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# CITY OF ATLANTA

## DEPARTMENT OF HUMAN RESOURCES

### CY22 EMPLOYEE HEALTHCARE BENEFITS

**MAY 12, 2021**

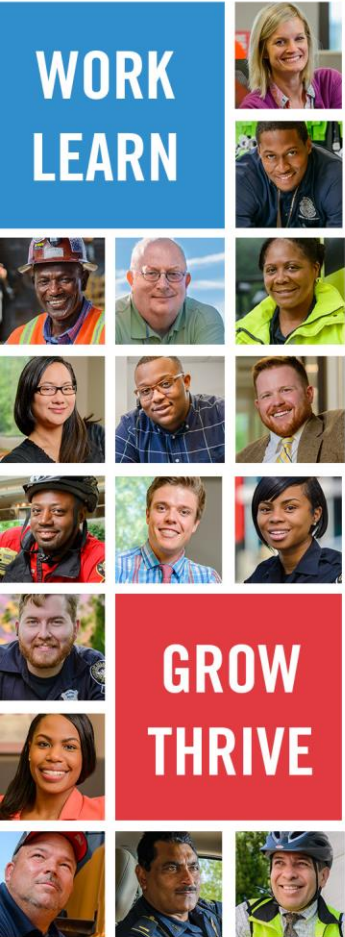
PRESENTED BY  
INTERIM COMMISSIONER JEFFREY B. NORMAN

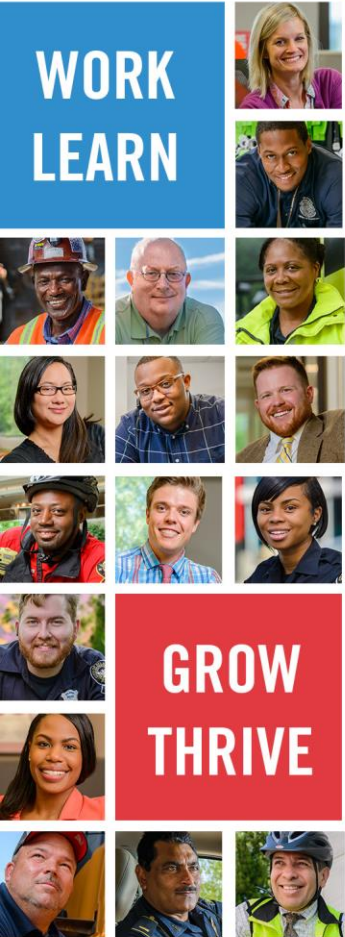


## Background

In 2018, the Department of Human Resources (DHR) put out a new solicitation for employee healthcare benefits. This was a one-year contract for calendar year 2019. It had two-one year renewal options, which were executed for calendar years 2020 and 2021.

This benefits contract is over \$150M annually. DHR is currently working with consultants for analyses to inform the scope of the benefits Request for Proposals (RFP). The consultant team is capturing data and using industry knowledge for their analyses to ensure the City can maintain quality healthcare options for employees and contain or reduce costs.





## Recommended Timeline

The Mayor's Office of Innovation and Performance has been tasked with providing project management support. We have connected with the Department of Procurement (DOP) and DHR and have a detailed recommended timeline below. This timeline is necessary to ensure judicious execution of employee benefits for open enrollment for October & November 2021. Benefits would begin January 2022.



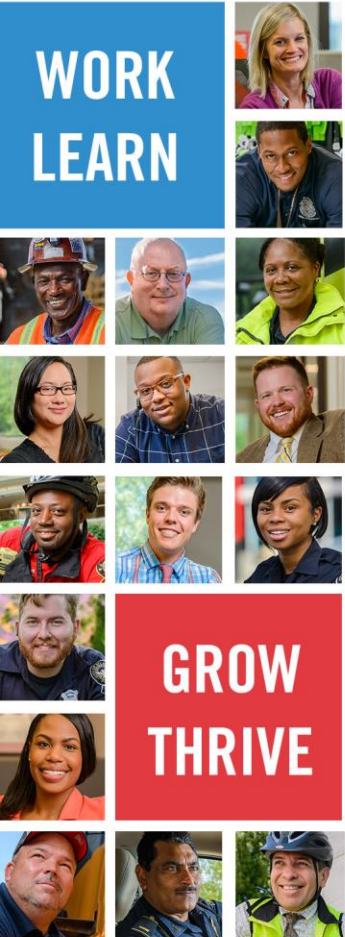
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Action Item	Date
<b>Trigger Package to DOP</b> * Dependent on completion of work by consultants **Consultants are currently not under contract. DHR expects to have a finalized contract by 5/15/2021.	June 1
<b>Request for Proposals (RFP) open</b>	June 16
<b>City receives proposals and RFP is closed</b>	July 15
<b>Collaborative Scoring</b>	July 27
<b>DOP receives scores from OCC and Risk Management</b>	July 28
<b>Final scores submitted</b>	July 29
<b>DHR makes recommendation</b>	August 4
<b>Introduce legislation via personal paper at Full Council</b>	August 16
<b>Finance Executive Committee Read</b>	August 25
<b>Full Council- Final Read</b>	August 30
<b>DOP prepares contract documents submits to Law</b>	Sept 1
<b>Law reviews contract documents</b>	September 7
<b>DOP sends contract to Vendor</b>	September 8
<b>Vendor signs contract</b>	September 21
<b>Internal Signature Routing Process</b>	October 5
<b>Active Contract</b>	October 7
<b>Open enrollment for employees</b>	October + November 2021
<b>Benefits Begin</b>	January 2022



## Contingency Plan

It is not an uncommon process to extend the current agreements for a 12-month period through legislation. Then, DHR would continue with the RFP Process with the effective date for the new benefits plans agreement being 1/1/2023 instead of 1/1/2022.

Currently, DHR has received some inquiries from existing vendors to determine if the City would consider extending the existing agreement for another 12 months.





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# QUESTIONS?

