



HOLMES MURPHY®

THINKING AHEAD

WILLIAMSON COUNTY

BENEFIT COMMITTEE RECOMMENDATIONS

6/11/2019

OVERVIEW

ASSUMPTIONS	
MEDICAL TREND	7.1%
PHARMACY TREND	7.5%

Williamson County 5 year trend: Medical 6.6%, Pharmacy 8.3%

2019 BUDGET	
MEDICAL CLAIMS	\$14,043,546
PHARMACY CLAIMS	\$5,834,004
DENTAL CLAIMS	\$1,098,962
STOP LOSS, ADMIN, PREMIUMS, COMPLIANCE FEES	\$2,637,237
EMPLOYER & EMPLOYEE CONTRIBUTIONS	\$23,658,498
DIFFERENCE	\$44,749

2020 BUDGET FORECAST	
MEDICAL CLAIMS	\$14,828,630
PHARMACY CLAIMS	\$5,141,417
DENTAL CLAIMS	\$1,170,424
STOP LOSS, ADMIN, PREMIUMS, COMPLIANCE FEES	\$3,600,627
EMPLOYER & EMPLOYEE CONTRIBUTIONS	\$24,741,098
DIFFERENCE	\$0

ADDITIONAL PLAN CHANGES

Type of Change	2019	2020
DIABETIC PHARMACY	COVERED AT 100% ALL TIERS	COVERED AT 100% ONLY TIER 1 & TIER 2, TIER 3 TO FOLLOW PHARMACY SCHEDULE
ADVANTAGE PDL – HIGHEST VALUE DRUGS PLACED ON THE LOWEST POSSIBLE TIER = TOTAL HEALTHCARE VALUE	PROGRAM NOT IMPLEMENTED	PROGRAM IMPLEMENTED ANNUAL SAVINGS OPPORTUNITIES \$253.5K



ADDITIONAL PLAN CHANGES

Pharmacy	2019	2020
MEDICAL NECESSITY EVALUATES THE CLINICAL APPROPRIATENESS OF A MEDICATION REGARDING CONDITION AND SEVERITY BEING TREATED	PROGRAM NOT IMPLEMENTED	PROGRAM IMPLEMENTED ANNUAL SAVINGS OPPORTUNITIES \$84.6K
NOTIFICATION – PHYSICIAN AUTHORIZATION REQUIRED TO PROMOTE BETTER MEMBER DECISIONS	PROGRAM NOT IMPLEMENTED	PROGRAM IMPLEMENTED ANNUAL SAVINGS OPPORTUNITIES \$44.5K
STEP THERAPY – REQUIRING MEMBERS TO TRY A MORE COST-EFFECTIVE MEDICATION FIRST. INCLUDES CLASSES SUCH AS MS & SEIZURE MEDICATIONS.	PROGRAM NOT IMPLEMENTED	PROGRAM IMPLEMENTED ANNUAL SAVINGS OPPORTUNITIES \$28.2K



ADDITIONAL PLAN CHANGES

Vision	2019	2020
<p>VISION PLAN</p> <p>EYE EXAM COVERED AT 100%, FRAME/CONTACT LENS ALLOWANCE UP TO \$250 (IN NETWORK) EYEGLASS LENS: (IN NETWORK) COVERED 100%;</p> <p>SINGLE, BIOFOCAL, TRIFOCAL (OUT OF NETWORK):</p> <p>SINGLE ALLOWANCE \$40 BIOFOCAL ALLOWANCE \$60 TRIFOCAL ALLOWANCE \$80</p>	<p>COVERED AT 100%, INCLUDED WITH MEDICAL ENROLLMENT</p>	<p>OFFERED TO ALL FULL TIME ELIGIBLE EMPLOYEES/RETIREEES,</p> <p>ESTIMATED ANNUAL EMPLOYEE COST \$419,246.00</p> <p>ESTIMATED ANNUAL RETIREE COST \$24.201.00, TOTAL COMBINED: \$443,447.00</p>
<p>TOTAL ESTIMATED POTENTIAL 2020 ANNUAL SAVINGS OPPORTUNITIES</p>		<p>\$854,247.80</p>

EMPLOYER CONTRIBUTION CHANGES

	2019	2020
EMPLOYER CONTRIBUTION PER FULL-TIME POSITION, PER MONTH	\$761.00	\$799.00
TOTAL ESTIMATED EMPLOYER COSTS		\$922,032



PROPOSED 2020 RATES (EMPLOYEE & EMPLOYER)

