

RICHLAND COUNTY COUNCIL

SOUTH CAROLINA

HEALTH INSURANCE AD HOC COMMITTEE

May 14, 2015

2:00 PM

Administration Conference Room

In accordance with the Freedom of Information Act, a copy of the agenda was sent to radio and TV stations, newspapers, persons requesting notification, and was posted on the bulletin board located in the lobby of the County Administration Building

CALL TO ORDER

Mr. Pearce called the meeting to order at approximately 2:11 PM

COUNTY EMPLOYEE & RETIREE HEALTH INSURANCE OVERVIEW FOR FY 2015-2016

- Mr. Pearce stated Mr. Hanna was notified by CIGNA that if the County were to shift their dental insurance to CIGNA the health insurance cost would be reduced by approximately \$350,000. There would be no change in dental coverage or costs if the County were to make the change.
- The reduction in costs is 2% of the health insurance premium
- Changes to the health insurance benefits will effect recruiting and retention of employees
- There is resistance by the retirees to change the health benefits
- There is \$1.5 million budgeted for health insurance
- There is a need for approximately \$1.5 million more to cover the County's health insurance premiums

CURRENT HEALTH INSURANCE PREMIUMS

- Ms. Dill gave an overview of the PowerPoint HR presented regarding the different coverage available to County employees
- Disabled employees are covered the same as the Medicare eligible employees

BENCHMARK COUNTY HEALTH INSURANCE PLANS AND PREMIUMS

- HR compared Richland County's plan to the City of Columbia's Buy-Up Plan and Lexington County's Gold Plan
- Richland County's plan is slightly richer than the Lexington County plan



Council Members Present

Greg Pearce, Chair
District Six

Torrey Rush
District Seven

Paul Livingston
District Four

Others Present:

Daniel Driggers
Monique McDaniels
Dwight Hanna
Beth Dill
Tammy O'Berry
Michelle Onley
Janice Reynolds

- The City of Columbia's plan is substantially richer than Richland County and Lexington County's plans
- The City of Columbia and Lexington County have health clinics that offer free generic and free doctor visits to their employees

HEALTH INSURANCE DECISION TIMELINE FOR FY2015-2016

- Ms. Dill stated the decision by Council should be made as soon as possible to allow time to educate the employees, as well as, place any changes in the computer system

HEALTH INSURANCE BUDGET OPTIONS FOR FY2015-2016

- County and/or employees and retirees need to pay \$1.5 million through changing the plan, increasing the plan or a combination of the two options
- If the County stopped making any dependent contributions for employees and retirees it would equate to approximately \$1.5 million
- Presently the employees with dependent coverage assume 62% of the premium
- CIGNA has offered several plan options: (1) Current plan and pay difference; (2) HSA Account; and (3) Base Plan
- Elimination of dependent coverage is not a viable option

ADJOURNMENT

The meeting adjourned at approximately 3:00 PM