

Issue Analysis Form

Date: June 12, 2018
Item: Group Insurance Eligibility for Board Members
Lead Department(s): County Human Resources & Finance
Contact Person(s): Corrie Hurt
 Betsy Drewry



Description and Current Status

The Prince George County Board of Supervisors expressed interest in reinstating Board Member eligibility for enrollment in County health, vision and dental insurance offerings at its retreat on May 15, 2018.

Reinstatement of eligibility would reverse action that the board took on April 28, 2015 [Item A-1 "Discussion and Possible Action of Employee Health Insurance Plans].

Several municipalities offer health insurance to board members. 15 municipalities responded to a survey recently made by Tedd Povar, Virginia Institute of Government, on behalf of Prince George County. In 9 of those 15 municipalities (60%), board members are eligible for health insurance benefits. 7 of those 9 recently responded to a staff inquiry indicating that the premiums paid are the same as for full-time county/city employees.

Respondent	Health Y/N	Population	Premium
Gloucester	No	37,159	
Dinwiddie	Yes	28,753	same as FT ees
South Hill (Town)	No	4,650	
Mecklenburg	Yes	32,177	same as FT ees
Warrenton	Yes	9,906	no response
Rockbridge	Yes	22,354	same as FT ees
Botetourt	No	33,350	
Ashland	No	7,649	
Wise	Yes	40,000	same as FT ees
Daville	No	41,358	
New Kent	No	21,000	
Fredericksburg	Yes	27,645	same as FT ees
Goochland	Yes	22,700	same as FT ees
Wythe	Yes	29,119	same as FT ees
Fluvanna	Yes	26,467	no response
Count		15	
			4,650 - 41,358
No	6	40%	25,619 Average Pop
Yes	9	60%	

Tedd Povar, Virginia Institute of Government

Attached are full-time FY2019 health insurance rates as well as voluntary vision and dental insurance rates. Health Insurance is paid in part by the County. Vision and dental are voluntary products paid entirely by employee. **See attachment A.**

Board members eligibility will be the same as all County employees and subject to the same continuation of benefits through COBRA.

Board Action Requested:

Approve attached resolution authorizing board member eligibility to enroll in the County's group health, vision and dental offerings effective July 1, 2018.

Board members will be required to complete enrollment forms if interested in enrolling and waiver forms if they wish to waive/decline coverage.

- | | | |
|---|---|--|
| Does this require IDA action? | <input type="checkbox"/> Yes | <input checked="" type="checkbox"/> No |
| Does this require BZA action? | <input type="checkbox"/> Yes | <input checked="" type="checkbox"/> No |
| Does This require Planning Commission Action? | <input type="checkbox"/> Yes | <input checked="" type="checkbox"/> No |
| Does this require Board of Supervisors action? | <input checked="" type="checkbox"/> Yes | <input type="checkbox"/> No |
| Does this require a public hearing? | <input type="checkbox"/> Yes | <input checked="" type="checkbox"/> No |
| If so, before what date? | <input type="checkbox"/> Yes | <input type="checkbox"/> No |

Fiscal Impact Statement

Potential increase in employer paid health insurance premiums (budgetary impact) if board members enroll. Potential health insurance claims impact.

County Impact

Notes

Prince George County Health and Dental Rates FY/19

Effective June 2018 for July 1, 2019 coverage (monthly rates)

Full Time Employee Rates

Anthem Plan 30			
	Employee Contribution Amount	Employer Contribution Amount	Total Health Premium Cost
Employee Only	\$ 40.00	\$ 680.21	\$ 720.21
Employee/Child	\$ 215.00	\$ 714.33	\$ 929.33
Employee/Children	\$ 425.00	\$ 747.37	\$ 1,172.37
Employee/Spouse	\$ 500.00	\$ 782.76	\$ 1,282.76
Employee/Family	\$ 710.00	\$ 804.37	\$ 1,514.37

Anthem High Deductible Health Plan (with HSA)			
	Employee Contribution Amount	Employer Contribution Amount	Total Health Premium Cost
Employee Only	\$ -	\$ 648.03	\$ 648.03
Employee/Child	\$ 108.00	\$ 762.61	\$ 870.61
Employee/Children	\$ 213.00	\$ 900.36	\$ 1,113.36
Employee/Spouse	\$ 250.00	\$ 969.82	\$ 1,219.82
Employee/Family	\$ 355.00	\$ 1,096.59	\$ 1,451.59

****Employer contributes semi-annually into the employee's Health Savings Account****

BlueView Vision Buy-Up (voluntary)			
	Employee Contribution Amount	Employer Contribution Amount	Total Vision Premium Cost
Employee Only	\$ 5.91	\$ -	\$ 5.91
Employee/Child	\$ 10.34	\$ -	\$ 10.34
Employee/Children	\$ 11.81	\$ -	\$ 11.81
Employee/Spouse	\$ 10.34	\$ -	\$ 10.34
Employee/Family	\$ 17.18	\$ -	\$ 17.18

Delta Low Tier Dental Plan			
	Employee Contribution Amount	Employer Contribution Amount	Total Dental Premium Cost
Employee Only	\$ 28.98	\$ -	\$ 28.98
Employee/Child(ren)	\$ 62.32	\$ -	\$ 62.32
Employee/Spouse	\$ 59.04	\$ -	\$ 59.04
Employee/Family	\$ 68.74	\$ -	\$ 68.74

Delta High Tier Dental Plan			
	Employee Contribution Amount	Employer Contribution Amount	Total Dental Premium Cost
Employee Only	\$ 35.56	\$ -	\$ 35.56
Employee/Child(ren)	\$ 79.86	\$ -	\$ 79.86
Employee/Spouse	\$ 71.12	\$ -	\$ 71.12
Employee/Family	\$ 100.53	\$ -	\$ 100.53

Board of Supervisors
County of Prince George, Virginia

Resolution

At a regular meeting of the Board of Supervisors of the County of Prince George held in the Boardroom, Third Floor, County Administration Building, 6602 Courts Drive, Prince George, Virginia this 12th day of June, 2018:

Present:

Vote:

Alan R. Carmichael, Chairman
Donald R. Hunter, Vice-Chairman
Floyd M. Brown, Jr.
Marlene J. Waymack
T. J. Webb

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On motion of _____, seconded by _____, which carried unanimously, the following Resolution was adopted:

RESOLUTION TO RESCIND ACTION ON APRIL 28, 2015 AND APPROVAL OF BOARD MEMBER ELIGIBILITY TO PARTICIPATE IN THE COUNTY'S GROUP HEALTH, DENTAL AND VISION INSURANCE PLANS.

BE IT RESOLVED that on April 28, 2015 the Prince George County Board of Supervisors previously voted to discontinue eligibility for members of the Board of Supervisors to participate in the insurance plans offered by Prince George County to its employees; and

BE IT FURTHER RESOLVED by the Board of Supervisors of the County of Prince George, this 12th day of June, 2018, that the Board does hereby rescind its April 28, 2015 action and authorizes members of the Board of Supervisors to be eligible to participate in the group Health, Dental and Vision insurance plans in which Prince George County participates effective for the plan year beginning on July 1, 2018; and

BE IT FINALLY RESOLVED, that the insurance premiums for members of the Board of Supervisors shall be the same rate as the premiums of full-time County employees. Board members shall be eligible to enroll in coverage for so long as they are a member of the Board of Supervisors, and qualify for COBRA benefits in the same manner as other full-time County employees.

A Copy Teste:

Percy C. Ashcraft
County Administrator