

**EMPLOYEE BENEFIT TRUST FUND COMMITTEE RECOMMENDATION –
EMPLOYEE MEDICAL BENEFIT PLAN**

On September 15, 2025, the Employee Benefit Trust Fund Committee (EBTFC) met to identify how to proceed with the Employee Medical Benefit Plan for the 2026 benefit year.

A motion was made, seconded, and unanimously approved (5-0) to recommend the following regarding the Employee Medical Benefit Plan for the 2026 plan year.

First, the Committee recommends maintaining the current plan design for the 2026 plan year. The Committee also recommends allocating a one-time payment of \$2 million to the Employee Benefit Trust Fund to increase its reserve.

The Committee also recommends a group increase of 9% to the City's 2026 Operating Budget, rather than the 15% originally budgeted, to reflect market increases and to begin rebuilding reserves of the Fund.



Stephen H. Matty
Chair, Employee Benefit Trust Fund Committee