With All Incentives			
	Monthly Employee	Monthly Employer	Total Cost
Nexus ACO OA Plan			
Employee Only	\$54.08	\$519.01	\$573.09
Employee/Spouse	\$216.32	\$1,339.89	\$1,556.21
Employee/Child	\$113.36	\$1,244.05	\$1,357.41
Employee/Family	\$226.72	\$2,113.14	\$2,339.86
With All Incentives			
	Monthly Employee	Monthly Employer	Total Cost
Choice Plus Plan			
Employee Only	\$211.12	\$498.71	\$709.83
Employee/Spouse	\$350.48	\$1,507.47	\$1,857.95
Employee/Child	\$269.36	\$1,357.64	\$1,627.00
Employee/Family	\$404.56	\$2,371.69	\$2,776.25



PROPOSED 2020 COBRA RATES

2020 COBRA Rates		
	Total Cost	Monthly COBRA Rates +2%
Nexus ACO OA Plan		
Employee Only	\$573.09	\$584.55
Employee/Spouse	\$1,556.21	\$1,587.33
Employee/Child	\$1,357.41	\$1,384.56
Employee/Family	\$2,339.86	\$2,386.66
Choice Plus Plan		
Employee Only	\$709.83	\$724.03
Employee/Spouse	\$1,857.95	\$1,895.11
Employee/Child	\$1,627.00	\$1,659.54
Employee/Family	\$2,776.25	\$2,831.78



EMPLOYEE CONTRIBUTION CHANGES

	PY 2019 Monthly Premiums			
	<u>EE</u>	<u>ES</u>	<u>EC</u>	<u>EF</u>
Nexus ACO OA Plan Choice Plus Plan	\$52	\$208	\$109	\$218
	\$203	\$337	\$259	\$389
	PY 2020 Monthly Premiums			
	<u>EE</u>	<u>ES</u>	<u>EC</u>	<u>EF</u>
Nexus ACO OA Plan Choice Plus Plan	\$54.08	\$216.32	\$113.36	\$226.72
	\$211.12	\$350.48	\$269.36	\$404.56
	\$ Increase Per Month			
	<u>EE</u>	<u>ES</u>	<u>EC</u>	<u>EF</u>
Nexus ACO OA Plan Choice Plus Plan	\$2.08	\$8.32	\$4.36	\$8.72
	\$8.12	\$13.48	\$10.36	\$15.56



RETIREE CONTRIBUTION CHANGES

Retire Prior to 2/1/13	PY 2019 Monthly Premiums			
	EE	ES	EC	EF
Nexus ACO OA Plan	\$52	\$208	\$109	\$218
Choice Plus Plan	\$203	\$337	\$259	\$389
	PY 2020 Monthly Premiums			
	EE	ES	EC	EF
Nexus ACO OA Plan	\$54.08	\$216.32	\$113.36	\$226.72
Choice Plus Plan	\$211.12	\$350.48	\$269.36	\$404.56
	\$ Increase Per Month			
	EE	ES	EC	EF
Nexus ACO OA Plan	\$2.08	\$8.32	\$4.36	\$8.72
Choice Plus Plan	\$8.12	\$13.48	\$10.36	\$15.56



RETIREE CONTRIBUTION CHANGES

8-15 yrs of service, Retire after 2/2013	PY 2019 Monthly Premiums			
	<u>EE</u>	<u>ES</u>	<u>EC</u>	<u>EF</u>
	\$395	\$760	\$619	\$937
	\$558	\$985	\$801	\$1,171
	PY 2020 Monthly Premiums			
	<u>EE</u>	<u>ES</u>	<u>EC</u>	<u>EF</u>
	\$410.80	\$790.40	\$643.76	\$974.48
	\$580.32	\$1,024.40	\$833.04	\$1,217.84
	\$ Increase Per Month			
	<u>EE</u>	<u>ES</u>	<u>EC</u>	<u>EF</u>
	\$15.80	\$30.40	\$24.76	\$37.48
	\$22.32	\$39.40	\$32.04	\$46.84



