



LAWRENCEVILLE

GEORGIA

AGENDA REPORT

MEETING: REGULAR MEETING, OCTOBER 28, 2024

AGENDA CATEGORY: COUNCIL BUSINESS NEW BUSINESS

Item:	Employee Health Insurance Approval
Department:	City Manager
Date of Meeting:	Monday, October 28, 2024
Fiscal Impact:	The Fiscal Year 2025 Budget has \$9,548,190 available for claims, premiums, and administration of the Group Health Benefits
Presented By:	Michael Fischer, Assistant City Manager - Operations
Action Requested:	Approval of this plan as described in the summary below for health coverages to begin January 1, 2025, and give the City Manager or his designee the authority to approve and execute the necessary coverages and documents to implement the plan.

Summary: Summary: City Health and related coverages approval:

- No change to health plan or employee costs (other than IRS mandated deductible increase on the HDHP w/HSA Plan)
- Renew with independent Third Party Administrator (TPA) using *HealthEZ*
- Renew with Cigna network (PPO)
- Renew with Voya for stop loss insurance
- Renew with Veracity as the independent Pharmacy Benefits Manager
- 6% expected increase +453K
- Renew Aetna Medicare Advantage Plan for retirees +39K
- Renew Life and Disability with OneAmerica and increase the weekly STD benefit max to \$800 +31K
- Change EAP by adding Ulliance at an annual premium of \$9.3K
- Contract with Livongo Diabetic Support to help members stay on top of their health with connected devices and personalized coaching with an easy-to-use mobile app +77K
- No changes to Dental, Vision, Know the Costs, or Supplemental Plans
- Increase Working Spouse Surcharge to \$50 per pay period

Fiscal Impact:

- The Fiscal Year 2025 Budget has \$9,548,190 available for claims, premiums and administration of the Group Health Benefits.

Attachments/Exhibits:

- PowerPoint Presentation