



## Legislation Details (With Text)

**File #:** 2021-2355    **Version:** 1    **Name:**  
**Type:** Resolution    **Status:** Preliminary Item  
**File created:** 3/11/2021    **In control:** Board of Commissioners  
**On agenda:** 3/23/2021    **Final action:**  
**Title:** Commission District(s): All Commission Districts  
Group Health & Wellness Benefits effective July 1, 2021

**Indexes:**

**Attachments:** 1. 2021-2355 - Attachment for 03.23.2021 BOC

Date	Ver.	Action By	Action	Result
3/23/2021	1	Board of Commissioners	approved	Pass
3/16/2021	1	ERPS-Employee Relations & Public Safety Committee	recommended for approval.	Pass
3/16/2021	1	Committee of the Whole	Accepted to the BOC agenda and assigned	

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

**SUBJECT:**

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

Group Health & Wellness Benefits effective July 1, 2021

**Information Contact:** Larry Jacobs, Assistant Director of Finance/Risk Management

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

**PURPOSE:**

To approve group health benefits and rates for new plan year commencing July 1, 2021.

**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, 2021.

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

**FISCAL IMPACT:**

N/A

**RECOMMENDATION:**

1. Spousal Surcharge increased to \$75 per month.
2. Reintroduce Tobacco Surcharge with corresponding cessation programs through Anthem and Kaiser during the upcoming plan year.
3. No contribution changes for employees.
4. Reduction in Kaiser HMO deductible from \$500 to \$350
5. Renew dental contract with United Concordia for two years (July 2021 - June 2023) at 4.55% in year 1 and flat (no increase) in year 2. No contribution increase to employees or retirees.
6. Final year (5) of planned Early Retiree contribution change:
  - a. 10.8% to the Anthem plans,
  - b. 6.6% to the Kaiser HMO, and
  - c. No change to the Kaiser HSA
7. Authorize the Chief Executive Officer to execute all necessary documents.