



Fulton County

Legislation Details (With Text)

File #: 23-0552 **Version:** 1 **Name:**

Type: CM Action Item - Open & Responsible Government **Status:** Passed

File created: 8/7/2023 **In control:** Board of Commissioners

On agenda: 8/16/2023 **Final action:** 8/16/2023

Title: Request approval to renew existing contracts - Finance Department, 19-RFP060519C-MH, for Employee Healthcare Benefit Plans with: (A) Anthem (BCBS) of Georgia to administer the self-funded Health Maintenance Organization (HMO), Point of Service (POS), and CDHP with Health Savings Account (HSA) Plans to active employees and Pre-65 (Non-Medicare) retirees/beneficiaries, as well as the Medicare HMO, Medicare Indemnity and PPO Plus [Closed] Plans to Medicare-eligible retirees/beneficiaries and (B) Kaiser Permanente (Atlanta, GA) to administer a fully insured HMO plan to active employees and Pre-65 (Non-Medicare) retirees/beneficiaries; and the fully insured Senior Advantage Plan to Medicare retirees/beneficiaries. This action exercises the fourth of four renewal options. No renewal options remain. Effective dates: January 1, 2024, through December 31, 2024. (APPROVED)

Sponsors:

Indexes:

Code sections:

Attachments: 1. Exhibit 1 Contract Renewal Agreement Form- Anthem, 2. Exhibit 2 Contract Renewal Agreement Form - Kaiser, 3. Exhibit 3 Contractor Performance Report Anthem, 4. Exhibit 4 Contract Performance Report Kaiser, 5. Exhibit 5 Contract Renewal Evaluation Form 2024, 6. 2023-0552

Date	Ver.	Action By	Action	Result
8/16/2023	1	Board of Commissioners	approve	Pass

Department

Finance

Requested Action *(Identify appropriate Action or Motion, purpose, cost, timeframe, etc.)*

Request approval to renew existing contracts - Finance Department, 19-RFP060519C-MH, for Employee Healthcare Benefit Plans with: (A) **Anthem (BCBS) of Georgia** to administer the self-funded Health Maintenance Organization (HMO), Point of Service (POS), and CDHP with Health Savings Account (HSA) Plans to active employees and Pre-65 (Non-Medicare) retirees/beneficiaries, as well as the Medicare HMO, Medicare Indemnity and PPO Plus [Closed] Plans to Medicare-eligible retirees/beneficiaries and **(B) Kaiser Permanente** (Atlanta, GA) to administer a fully insured HMO plan to active employees and Pre-65 (Non-Medicare) retirees/beneficiaries; and the fully insured Senior Advantage Plan to Medicare retirees/beneficiaries. This action exercises the fourth of four renewal options. No renewal options remain. Effective dates: January 1, 2024, through December 31, 2024. **(APPROVED)**

Requirement for Board Action *(Cite specific Board policy, statute or code requirement)*

In accordance with Purchasing Code Section 102-394(6), the Purchasing Department shall present all renewal requests to the Board of Commissioners at least 90 days prior to the contract renewal date or 60 days if the contract term is six (6) months or less.

Strategic Priority Area related to this item *(If yes, note strategic priority area below)*
Open and Responsible Government

Commission Districts Affected

- All Districts
- District 1
- District 2
- District 3
- District 4
- District 5
- District 6

Is this a purchasing item?

Yes

Summary & Background *(First sentence includes Agency recommendation. Provide an executive summary of the action that gives an overview of the relevant details for the item.)*

Scope of Work: This contract is for employer-sponsored group medical and pharmacy benefit coverage. The contract provides Medical Plan Administration, Claims Adjudication, Reporting, Wellness and Disease Management Programs, Employee Assistance Program (EAP), Mental Health and COBRA Administration and Pharmacy Benefits to eligible employees and retirees/beneficiaries as well as their eligible dependents. The medical plans administered by Anthem are under a self-funded arrangement. Under the self-funded arrangement, the carrier administers the plan, but claims are funded by the County. The Kaiser HMO and Senior Advantage plans are under a fully insured arrangement. Under a fully insured arrangement, the carrier pays claims from their own funds and sets premium rates to support expected payments. **Anthem:** Anthem’s network continues to offer robust access to providers and significant discounts. Anthem will continue to provide annual prorated wellness fund dollars at the rate of \$71.81 per enrolled employee and pre-65 (Non-Medicare) retiree. Anthem continues to offer a \$100,000 annual allowance towards communication, implementation and technology. **Kaiser:** Kaiser Permanente’s staff model is highly touted for health management in terms of efficiency and their holistic approach to health care. Kaiser’s fully insured HMO and Senior Advantage Medicare Plans continue to offer the best value in terms of cost. Kaiser continues to provide annual wellness funding to the County at \$179 per enrolled employee and pre-65 (Non-Medicare) retiree. Kaiser continues to offer a \$15,000 annual allowance towards communication, implementation and technology.

Community Impact: None.

