



Lake County Illinois

Legislation Text

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Resolution approving the Lake County Fiscal Year (FY) 2020 Health Insurance Plan.

- At the August 8, 2019 Financial and Administrative Committee, Human Resources provided a presentation of potential options and considerations for the County's FY2020 Health Insurance Plan.
- The Human Resources Department has developed a recommended design and budget for the County's FY 2020 Health Insurance Plan.
- The recommended design and budget for the County's FY 2020 Health Insurance Plan includes the following:
 - an increase to employee premiums by 2.2 percent;
 - an additional two percent cost share increase for employees with the traditional Preferred Provider Organization (PPO) health plan; and
 - two premium rebate options for employees enrolled in the Consumer Driven Health Plan (CDHP) by lowering the Health Savings Account (HAS) contribution and/or increasing the co-insurance to 70/30 in exchange for a rebate.
- Following committee's recommendation to the County Board, Human Resources will begin active communication to all County employees.

RESOLUTION

WHEREAS, the Human Resources Department worked with the County's health insurance consultant, Segal Consulting, to derive the County's annual healthcare program design and budget; and

WHEREAS, based on Segal's review, the projected increase in costs is \$843,800, for a total project cost of \$41,103,000, in 2020; and

WHEREAS, beginning in 2020, employee premiums will increase 2.2 percent; and

WHEREAS, the Human Resources Department recommends an additional change in employee cost sharing for health insurance premiums of two percent for the Traditional Preferred Provider Organization (PPO) plan; and

WHEREAS, the CDHP plan will be offering a plan change which employee's options will be to receive two separate premium rebates in exchange for lesser HSA funding and/or an increase in employees co-Insurance to 70/30.

NOW, THEREFORE, BE IT RESOLVED, by this County Board of Lake County, Illinois, that

the County's health, life and dental insurance plan for Fiscal Year 2020, is hereby approved.

DATED at Waukegan, Illinois, on September 20, 2020.