



# DeKalb County Government

Manuel J. Maloof Center  
1300 Commerce Drive  
Decatur, Georgia 30030

## Minutes

### ERPS-Employee Relations & Public Safety Committee

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Thursday, March 10, 2022

2:00 PM

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#### Special Called Meeting

*This meeting will be conducted via teleconference (Zoom). Simultaneous public access to the meeting will be available*

*(1) via live stream on DCTV's webpage,*

*(2) on DCTVChannel23.TV*

Meeting Started At: 2:01 PM

Attendees: Commissioners Terry, Rader, Cochran-Johnson

**Present**            2 - Commissioner Ted Terry, and Commissioner Jeff Rader

**Absent**             1 - Commissioner Steve Bradshaw

#### I. DISCUSSION

##### DeKalb Health & Wellness Rates for 2022

*-information provided by Director Larry Jacobs on the County's life insurance plans*

*-information provided by Paul Kersting, Brett Haywood, Nolen Quattara of Buck Consulting*

*-Question JR: did Hartford provide a best and final at the same time as Sunlife?*

*B Haywood: they all provided a best and final offer at the same time*

*-Question JR: how much is the total cost to the county for Hartford?*

*B Haywood: total employer cost about \$1.5M, total premium about \$4M*

*-Question JR: how many of our employees have chosen not to have life insurance?*

*-B Haywood: 13% of employee base waived basic life insurance; choosing to not elect. This is an active election choice*

*-Question TT: does it make sense to automatically opt in life insurance for new employees?*

*L Jacobs: Certainly if the county was paying 100% of the premium to have an auto opt-in; however DeKalb provides a subsidy, and auto enrolling them in life insurance may have unintended consequences.*

*-Question TT: would you like our opinion on what it would take to make that 100%?*

*JR: that's one of the reasons for this discussion and it would take that additional \$375,000; let's circle back to that after this presentation*

-Discussion of long-term care weekly premiums

-TT: this is a really great benefit and could help with retention

-Discussion of DeKalb's medical and pharmacy plans

-Question TT: could you provide more information about the over the counter COVID test mandate?

-Information provided by Paul Kersting

-Question TT: is there a program where we can bulk purchase test kits?

B Haywood: the county does that I believe; that's why we're not anticipating as much as we would have otherwise because the county and citizens have already received those tests from the county

-Question TT: regarding the near-site clinic, is this in a County building?

L Jacobs: about 2 years ago we engaged Buck to run a RFP to run an on-site or near-site clinic for employees with no co-pay and save the county money. Their study checked the box for these both. We were a bit derailed when COVID hit with the date. We are looking at a near-site clinic, rather than putting it in Sam Street or Maloof buildings. We're looking at as many options as we can, and we are preparing a final report for the administration on the investment for that. We would expect a pretty decent ROI for a near or on-site clinic

-Question TT: is there a virtual near-site clinic that would handle this?

L Jacobs: Our partners at Anthem continue to offer virtual visits for low or no cost co-pay; but that program has gone away, and employees often choose to go in person. But we do think a on-site clinic would be another tool in our toolbox to mitigate the costs of rising health care.

-Question JR: when are we pulling the trigger on this?

L Jacobs: the site locations have been a challenge; locating within a county building could make it inaccessible to another group. We are looking at a particular area, and look to have concrete numbers in the next 4-6 weeks

-Discussion of 2022/2023 strategic considerations for DeKalb County

-Question JR: regarding domestic partner benefits, we don't have a strategic direction at the current moment?

B Haywood: correct; over the next year this is an item on the list to explore

-Question TT: how often do we survey our employees? I wonder if we can survey our employees on domestic partnership benefits, and what employee perceive to be good benefits. How much data do we have for our employees in terms of what they want to see?

L Jacobs: It's been a while since we did a countywide survey; we could put together a survey to examine how employees feel about what they pay vs newer benefits opportunities

-Question TT: regarding the tobacco program, where are you all with research on a surcharge for employees that smoke?

L Jacobs: currently DeKalb does have a tobacco surcharge of \$50/month; we haven't reviewed other employers to see if raising that surcharge is a better incentive. We do have a great education program with Michelle Waldorff and positive rewards for tobacco cessation

-TT: there is a mental health component to this as well; perhaps there could be a mental health program that could be a first step before addressing that behavioral change

-Commissioner Terry requests COVID surcharge be considered in the list of strategic considerations for DeKalb County

-Question JR: is the trend you're seeing with cancer a trend?

B Haywood: You have consistently had cancer in your claims rise year after year. This year was one of the worst in terms of total value regarding those claims. The health care system shutting down during COVID also had an impact on that

P Kersting: it also tracks along with age, genetics, and personal behavior, in terms of eating, activity, and other personal choices

-Question JR: but the age diagnosis is not rising, and \$38,000 seems to make sense?

B Haywood: we agree

-Question TT: are you looking for the ERPS committee to provide some suggestions on this presentation?

Z Williams: absolutely

-Question TT: when do we need to make a final recommendation?

Z Williams: probably next time you see this

-JR: I may suggest that you have another meeting to digest this. I would encourage you to sit down with that slide deck, and schedule a time for Director Jacobs to have the consultants walk you through it. We will have to bite the bullet regarding the rate increase for both us and the participants. I would like to know how we think the reduction in the county's contribution to the HSA will affect participation in the program. We'd like to get folks in the county in these programs that are low cost to the county and to the participant. In many cases, the intervention programs are worth their cost, because if we can intervene in the person's diagnosis cycle, then we can better treat them and the cost. I would like to have data on the relationship between the participation and the county's contributions

*-TT: I'll set up another time to go through the deck for my review; let's ensure every commissioner has the chance to catch up Mr. Jacobs. Would you like to bring this back at the next ERPS for a decision?*

*L Jacobs: yes sir*

*B Haywood: open enrollment starts in early May, so decisions will need to be made relatively soon*

*-TT: the next voting meeting is March 22nd. If we go normal course, we would be pushed to April 12th. Based on that, do you want to have recommendations by Tuesday March 15th?*

*Z Williams: we will make every effort; if we can then Larry Jacobs and his team would have more time, if we can't then they would have less time. Let's see if we can get it done sooner than later*

*-TT: if we have some recommendations by Tuesday, let's take them. But if we need more time let us know. We will finish the other item at the next committee meeting.*

FY22 Department Budget: E911

*-Discussion not heard in committee; will be placed on the March 15, 2022 ERPS committee agenda*

Meeting Ended At: 3:40 PM

**MOTION was made by Jeff Rader, seconded by Ted Terry, that this agenda item be adjourned meeting. The motion carried by the following vote:**

**Yes: 2 - Commissioner Terry, and Commissioner Rader**

**Absent: 1 - Commissioner Bradshaw**

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Barbara H. Sanders-Norwood CCC, CMC