RETIREE CONTRIBUTION CHANGES

16+ yrs of service after 2/2013	PY 2019 Monthly Premiums				
	<u>EE</u>	<u>ES</u>	<u>EC</u>	<u>EF</u>	
	Nexus ACO OA Plan	\$217	\$438	\$340	\$515
	Choice Plus Plan	\$363	\$726	\$493	\$726
	PY 2020 Monthly Premiums				
	<u>EE</u>	<u>ES</u>	<u>EC</u>	<u>EF</u>	
	Nexus ACO OA Plan	\$225.68	\$455.52	\$353.60	\$535.60
	Choice Plus Plan	\$377.52	\$755.04	\$512.72	\$755.04
	\$ Increase Per Month				
	<u>EE</u>	<u>ES</u>	<u>EC</u>	<u>EF</u>	
	Nexus ACO OA Plan	\$8.68	\$17.52	\$13.60	\$20.60
	Choice Plus Plan	\$14.52	\$29.04	\$19.72	\$29.04



OTHER BENEFITS

- ADDITION OF BASIC LIFE INSURANCE AMOUNT FOR EMPLOYEE COVERAGE FROM \$10K TO \$20K, NO RATE INCREASE FOR EMPLOYER 2020
- NO CHANGE IN DENTAL PLAN DESIGN
- NO CHANGE IN DENTAL PREMIUMS
- NO CHANGE IN VOLUNTARY LIFE, LONG TERM OR SHORT TERM DISABILITY
- WELLNESS PROGRAM TO REMAIN THE SAME AS 2019 WITH BOTH COVERED EMPLOYEES AND SPOUSES COMPLETING THE FOLLOWING WELLNESS ACTIONS:
 - HRA
 - WELLNESS EXAM
 - BIOMETRIC SCREENING (LABS)



We Believe...

**THAT THE #1 DRIVER OF
HEALTHCARE COST IS...**



Identifying Metabolic Syndrome

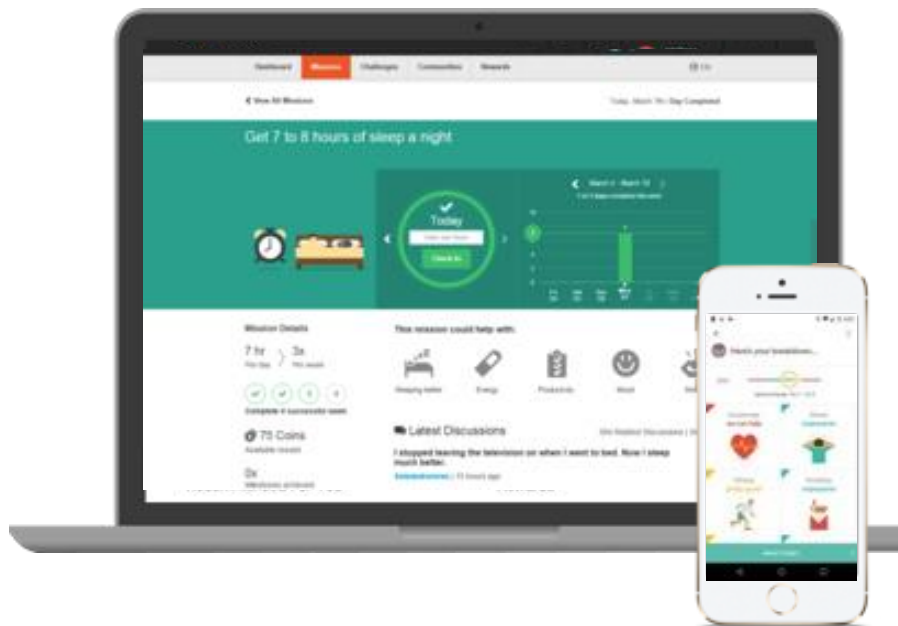
Measure	At Risk Definition
Waist Circumference	Greater than or Equal to 40 in. for Males Greater than or Equal to 35 in. for Females
Triglycerides	Greater than or Equal to 150
HDL Cholesterol	Less than 40 for Males Less than 50 for Females
Fasting Glucose	Greater than or Equal to 100
Blood Pressure	Greater than or Equal to 135 Systolic OR Greater than or Equal to 85 Diastolic

If you have 3 or more of above risk factors you have Metabolic Syndrome, and are at a greater risk of developing Diabetes, Hypertension, and Heart Disease.





State-of-the-art digital health and wellness experience



- ✓ Easy-to-use, consumer-friendly, digital interface
- ✓ Adaptive technology creates a personalized and relevant experience
- ✓ Drives participation, engagement and program completion
- ✓ Multiple levels of engagement tied to rewards
- ✓ Wearable device integration and communication triggers motivate users to achieve goals
- ✓ Integrates with Optum data and clinical ecosystem

Uniting clinically proven science with a transformation coach and engaging content.

The Real Appeal weight-loss program helps members prevent disease, change behavior and save on medical expenses.

