

## Study & Formulating Recap as of 12/14/2020

### Items Requested for Study

**Medical Care:** Examine and make recommendations regarding a lower cost employee health plan option that delivers substantive health & wellness benefit for our employees, e.g., preventative care-oriented high-deductible plans as requested in the employee workforce insight assessment survey.

**Medical Care:** Examine and make recommendations regarding migrating our retiree health plan options to plans that better maximize the Federal provision of healthcare to those 65 and older, e.g., Medicare Advantage plans.

### **In Line Of Duty Program (IOD)**

### **Pension funding and contribution rate setting**

<u>Purpose and Source of Study</u>	<u>Information Presented</u>
Provide Metro Employee Benefit Board (MEBB) with the flexibility to manage and administer the medical plans	This is currently being considered by the MEBB based on presentations by Deloitte to the MEBB at the October and November Study Sessions.
Seek recommendations on strategies for optimizing healthcare programs to reduce costs for employees and retirees - this will address Metro's \$4.2 billion unfunded OPEB liability which the Administration has said is their #1 concern	Presentation by Deloitte on 11/12/2020 & 12/1/2020
Review IOD programs versus best practice to reduce associated costs and identify opportunities for improved outcomes for our employees. These may include IOD policies, provider management and consistency of IOD expenditures with healthcare plans.	Presentation by HR and Union representatives on 9/25/2020
Review current pension practices versus best practices for similar local governments, including governance, oversight, and investment policies and management and any related recommendations the Committee deems fit.	Presentation by Findley on 11/12/2020

<u>Possible Recommendation</u>	<u>Estimated Actuarial Cost/Savings</u>
Remove language in Metro Code Section 3.08.110 specifying the PPO plan's out-of-pocket maximum	
<p>Effective 1/1/2023, offer Metro pensioners a Group Medicare Advantage plan as their only option</p> <p>Remove the Employer Group Waiver Plan language from the Metro Code</p>	
Have a Central Safety Office within the Human Resources Department	
No recommendation at this time. Metro's pension plan is well funded at more than 90% for the last several years and Metro's actuarial strategy is sound.	

Decision Deadline

1-Feb-21

1-Feb-21

1-Feb-21

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