



SPECIAL CALLED MEETING

August 29, 2024
1:00 PM

Albany-Dougherty Government Center
222 Pine Ave, Room 100, Albany, GA 31701

AGENDA

The public will also have access to the live meeting by accessing the Dougherty County Georgia Government Facebook page at facebook.com/Dougherty.ga.us or viewing the public government access channel (Channel 16).

1. Call the meeting to order by Chairman Lorenzo Heard.
2. Roll Call.
3. Additional Business.
 - a. Consideration for action a recommendation from the Insurance Review Committee to approve changes to the Dougherty County Group Health Plan benefits provider for Accidental Insurance from Trustmark to Voya and for Critical Care Insurance from AFLAC to Voya. NFP Consultant Ross Conway will address. Human Resources Director Erica Potts is present. **ACTION:**
 - b. Consideration for action a recommendation from the Insurance Review Committee to approve the renewal of administrative services provided under the Dougherty County Group Health Plan benefits by Meritain Health. NFP Consultant Ross Conway will address. Human Resources Director Erica Potts is present. **ACTION:**
 - c. Consideration for action a recommendation from the Insurance Review Committee to approve the renewal of benefits provided under the Dougherty County Group Health Plan benefits by Delta Dental and Humana. NFP Consultant Ross Conway will address. Human Resources Director Erica Potts is present. **ACTION:**
 - d. Consideration for action a recommendation from the Insurance Review Committee to approve the renewal of the SunLife aggregate insurance. This insurance provides protection for the Dougherty County Group Health Plan against unexpected losses or high claims. NFP Consultant Ross Conway will address. Human Resources Director Erica Potts is present. **ACTION:**
 - e. Consideration for action a recommendation from the Insurance Review Committee to approve the renewal of the life insurance benefits provided under the Dougherty County Group benefits by Securian Life. NFP Consultant Ross Conway will address. Human Resources Director Erica Potts is present. **ACTION:**
4. Adjourn.

Dougherty County's Vision Statement

Dougherty County will be a committed leader in sustaining a high quality of life by partnering with citizens, businesses, and other government agencies to make this a community of choice for living, working, and leisure activities.

Dougherty County's Mission Statement

To improve the quality of life for all our citizens by being accessible and good stewards of our resources while delivering cost-effective, responsive, services with integrity, fairness, and friendliness.

Individuals with disabilities who require certain accommodations in order to allow them to observe and/or participate in this meeting, or who have questions regarding the accessibility of the meeting or the facilities are required to contact the ADA Coordinator at 229-431-2121 promptly to allow the County to make reasonable accommodations for those persons.

August 29, 2024

Confidential

Item 3a.

Dougherty County Board of Commissioners
2025 Benefits Summary



Medical Summary

- The IRC voted to make the below recommendations for the 2025 benefits plan year:
 - Meritain agreed to offer a rate pass (no increase) on the ASO fees and guarantee those fees for another three plans through 12/31/27. They will also provide a premium holiday in January of all three years on the admin service portion of the admin fees. This would be a premium credit to Dougherty County of \$12.47 per enrolled employee in January 2025, January 2026, and January 2027. Based on the current enrollment of 475, this would result in a credit of \$5,923.
 - Sun Life agreed to offer a firm stop loss proposal with claims through July. The proposal is a 14.8% increase (\$167,147 annually) and is the most competitive offer from the market. Sun Life needs a commitment by September 6th, or they will require the August claims data to revise their offer.
 - Delta Dental is requesting a 7% increase to their dental admin fees (\$1,555 annually) and has agreed to hold those admin fees for 3 years.
 - Humana's initial vision renewal offer was a rate pass (no increase) but after negotiations agreed to a 6.2% decrease in rates with a 4-year rate guarantee.
 - Securian initially requested a 43% increase (\$19,087 annually) to the Basic Life and AD&D rates due to high claim activity over the previous three years. After negotiations, they agreed to reduce the Basic Life and AD&D increase to 16.6% (\$7,341 annually) and offer a 3-year rate guarantee. They are offering a rate pass (no increase) on the voluntary life, voluntary short-term disability, and employer paid long-term disability along with 3-year rate guarantees.
 - Voya is proposing a voluntary accident plan that has richer benefits at a lower cost than the current Trustmark plan. The IRC is recommending moving the voluntary accident plan to Voya.
 - Voya is proposing a voluntary critical illness plan that has richer benefits at a lower cost than the current Aflac plan. The IRC is recommending moving the voluntary critical illness plan to Voya.