



DeKalb County Government

Manuel J. Maloof Center
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Legislation Details (With Text)

File #: 2020-0347 **Version:** 1 **Name:**
Type: Resolution **Status:** Preliminary Item
File created: 3/6/2020 **In control:** Board of Commissioners
On agenda: 4/14/2020 **Final action:**

Title: Commission District(s): All Commission Districts
Group Health & Wellness Benefits effective July 1, 2020

Indexes:

Attachments: 1. DEKALB COUNTY PY 2020-21 MEDICAL RENEWAL FACTORS FOR SELF-FUNDED

| Date | Ver. | Action By | Action | Result |
|-----------|------|---|---|--------|
| 3/31/2020 | 1 | Board of Commissioners | approved | Pass |
| 3/30/2020 | 1 | ERPS-Employee Relations & Public Safety Committee | recommended for approval. | Pass |
| 3/17/2020 | 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, 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