



Legislation Text

File #: 19-291, Version: 1

MEMORANDUM

TO: The Honorable Board of Supervisors

FROM: Pamela Nichols, Human Resources Director

DATE: July 23, 2019

SUBJECT: Consideration of Unbundling of Dental, Vision, and Life from Health Insurance Benefit for Employees Age 65 and Over

EXECUTIVE SUMMARY:

Currently, the County's Insurance Benefits for Life, Dental, Vision, and Health insurance are bundled together, requiring all employees to enroll in all benefits, or to opt out of the County's dental, vision, and health benefits and receive a \$200 stipend in lieu of enrollment.

The Group Insurance Committee met on January 31, 2019 to discuss the unbundling of life, dental, and vision benefits for Medicare-eligible employees. When brought to Alliant, the County's insurance broker, for review, Alliant cautioned against unbundling these plans for all employees, as that could lead to an increase in premium due to adverse selection. However, with the small population of employees that are Medicare-eligible, Alliant believed that it would have a negligible effect on the County's insurance premiums, if any.

By unbundling the plans for Medicare-eligible employees, these employees would continue to have access to the County contribution, but only for the dental, vision, and life insurance benefits. This would need to be done with a two-year commitment in mind from the employee. If the Medicare-eligible employee chooses to waive medical coverage, they would need to do so for two years before being allowed to re-enroll. Likewise, if they chose to enroll in the County's medical plan, they would need to do so for two years before being allowed to drop that coverage.

FISCAL IMPACT: __ None __ Budgeted __ Non-Budgeted

Estimated Cost:

Amount Budgeted:

Additional Requested:

Annual Cost (if planned for future years):

RECOMMENDED ACTION:

Staff requests your approval of the Group Insurance Committee recommendations for the unbundling for employees 65 and over for Dental, Vision, and Life from Health Insurance benefits, and that your Board authorizes the Human Resources Director to take necessary steps to implement those recommendations.