



AGENDA STAFF REPORT

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Agenda Number: F
File ID: 0085.04

Section Name: CONSENT CALENDAR
Project ID:

MEETING DATE: August 13, 2024

SUBJECT: 2025 Employee Benefit Insurance Premium Renewals

TO: BOARD OF DIRECTORS

FROM: HUMAN RESOURCES, SCOTT HUNTER

**GENERAL MANAGER
RECOMMENDATION:**

RECOMMENDATION:

Staff recommends the Board of Directors to approve the carrier changes and premium renewals for the employee health insurance benefit premiums for the 2025 calendar year. In accordance with the District's Memorandums of Understanding with its collective bargaining units and the Defined Benefit and Compensation Plan (DBCP), the District provides a variety of health benefits that include medical, dental, vision, and life/disability insurance. In January 2024, Human Resources formed a Benefits Committee to review the District's current benefit plans to test the competitiveness of the fees, rates, and services provided by the current carriers. As a result, Human Resources and the Benefits Committee are recommending changes to the current carriers for Medical, Dental, Vision and the Employee Assistance Program in order to provide the overall best value to the District and its employees. (See attached presentation regarding the competitive process and potential rate increases)

- Anthem PPO, HDHP, and HMO medical plans will be replaced by Aetna plans with no plan changes or increases for 2025.
- Anthem Dental will be replaced by Delta Dental with plan enhancements and no increases for 2025.
- Anthem Blue View Vision will be replaced by EyeMed with plan enhancements and a 20% rate increase for 2025. The total annual premium impact is \$23,512.

BUDGET IMPACT:

Premium renewal costs for the first half of CY2025 are budgeted in the Fiscal Year 2025 Budget. The second half of CY2025 will be budgeted in the Fiscal Year 2026 Budget. There is no negative fiscal impact in Fiscal Year 2025 as a result of the premium renewals.

PROCUREMENT METHOD:

X N/A

If other, please explain: .

BACKGROUND

Medical benefits are quoted through the District's Benefit Broker, Keenan.

PRIOR BOARD ACTION:

The Board approved the 2024 Employee and Retiree Benefit Insurance Renewals on August 8, 2023.

DISTRICT STRATEGIC PLAN GOAL(S)/OBJECTIVES(S):

N/A

ENVIRONMENTAL IMPACT:

This is not a project as defined by CEQA; therefore, approval does not require any CEQA action.

PUBLIC NOTICE REQUIRED

N/A

LEGAL REVIEW

N/A

ATTACHMENTS

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