



## Buncombe County Board of Commissioners

### Request for Board Action

Meeting Date: 10/3/2023

#### New Business

**Department:** Human Resources

**Presenter(s):** Larry Reese, USI

**Contact(s):** Sharon Burke

**Subject:** CY2024 Insurance Benefit Update

**Brief Summary:** The County's Insurance Broker USI conducted an analysis of our health insurance plan and ancillary offerings. The results of last year's changes will be reviewed.

Recommendations for calendar year 2024:

- Fund the Health Savings Account for High Deductible Health Plans for one half of the annual deductible amount as advertised last year (\$800 / \$1,600).
- Increase the deductible, co-insurance and out of pocket maximums for the Standard Plan and increase the out of pocket maximums for the Buy Up and Core Plans.
- Increase the deductible and out of pocket maximums on the High Deductible Health Plan as required by IRS regulations.

Other changes:

- Increase of 6% for employee paid Dental premiums on the Dental Buy Up plan as required by our contract with Delta Dental of NC.

**Recommended Motion & Requested Action:** Consider approving the plan and changes as presented.

**County Manager's comments and Recommendation:** Recommends approval.