overall vision costs are remaining the same and are guaranteed for 2 years. The City will be moving to a three tier rate structure (cost neutral) to better align the rates commensurate with the coverage (single vs family). The Self-Funded Health Plan covers the City's Non-Represented and Police-represented employee groups.

CIP No.

Related Item:

LIST CITY COUNCIL GOAL(S): Responsible Fiscal Management

PREPARED BY:	Respectfully Submitted	MEETING DATE:
Wilson Edgell Human Resources Director	Ryann Juden, City Manager	December 6, 2023