



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.