

To: President and Members of the Munster Town Council

From: Patricia Abbott, Controller/Interim Town Manager

Date: October 7, 2024

Re: Acceptance of Health Insurance Rates

The Town provides medical, dental, and vision insurance to all full-time employees. Each of these insurances is provided through the AIM Medical Trust. The Town has been very pleased with the Trust in the coverage and plans provided, the stable rates, their customer service, and responsiveness to employees' needs.

The Town increased the amount of premium it covered from 82.5% to 90.00 % with the 2023 Plan year. In 2024, Munster's overall premium decreased by over 13%. While the industry standard for premium increases is 10% for the coming year, Munster will experience a 2.00% increase in medical premiums with dental and vision rates remaining unchanged. Our employees have benefited significantly by the Town's membership in the Trust.

Monthly rates for the 2025 Plan Year are as follows.

Tier	Medical: PPO		Medical: HDHP		Dental		Vision	
	Town	Employee	Town	Employee	Town	Employee	Town	Employee
Employee Only	\$805.18	\$89.46	\$ 754.85	\$ 83.87	\$ 26.32	\$ -	\$ 4.59	\$ -
Employee Spouse	\$1,650.35	\$183.37	\$ 1,547.19	\$ 171.91	\$ 26.32	\$ 26.34	\$ 9.20	\$ -
Employee Child(ren)	\$1,489.02	\$165.45	\$ 1,395.97	\$ 155.11	\$ 26.32	\$ 44.80	\$ 9.82	\$ -
Employee Family	\$2,334.19	\$259.35	\$ 2,188.30	\$ 243.11	\$ 26.32	\$ 80.56	\$ 15.70	\$ -

The annual open enrollment period begins October 21, 2024, and Council is asked to accept the rates for the coming plan year which begins January 1, 2025.

RECOMMENDED ACTION:

By motion and voice vote, accept the medical, dental and vision rates for the 2025 plan year.