



## **Item Cover Page**

### **GLYNN COUNTY BOARD OF COMMISSIONERS AGENDA ITEM REPORT**

**DATE:** September 18, 2025

**SPONSOR:** D. Pollock

**ITEM TYPE:** Personnel

**AGENDA SECTION:** CONSENT AGENDA - General Business

**AGENDA LANGUAGE:** Approve the 2026 Benefits Renewal recommendations for employee benefits with funding from the FY26 Administrative Services Fund – Employee Benefits. (D. Pollock)

**BACKGROUND:**

Glynn County's employee benefits consultant and broker, MSI Benefits, is responsible for reviewing the County's benefits plans, marketing, soliciting proposals, and recommending the best products to the County on an annual basis. The consultants also review the benefits plan designs and recommend changes as necessary. The following are the recommendations for the calendar year 2026.

For 2026, we recommend a partnership with Nomi Health - via the Southeast GA Health System, which will provide Tier 1 services to our covered employees and their dependents at zero copay and zero deductible.

#### **2026 Benefit Recommendation:**

**Medical and Pharmacy**

Approve ASR as the Third Party Administrator services with Nomi Health via Southeast GA Health Services and Pharmacy Benefit Manager services with Veracity: Current Annual Administration Cost \$780,798, and the Renewal Total Administration Cost \$702,195. An annual decrease of \$78,603 (10% percentage of change)

Additionally, the County's current stop-loss insurance through Voya is set to renew on January 1, 2026. The final renewal and alternative carrier options will not be presented until mid-October 2025, as Voya and each prospective carrier will need to review September claims data. This will be presented in late October or early November for BOC approval.

### **Dental**

Cancel the renewal with Delta Dental for the 2026 benefits year

Start services with United Concordia Dental for the 2026 benefits year

The County will receive lower rates, more in-network providers, a \$7,000 implementation credit, firm rates until 01/01/2028, and three cleanings per year instead of two by the current carrier.

### **Vision**

Renewal not until 01/01/2027 with Anthem vision (no change in benefits or cost)

### **All Other Benefits** (Life, Disability, Supplemental, FSA)

No change to plans or cost

FSA max to increase per IRS guidelines

### **Employee Assistance Program**

Renew with Ulliance—no changes to rates or agreement.

**Funding Source:**

Employer-paid benefits – Health (medical, stop loss, pharmacy), Long Term Disability, & Basic Life Insurance are budgeted in the Administrative Services Fund – Employee Benefits. The employee pays for Voluntary Benefits.

**ATTACHMENTS:**

[Glynn County - Benefits Renewal 9-18-25 BOC Meeting.pdf](#)