

# City of Independence

## MEMORANDUM

DATE: July 25, 2023  
TO: Zachary Walker, City Manager  
FROM: Michael Veit, Stay Well Committee Chairman  
SUBJECT: **Stay Well Committee July 25, 2023**



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The Stay Well Committee made the following recommendation at the July 25, 2023, meeting:

- To recommend to the City Manager the 9.83% increase across all the 2024 Healthcare plan premiums and to accept the Cigna Pharmacy Renewal.

### **Background Information:**

In January of 2023 the Deputy City Manager Adam Norris presented a timeline to the Stay Well Committee for benchmarks in the upcoming year. It was agreed upon between the Deputy City Manager Adam Norris, the StayWell Committee and CBiz to follow this timeline. In keeping with that timeline of making recommendations for the 2024 plan, The StayWell Committee has been watching the plan projections for 2024 very closely. CBiz presented at the July 2023 meeting and recommended that no plan changes be made, but that we look at several options for premium increases.

The first option was for a level increase of 9.83% to all plans. The Second option was a 13% increase to OAP 1 and a 6% increase to the 3 remaining plans. The final option was a 11% increase to OAP 1 and an 8.5% increase to the 3 remaining plans.

With these options presented CBiz advised that in the best interest of the plan, they recommend the first option of a 9.83% increase to all plan premiums. This recommendation was made due to the previous changes made to the plan and not wanting to make a bunch more changes at this time. CBiz felt that the plan is headed in a positive direction and that analyzing a full year of data would give a better perspective of how the plan is operating.

If you have any additional questions on the recommendations from the Stay Well Committee, please contact me.

Thank you,

*Michael Veit*

Michael Veit, Chairman  
Stay Well Committee – 816-547-3783