



DeKalb County Government

Manuel J. Maloof Center
1300 Commerce Drive
Decatur, Georgia 30030

Agenda Item

File ID: 2024-0478

Substitute

4/23/2024

Public Hearing: YES NO Department: Finance

SUBJECT:

Commission District(s): All Commission Districts

Group Health & Wellness Benefits effective July 1, 2024

Information Contact: Larry Jacobs, Asst. Finance Director

Phone Number: 404-371-2050

PURPOSE:

To approve group health benefits and rates for new plan year commencing July 1, 2024.

NEED/IMPACT:

To ensure the County is offering an affordable and valuable health plan for employees and retirees. The plan year for County employees and pre-65 retirees expires June 30, 2024.

The proposed healthcare costs have been reviewed by the ERPS Committee.

FISCAL IMPACT:

\$121.6 million estimated gross costs for the new plan year.

RECOMMENDATION:

1. No rate increases for County employees for Medical and Dental plans.
2. Pre-65 Retirees only: Approve a 9.6% rate increase for Kaiser and a 11.8% rate increase for Anthem.
3. Approve a \$1,000 decrease for single and \$2,000 decrease for family coverage in the out-of-pocket maximum for the self-funded plan.