



Legislation Text

File #: 2020-0347, Version: 1

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

SUBJECT:

Commission District(s): All Commission Districts

Group Health & Wellness Benefits effective July 1, 2020

Information Contact: Dianne McNabb, Chief Financial Officer

Phone Number: 404-371-2745

PURPOSE:

To approve group health benefits and rates for new plan year commencing July 1, 2020.

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, 2020.

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

FISCAL IMPACT:

For medical only (self-funded plus fully-insured), the County portion is \$64.8M, assuming the active 5% and early retiree 17%+ increases. Overall, \$77M not including surcharges.

RECOMMENDATION:

1. Choose an item and add the information stated in the Purpose above. Recommend approval of contribution changes as outlined below:

- a. Increase of 5.0% for Active employees (\$3.7M expected increase - reduced to \$3.0)
- b. Increase for Early Retirees as follows: 17.5% to the Anthem plans, 17.3% to the Kaiser HMO, and 6.0% to the Kaiser HSA.

2. No plan design changes.

3. Recommend overall healthcare budget increase of 4.7% (2.5% self-funded and 6.0% fully-insured w/ Kaiser).
4. Authorize the Chief Executive Officer to execute all necessary documents.

*PEPM - per employee per month