

RESOLUTION

NO: 2023-09-158

LIVINGSTON COUNTY

DATE: September 11, 2023

Resolution to Retain the Non-Union Employees, Elected Officials, Commissioners, and Judges Benefit Plans for 2024 Fiscal Year - Human Resources

WHEREAS, Livingston County has historically taken proactive measures to impact utilization of healthcare services including a wellness program, employee cost sharing at point of service, and low \$2 generic drug costs; and

WHEREAS, in order to continue to have maximum impact on utilization of healthcare services, Livingston County will continue to utilize Healthcare Bluebook, an online healthcare pricing tool, and Blue Cross Blue Shield's licensed Michigan telemedicine provider and continue a high deductible health plan coupled with a health savings account, as options for employees; and

WHEREAS, Aon Consulting Services ("Aon") performs an annual stop loss insurance analysis to determine the most financially advantageous individual stop loss level and this year, based on prior claims experience, Aon recommends the County implement the Blue Cross/Blue Shield Individual Stop Loss Coverage with a deductible at \$200,000 rather than the current \$175,000 for an expected savings of \$155,000 annually; and

WHEREAS, diabetes, hypertension, and obesity has become an increasing health risk to our members. Livongo is a Blue Cross/Blue Shield program that offers personalized, actionable, and timely support to members with these conditions that choose to participate in the plan. Successful participation in this program has not only a positive effect on the members long-term health, but also the potential for significant savings to the County each year from lower claims related to these conditions; and

WHEREAS, the Blue Cross/Blue Shield Livongo program has an estimated cost of \$68,328 and an expected savings of \$98,016, with a net savings of \$29,688 annually in the first year; and

WHEREAS, should the IRS employee contribution limits for \$125 flexible spending and limited purpose flexible spending, dependent care, or health savings accounts increase to allow employees to increase their voluntary salary reduction, Livingston County will allow for the maximum contribution allowed under law; and

WHEREAS, the Board of Commissioners took action via Resolutions #2011-12-321, #2012-10-282, #2013-12-353, #2014-10-294, #2015-11-230 #2016-11-192, #2017-11-180, #2018-10-185, 2019-09-148, #2020-09-225, #2021-09-151, and #2022-08-124 to exempt the County from the employee premium sharing contributions required under 2011 PA 152 and all of the six (6) collective bargaining agreements require 10% and 20% employee premium sharing, depending on date of hire.

THEREFORE, BE IT RESOLVED that the Livingston County Board of Commissioners hereby authorizes the Human Resources Department to continue the non-union employees, elected officials, and judges health plan and other benefits for 2024:

1. Benefit changes effectuated by Resolutions #2022-08-124, #2021-11-173, #2021-09-151, #2020-09-225, #2019-09-148, #2019-08-121, #2018-10-165, #2017-11-180, #2016-11-192, #2015-11-230, #2014-10-294, #2013-12-353, #2012-10-282, #2011-10-276, #2010-10-277, #2009-08-266, and #2009-10-316 shall remain in full force and effect.

2. The wellness program for regular non-union employees, elected officials, and judges approved in Resolution #2012-09-250 shall continue for the 2024 benefit year.

BE IT FURTHER RESOLVED that acting pursuant to the authority granted to a County under Section 8 of Act 152 of 2011, the Livingston County Board of Commissioners hereby exempts Livingston County from the requirements of 2011 P.A. 152 for the medical benefit plan coverage year 2024 (January 1, 2024 through December 31, 2024).

BE IT FURTHER RESOLVED that based on the analysis from Aon Consulting Services, the County shall implement the Blue Cross/Blue Shield Individual Stop Loss Coverage with a deductible at \$200,000 rather than the current \$175,000.

BE IT FURTHER RESOLVED that the County shall implement the Blue Cross/Blue Shield Livongo program as a pilot program with an estimated cost of \$68,328 per year to further support our employees and their covered dependents who have diabetes, hypertension, and obesity/morbid obesity.

BE IT FURTHER RESOLVED that the interpretation and operation of the benefits outlined above are within the sole discretion of the Livingston County Board of Commissioners and the benefits outlined above may be added to, expanded, reduced, deleted, or otherwise modified by the County Board and such modifications shall be solely within the discretion of the Livingston County Board of Commissioners.

BE IT FURTHER RESOLVED that the Chair of the Livingston County Commissioners is authorized to sign any and all documents needed to effectuate these changes, after approval as to form by civil counsel.

BE IT FINALLY RESOLVED that this resolution supersedes all previous resolutions that would apply to the benefits plan for non-union employees, elected officials, and judges.

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MOVED:
SECONDED:
CARRIED: