



Agenda Item Summary

File #: 24-00450

Agenda Date: 5/28/2024

Agenda Item Name:

Self-Insurance Health Fund FY25 Recommendations

Presenter:

John Carnell and Amy Childs

Description:

Two health insurance premium changes are recommended for FY25.

1. A 4% increase in the employer portion of the health insurance premium.
2. Increasing the employer cost share percentage to 90% for employee only coverage and 80% employee plus one and family coverage on the 5770 plan and reciprocity on the 5781 plan.

This results in a reduction of the employee's premium cost. This will result in a FY25 projected gain of \$1,098,173 in the Self-insurance Fund. Additionally, staff is recommending a change in the financial policy on the Best Practice Safe Harbor Surplus from 120 days to 180 days. These changes are also supported by the Self-Insurance Review Committee (SIRC)

Recommended Action:

Approve the health insurance premium changes to include a 4% increase in the employer portion of the health insurance premium, increasing the employer cost share percentage to 90% for employee only coverage and 80% employee plus one and family coverage on the 5770 plan and reciprocity on the 5781 plan, and a change in the financial policy on the Best Practice Safe Harbor Surplus from 120 days to 180 days

Prior Board Motions:

The BoCC considers changes to the Health Insurance fund annually in preparation for the budget.

Fiscal Note:

This will result in an increase in overall cost to the County of 6% for employee only and 10% for employee plus one and family coverage. These changes will potentially increase employer premiums by \$1,982,127. The Safe Harbor Best practice will be addressed in the OMB financial policies August budget meeting.

Strategic Guide:

Mandatory and Discretionary Services

Background:

This committee meets to make recommendations on Health Insurance Premiums and changes to the program.