



Group Insurance Plans

Background

- Existing group insurance policies covering Non-Contract and AFSCME employees, including long-term disability coverage for Teamsters and life insurance for all full-time Metro employees, end on December 31, 2024, and must be renewed on an annual basis
- Renewal of the existing group insurance plan coverage, for the one-year period must be approved and in effect on January 1, 2025, to provide seamless group insurance coverage for Metro employees
- Roughly 99% of the employees covered by the benefit plans are PTSC employees
- Metro's health insurance plans are part of the total compensation package that helps attract and retain qualified employees

Group Insurance Plans



- Employees who work 30+ hours are eligible to enroll in a medical plan and other benefits
- The overall health and dental premium cost will increase by 6.2% for calendar year 2025
- Factors contributing to increased premium costs include:
 - ✓ higher number of claims
 - ✓ specialty high-cost prescriptions drugs
 - ✓ inflation
 - ✓ supply chain disruptions
 - ✓ labor shortages
- Non-Contract and AFSCME employees contribute 10% of the actual premium for each medical and dental plan selected
- The life insurance for all full-time employees and long-term disability plans for Teamster employees rates are guaranteed until January 1, 2026



Metro

Staff Recommendation

- Authorize the Chief Executive Officer (CEO) to renew existing group insurance policies covering Non-Contract and AFSCME employees, including long-term disability coverage for Teamster employees, and life insurance for all full-time Metro employees, for the one-year period beginning January 1, 2025

Next Steps

- Metro will hold annual open enrollment during November 2024 and implement benefit elections effective January 1, 2025