



Committee of the Whole Meeting – August 5, 2019 Staff Responses to Council Questions

Before each Committee of the Whole or City Council meeting, questions that have been posed by the City Council relating to the agenda for that evening will be posted to the City's website. Below are the responses to this week's questions.

3. Items of Business

c. Recommend Resolution No. 2019-73 Authorizing Acceptance of 2019 Employee Benefit Plan Renewal Effective November 1, 2019.

Q: How much do employees pay for their Medical coverage?

A: For single medical insurance, the City contributes 90% of premium and the employee is responsible for the remaining 10%. For "employee + 1" and "family" plans, the City contributes 85% and the employee 15%. For dental plans, the City contributes 100% to single plans and 50% for family plans.

Q: Do we have any kind of analysis to show if the City of Geneva is in line with other similarly sized municipalities for benefit plans?

A: A survey conducted by staff in 2016 indicated that the City of Geneva health insurance offerings and contribution rates were similar to comparable communities. In addition, staff works with the City's brokers on an annual basis to review plan designs, benefit levels, and trends in the marketplace.