



Buncombe County Board of Commissioners

Request for Board Action

Meeting Date: 2/18/2020

New Business

Department: LEGAL and RISK/HUMAN RESOURCES

Contact(s): CURT EULER

Presenter(s): CURT EULER & MATT MCQUIDE, USI

Subject: CHANGES TO EMPLOYEES' GROUP HEALTH INSURANCE

Brief Summary: For Plan Year 2020, Blue Cross and Blue Shield projected a 6.6% increase in health claims costs from Plan Year 2019. In an effort to mitigate this cost increase on County funds, the County's Employment Benefit Consultant and Staff recommend the following changes to the Employee Group Health and Medical Insurance Plan.

1. Effective July 1, 2020, increase bi-weekly premiums by 6.6%
2. Implement an annual health risk assessment for members and spouses on the health plan and institute a discounted premium rate for members who get the health risk assessment.
3. Effective July 1, 2020, change the Buncombe County Drug Formulary from BCBS Enhanced to BCBS NetResults.
4. Effective July 1, 2020 or sooner implement an in-house physical therapy program to reduce musculo-skeletal surgical claims

Recommended Motion & Requested Action: Hear the presentation and approve the changes.

County Manager's comments and Recommendation: Manager recommends approval as presented.