Department Recommendation: The Finance Department recommends renewal of existing contracts with Anthem and Kaiser Permanente to administer medical and pharmacy benefits to eligible employees, beneficiaries, retirees and covered dependents from January 1, 2024 - December 31, 2024. For 2024, the \$40.34 per employee/retiree per month administration fee to administer the Anthem plans remains unchanged. This administration fee is guaranteed to remain flat over the duration of the contract. The 2024 Premium Rates for the Anthem and Kaiser Plans are presented as separate agenda items for approval.

Project Implications: None

Community Issues/Concerns: None

Department Issues/Concerns: None

Contract Modification

Current Contract History	BOC Item	Date	Dollar Amount
Original Award Amount	19-0618	08/07/2019	\$.00
1st Renewal	20-0841	11/18/2020	Anthem Plans: Enrollment based on per member per month administrative fees. Kaiser Plans: Enrollment based on approved premium rates.
2 nd Renewal	21-0649	09/01/2021	Anthem Plans: Enrollment based on per member per month administrative fees. Kaiser Plans: Enrollment based on approved premium rates
3 rd Renewal	22-2485	09/7/2022	Anthem Plans: Enrollment based on per member per month administrative fees. Kaiser Plans: Enrollment based on approved premium rates
4 th Renewal		8/16/2023	Anthem Plans: Enrollment based on per member per month administrative fees. Kaiser Plans: Enrollment based on approved premium rates
Total Revised Amount			\$.00

Contract & Compliance Information *(Provide Contractor and Subcontractor details.)*

(A)

Contract Value: Self-funded HMO Plan
Prime Vendor: Anthem (BCBS) of Georgia
Prime Status: Non-Minority

Location: Atlanta, GA
County: Fulton County
Prime Value: self-funded HMO Plan

Subcontractor: SCR Consulting
Subcontractor Status: African American Male Business Enterprise
Location: Atlanta, GA
County: Fulton County
Contract Value: rate per employee

Subcontractor: Aegias Corporation
Subcontractor Status: African American Male Business Enterprise
Location: Atlanta, GA
County: Fulton County
Contract Value: rate per employee

Subcontractor: Resurgens Risk Management
Subcontractor Status: African American Male Business Enterprise
Location: Atlanta, GA
County: Fulton County
Contract Value: rate per employee

Total Contract Value: Self-insured HMO Plan
Total M/FBE Value: TBD

(B)
Contract Value: Plan rates as specified
Prime Vendor: Kaiser Permanente
Prime Status: Non-Minority
Location: Atlanta, GA
County: Fulton County
Prime Value: Plan rates as specified

Subcontractor: All Supply Company
Subcontractor Status: African American Male Business Enterprise
Location: Atlanta, GA
County: Fulton County
Contract Value: TBD

Subcontractor: Copy One
Subcontractor Status: African American Male Business Enterprise
Location: Powder Springs, GA
County: Cobb County
Contract Value: TBD

Subcontractor: Americare
Subcontractor Status: African American Female Business Enterprise
Location: Norcross, GA
County: Gwinnett County

Contract Value: TBD

Subcontractor: Interprint Communication
Subcontractor Status: Hispanic Female Business Enterprise
Location: Decatur, GA
County: Dekalb County
Contract Value: TBD

Subcontractor: Union Latina, Inc.
Subcontractor Status: Non-Minority
Location: Norcross, GA
County: Gwinnett County
Contract Value: TBD

Total Contract Value: Plan rates as specified
Total Certified Value: TBD

Exhibits Attached *(Provide copies of originals, number exhibits consecutively, and label all exhibits in the upper right corner.)*

- Exhibit 1: Contract Renewal Agreements
- Exhibit 2: Contractor Renewal Evaluation Form
- Exhibit 3: Contractor Performance Reports

Contact Information *(Type Name, Title, Agency and Phone)*

Hakeem Oshikoya, Finance Director, 404-612-7641
Ray Turner, Deputy Finance Director, 404-612-7737
Verna Thomas, Employee Benefits Manager, 404-612-7639. Finance Department

Contract Attached

Yes

Previous Contracts

Yes

Total Contract Value

Original Approved Amount: Anthem Plans: Enrollment based on per member per month administrative fees.
Kaiser Plans: Enrollment based on approved premium rates

Previous Adjustments:
This Request:
TOTAL:

Grant Information Summary

Amount Requested: Cash
Match Required: In-Kind
Start Date: Approval to Award
End Date: Apply & Accept
Match Account \$:

Fiscal Impact / Funding Source

Funding Line 1:

426-999-P003-1560: Group Insurance Stabilization, General Fund, Administrative

Key Contract Terms	
Start Date: 1/1/2024	End Date: 12/31/2024
Cost Adjustment:	Renewal/Extension Terms: No renewal options remain

Overall Contractor Performance Rating:

Anthem BCBS of Georgia 91
Kaiser Permanente 91

Would you select/recommend this vendor again?

Yes

Report Period Start: 1/1/2023 Report Period End: 6/30/2023