



## Legislation Details (With Text)

**File #:** 2019-3260    **Version:** 1    **Name:**  
**Type:** Resolution    **Status:** Action  
**File created:** 1/24/2019    **In control:** Board of Commissioners  
**On agenda:** 3/26/2019    **Final action:**  
**Title:** Commission District(s): All Commission Districts  
Employee & Early Retiree Health & Wellness Benefits

**Indexes:**

**Attachments:** 1. 2019 03.26 Item 2019-3260

Date	Ver.	Action By	Action	Result
3/26/2019	1	Board of Commissioners	approved substitute submitted from the floor	Pass
3/12/2019	1	Board of Commissioners	deferred for 2 weeks	Pass
2/26/2019	1	Board of Commissioners		
2/21/2019	1	ERPS-Employee Relations & Public Safety Committee	recommended for approval.	Pass
2/19/2019	1	ERPS-Employee Relations & Public Safety Committee	recommended holding in committee	
2/12/2019	1	Board of Commissioners		
2/5/2019	1	ERPS-Employee Relations & Public Safety Committee	recommended holding in committee	
2/5/2019	1	Committee of the Whole		

Substitute

**Public Hearing:** YES  NO     **Department:** Finance - Risk Management

**SUBJECT:**

**Commission District(s):** All Commission Districts

Employee & Early Retiree Health & Wellness Benefits

**Information Contact:** Larry Jacobs

**Phone Number:** 404/371-2050

**PURPOSE:**

To approve group health benefits and rates for new plan year commencing July 1, 2019.

**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, 2019. The proposed healthcare costs and plan designs have been reviewed by the ERCS Committee.

**FISCAL IMPACT:**

See Attachment

**RECOMMENDATION:**

1. Recommend approval of Request for Proposal results:
  - a. Medical - Anthem (incumbent)
  - b. Pharmacy - CVS through Employers Health (incumbent)
  - c. Stop Loss - Anthem (incumbent)
  - d. Wellness - Virgin Pulse aka Viverae / SimplyWell (incumbent)
  - e. Vision - EyeMed (incumbent)
2. Recommend approval of Anthem's proposed composite rate (PPO Admin Fee + Stop Loss) of \$86.85 PEPM which is a decrease of 3.4% from the current rate.
3. No proposed increase in contributions for active employees and early retirees.
4. Recommend overall healthcare budget increase of 7.3% (5.8% self-funded and 9.6% fully-insured w/ Kaiser).
5. Accept the proposed Dental rates with a 0.0% increase over current rates.

Authorize the Chief Executive Officer to execute all necessary documents.