

RESOLUTION

NO: [Title]

LIVINGSTON COUNTY

DATE: Click or tap to enter a date.

Resolution to Retain the Non-Union Employees, Elected Officials, Commissioners, and Judges Benefit Plans for 2025 Fiscal Year – Human Resources

WHEREAS, Livingston County has historically taken proactive measures to impact utilization of healthcare services including Livongo, which provides support to our employees and their covered dependents who have diabetes, hypertension, and obesity/morbid obesity, 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 \$250,000 rather than the current \$200,000 for an expected savings of \$250,000 annually when compared with the renewal; 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, #2022-08-124, and #2023-09-158 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 2025:

1. Benefit changes effectuated by Resolutions #2023-09-158, #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 2025 benefit year.

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3. Consistent with Blue Cross Blue Shield of Michigan (“BCBSM”) coverage changes for fully insured plans, Livingston County will discontinue coverage for GLP-1 prescription drugs on PPO 4 plans and the high deductible health plan. Livingston County will continue to provide GLP-1 prescription drugs as a buy-up option on the PPO 6 and PPO 1 plans, with BCBSM enhanced approval criteria.
 4. Based on market comparables and recommendation from Livingston County’s benefit consultant, Aon, Livingston County will enhance our current dental benefit offered by BCBSM to add adult and child orthodontic coverage with a \$2,000 lifetime maximum.
 5. Based on a competitive bid process performed by Aon, Livingston County will continue to offer voluntary, employee paid hospital indemnity, critical illness, and accident insurance through Aetna at lower cost to our employees and no cost to the County.
 6. Based on a competitive bid process performed by Aon, Livingston County will continue to offer voluntary, employee paid vision coverage through MetLife at lower cost to our employees and no cost to the County.

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 2025 (January 1, 2025 through December 31, 2025).

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 \$250,000 rather than the current \$200,000.

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

BE IT FURTHER RESOLVED that the Chairman of the Livingston County Board of Commissioners, or the County Administrator if Policy Permits, is authorized to sign all forms, assurances, contracts/agreements, renewals and future amendments for monetary and contract language adjustments related to the above upon review and/or preparation of Civil Counsel.

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MOVED:
SECONDED:
CARRIED: