Chicago Housing Authority

60 E Van Buren St
Chicago, IL 60605

Board Letter

Agenda Date: November 19, 2024 **Agenda #:** 2

Authorization to ratify purchase of coverages for Employee Health Insurance Benefits.

Presenter: Dominick Maniscalco, Deputy Chief Human Resources

Recommendation

The Interim Chief Executive Officer ("CEO") of the Chicago Housing Authority ("CHA") recommends that the CHA Board of Commissioners ("Board") approve the allocation of funding for CHA's employee health insurance benefits for an increase of 6.4% YOY for a total of $11,822,805 for 2025. For 2025, the Board provided a total spend of 11,656,567.

Contract Summary

Term	Board Approved Amount
2023 (Base Term)	$ 10,572,850.00
2024 (Option Year 1)	$ 11,101,493.00
2025 (Option Year 2)	$ 11,656,567.00
2026 (Option Year 3)	$ 12,239,395.00
2027 (Option year 4)	$ 12,851,365.00

The total 2025 renewal increase amount is 6.4%, 1.4% over the board approved amount with the following cost breakout:

The requested action complies in all material respects with all applicable federal, state, and local laws, and CHA policies. CHA staff has completed all necessary due diligence to support the submission of this initiative.

Coverage	Recommended Insurer	2025 Recommendations
Medical	Blue-Cross Blue Shield	$10,391,355
Dental	Blue-Cross Blue Shield	$519,244
Vision	Blue-Cross Blue Shield	$53,847
Retiree Medical, Dental & COBRA	Blue-Cross Blue Shield	$126,000
Life and AD&D	MetLife	$221,618
Short-Term Disability	MetLife	$220,620

Long-Term Disability	MetLife	$72,121
Long-Term Care	Unum	$77,000
Flex Spending	Ameriflex	$25,000
Employee Assistance	Perspectives	$9,000
Health Savings Plan (administrative)	Empower/Optum	$6,000
Wellness Programs	Various Providers	$100,000
	Total Premium	$11,822,805

Based on the foregoing, it is in the best interest of the CHA for the Board to authorize the CEO or her designee, to approve the allocation of funding for CHA's employee health insurance benefits for an increase of 6.4% YOY for a total of $11,822,805 for 2025. For 2025, the Board provided a total spend of 11,656,567.

Respectfully Submitted:

Angela Hurlock
Interim Chief Executive Officer

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AUTHORITY

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RESOLUTION NO. 2024–CHA-51

WHEREAS, the Board of Commissioners has reviewed the Board Letter dated November 19, 2024, entitled "Recommendation To ratify purchase of coverages for Employee Health Insurance Benefits":

THEREFORE, BE IT RESOLVED BY THE BOARD OF COMMISSIONERS OF THE CHICAGO HOUSING AUTHORITY

THAT, the Board of Commissioners hereby approves the allocation of funding for CHA's employee health insurance benefits for an increase of 6.4% YOY for a total of $11,822,805 for 2025. For 2025, the Board provided a total spend of 11,656,567.

Year	Amount
2023 (Base Term)	$10,572,850
2024 (Option Year 1)	$11,101,493
2025 (Option Year 2)	$11,656,567
2026 (Option Year 3)	$12,239,395
2027 (Option Year 4)	$12,851,365

This award is not subject to compliance with the CHA's Diversity goals.

APPROVED
NOV 19 2024
Board of Commissioners

Matthew Brewer
Interim Chairman
Chicago Housing Authority