



**City Council
Agenda Item Summary Report**

Meeting Date: December 3, 2019			
Submitted by: Deborah Woodham, Director of Finance and Human Resources			
Consent <input checked="" type="checkbox"/>	Discussion Only <input type="checkbox"/>	Public Hearing <input type="checkbox"/>	Action/Discussion <input type="checkbox"/>
Item Title: Consider a Resolution to authorize the City Manager to amend the City's contribution to dependent care coverage for City employees.			
How this item ties-in with the City's Mission, Vision and Values:			
Attachments: Resolution			

Item Summary:

Our medical insurance carrier, Blue Cross Blue Shield of Texas, has authorized a premium credit of \$25,000 for the next plan year. Staff proposes to use this credit to reduce the burden of dependent coverage for employees. The City will increase the amount contributed to dependent coverage based on the amount an employee earns. The following schedule is proposed:

Employee Salary	City Contribution
Up to \$50,000	50%
\$50,001 - \$75,000	40%
\$75,001 - \$100,000	30%
Over \$100,000	25%

The City currently contributes 25% toward all dependent coverage regardless of salary. This schedule will be reviewed each year when we renew benefits to determine if any changes need to be made.

The total cost of this change will amount to approximately \$8,000 this plan year.