



Buncombe County Board of Commissioners

Request for Board Action

Meeting Date: 09/17/2024

Old Business

Department: Human Resources

Presenter(s): Roberta Ferdinand with USI Insurance Services

Contact(s): Laura Calloway

Subject: Proposed Health Care Changes for Plan Year 2025

Brief Summary:

During the September 3, 2024 Board meeting, Commissioners were presented with the proposed cost saving changes for the plan year 2025 by the County's Benefit Consultant, USI.

Commissioners asked for more information and tabled the vote until September 17, 2024.

Recommended Motion & Requested Action: Commissioners are asked to approve the following changes:

1. Increase in employee premiums for medical insurance.
2. Increase in the co-insurance amount for the Standard Plan from 10% to 15%, and required IRS increases to out of pocket costs for the High Deductible Health Plan.
3. Renewal of Delta Dental contract at 6% increase.
4. Change of vendors for Vision Hardware Insurance.
5. Removal of GLP-1 drugs prescribed for weight management from the pharmacy formulary.

County Manager's comments and Recommendations: