



**WILLIAMSON COUNTY
JANUARY BENEFIT COMMITTEE MEETING
1/29/2020**

AGENDA

1. UNITED HEALTH CARE

- 2021 Renewal
- Network- Access to Care
- RX Updates

2. FINANCIALS

- Trend Update
- Large Claims

3. WELLNESS UPDATE

- Biometric Results
- Top 5 Conditions

4. REQUEST FOR PROPOSALS

- Group Term Life-Employer Paid
- Voluntary Benefits- Employee Paid
 - *Accident, Critical Illness, Disability, Identity Theft, Life, & Pre-paid Legal*
- Benefit Enrollment Web-based System
- Stop Loss

THERE'S NO

place
LIKE

HOLMES

**OUR CLIENTS
ARE LIKE FAMILY.**

*Welcome
Holme!*

UNITED HEALTHCARE CONSIDERATIONS

1. 2021 Renewal – Administrative fees, +3% (approximately +\$29k in 2021 over 2020).

2. 2021 Network Considerations –

- *Access to Care*
 - Nexus Network and Narrow Networks
- *Member and financial impacts*
- *Moving to Open Access network (removing narrow network)*

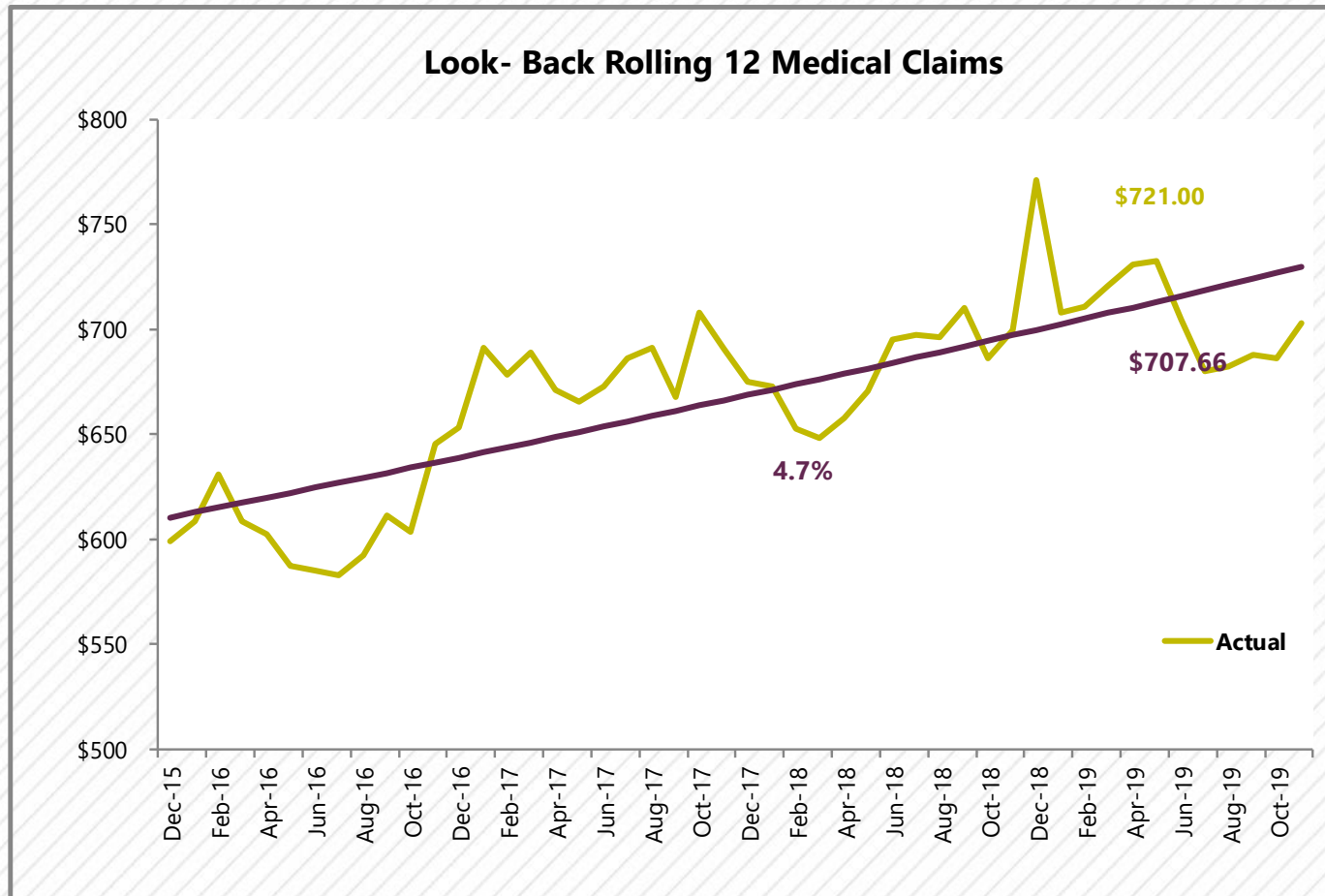
*Annual Cost between +\$1M to +\$1.5M

*Less noise to members

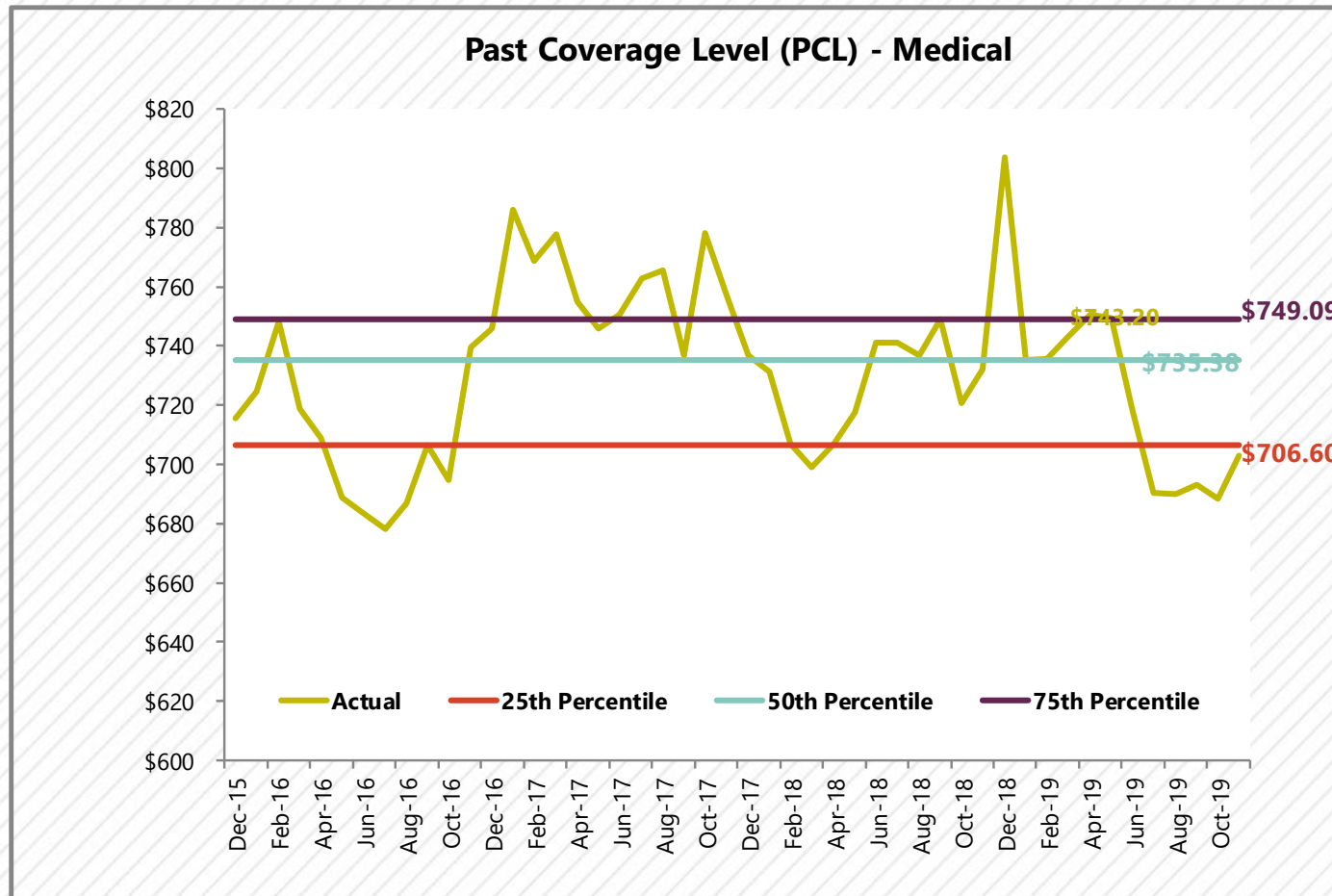
3. RX Formulary Updates



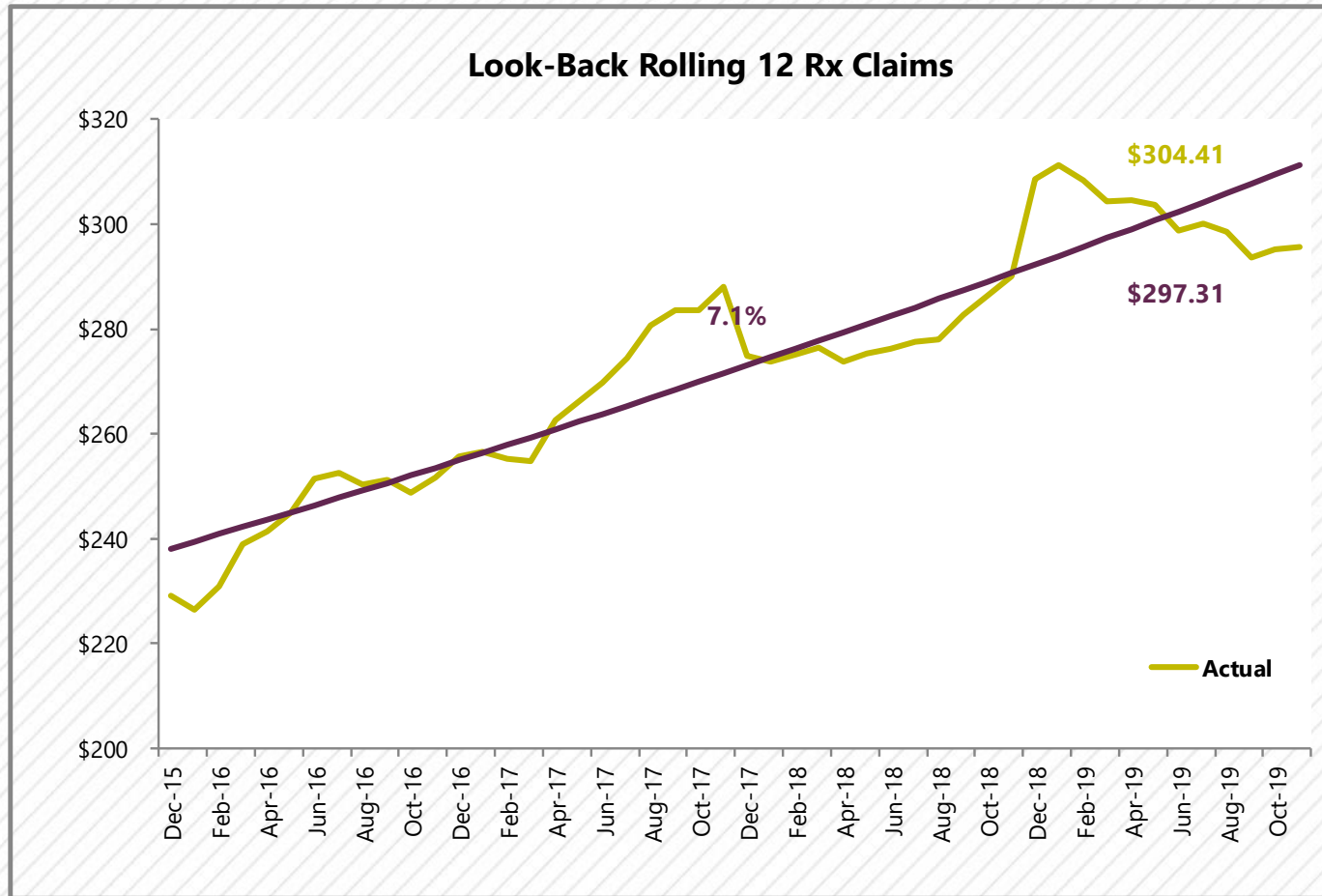
FINANCIAL - MEDICAL TREND



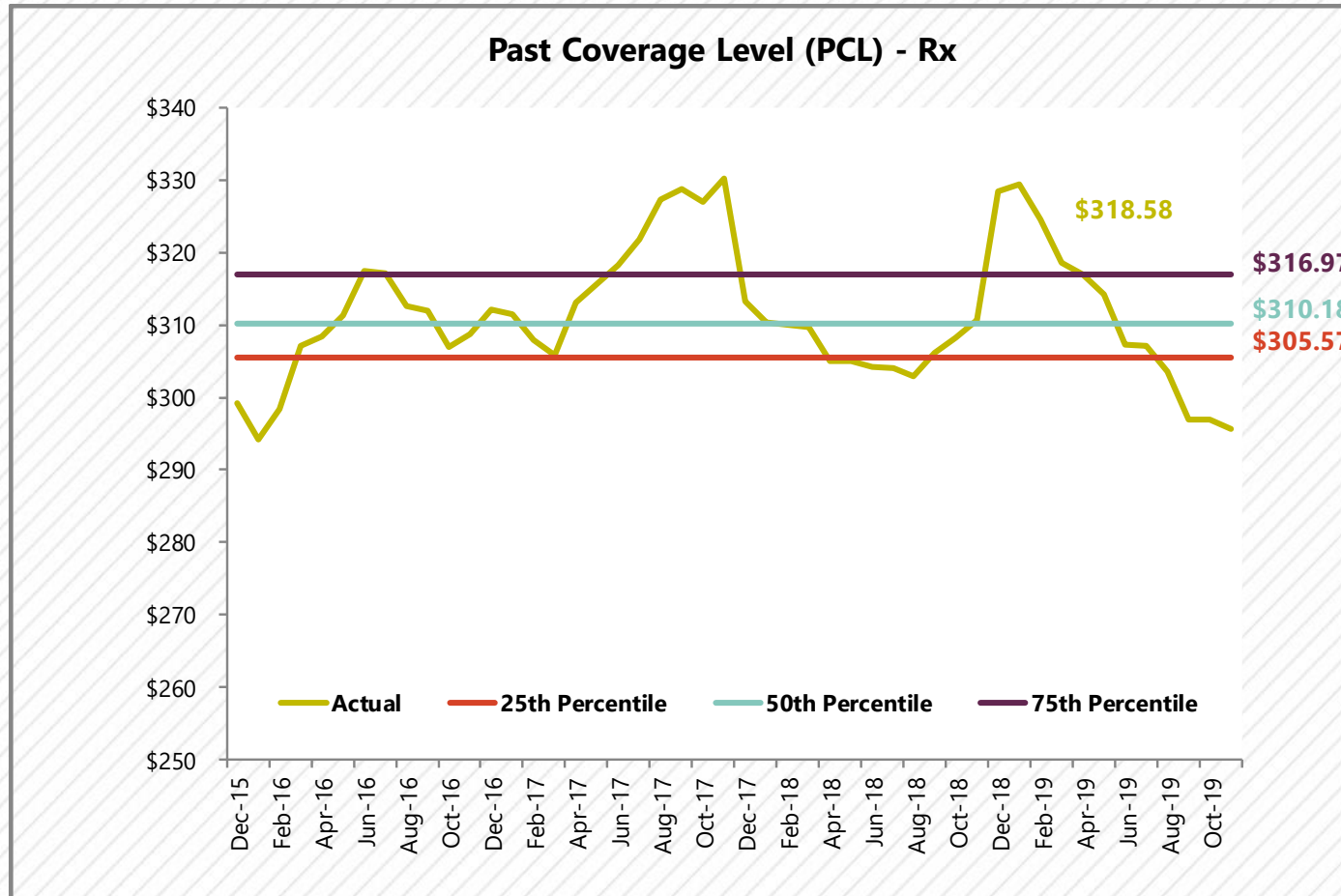
FINANCIAL - MEDICAL TREND



FINANCIAL - PHARMACY TREND



FINANCIAL - PHARMACY TREND



FINANCIAL - LARGE CLAIMS

Claimant	Policy Number	Relationship Description	Active or Terminated Status	Calculated Open/Closed Status	Primary Diagnosis	Primary Diagnosis Description	Total
Claimant 1	000911463	SPOUSE	ACTIVE	OPEN	Z51.11	ENCOUNTER FOR ANTINEOPLASTIC CHEMO	\$ 590,179.57
Claimant 2	000911463	EMPLOYEE	TERMED	CLOSED	T80.211A	BLOODSTREAM INF D/T CVC INITIAL	\$ 517,414.00
Claimant 3	000911463	EMPLOYEE	ACTIVE	OPEN	C9200	ACUTE MYELOBLASTIC LEUK NOT REMISS	\$ 472,192.09
Claimant 4	000911463	SPOUSE	TERMED	CLOSED	S3693XA	LACERATION UNS INTRA-ABD ORGAN INIT	\$ 378,225.63
Claimant 5	000911463	CHILD	TERMED	CLOSED	C717	MALIGNANT NEOPLASM OF BRAIN STEM	\$ 346,311.09
Claimant 6	000911463	SPOUSE	TERMED	CLOSED	Z51.12	ENC ANTINEOPLASTIC IMMUNOTHERAPY	\$ 330,679.36
Claimant 7	000911463	SPOUSE	ACTIVE	OPEN	C4922	MAL NEO CONN SFT TISS LT LW LMB HIP	\$ 325,868.83
Claimant 8	000911463	EMPLOYEE	ACTIVE	OPEN	M4312	SPONDYLOLISTHESIS CERVICAL REGION	\$ 295,077.26
Claimant 9	000911463	CHILD	ACTIVE	OPEN	Z38.01	SINGLE LIVEBORN INFANT DELIV C-SECT	\$ 204,361.65
Claimant 10	000911463	SPOUSE	ACTIVE	OPEN	Z51.12	ENC ANTINEOPLASTIC IMMUNOTHERAPY	\$ 186,710.13
Claimant 11	000911463	SPOUSE	ACTIVE	OPEN	M5127	OTH IV DISC DISPLACEMENT LS REGION	\$ 180,961.77
Claimant 12	000911463	SPOUSE	ACTIVE	OPEN	G35	MULTIPLE SCLEROSIS	\$ 180,467.27
Claimant 13	000911463	SPOUSE	ACTIVE	OPEN	M5137	OTH IV DISC DEGEN LUMBOSACRAL RGN	\$ 146,892.78
Claimant 14	000911463	EMPLOYEE	TERMED	CLOSED	C9000	MX MYELOMA NOT ACHIEVED REMISSION	\$ 143,439.72
Claimant 15	000911463	SPOUSE	ACTIVE	OPEN	A419	SEPSIS UNSPECIFIED ORGANISM	\$ 142,513.78
Claimant 16	000911463	EMPLOYEE	ACTIVE	OPEN	I493	VENTRICULR PREMATURE DEPOLARIZATION	\$ 140,014.18
Claimant 17	000911463	CHILD	ACTIVE	OPEN	S52502D	OTHER DIAGNOSIS	\$ 139,219.10
Claimant 18	000911463	SPOUSE	ACTIVE	OPEN	B348	OTHER VIRAL INFECTIONS OF UNS SITE	\$ 139,026.49
Claimant 19	000911463	SPOUSE	ACTIVE	OPEN	Z51.12	ENC ANTINEOPLASTIC IMMUNOTHERAPY	\$ 130,164.81
Claimant 20	000911463	EMPLOYEE	ACTIVE	OPEN	D4622	REFRACTORY ANEMIA EXCESS BLASTS 2	\$ 116,987.83
Claimant 21	000911463	EMPLOYEE	ACTIVE	OPEN	C61	MALIGNANT NEOPLASM OF PROSTATE	\$ 105,868.17
Claimant 22	000911463	EMPLOYEE	ACTIVE	OPEN	E119	TYPE 2 DM WITHOUT COMPLICATIONS	\$ 104,841.41
Claimant 23	000911463	EMPLOYEE	TERMED	CLOSED	K51011	ULCERATIVE PANCOLITIS RECTAL BLEED	\$ 104,210.76
Claimant 24	000911463	EMPLOYEE	ACTIVE	OPEN	I2510	ASHD NATIVE CA W/O ANGINA PECTORIS	\$ 103,273.30
Claimant 25	000911463	SPOUSE	ACTIVE	OPEN	Z45.42	ENC ADJUST & MGMT NEUROSTIMULATOR	\$ 91,004.64
Claimant 26	000911463	SPOUSE	ACTIVE	OPEN	I48.21	PERMANENT ATRIAL FIBRILLATION	\$ 90,699.02
Claimant 27	000911463	CHILD	ACTIVE	OPEN	S36031A	MODERATE LACERATION SPLEEN INITIAL	\$ 86,964.67
Claimant 28	000911463	EMPLOYEE	ACTIVE	OPEN	C770	SEC & UNS MAL NEO NODES HEAD & NCK	\$ 86,547.54
Claimant 29	000911463	EMPLOYEE	ACTIVE	OPEN	D485	NEOPLASM UNCERTAIN BEHAVIOR OF SKIN	\$ 86,496.15
Claimant 30	000911463	CHILD	ACTIVE	OPEN	M41124	ADOLES IDIOPATH SCOLIOSIS THOR RGN	\$ 86,109.11



FINANCIAL - LARGE CLAIMS

Claimant	Policy Number	Relationship Description	Active or Termined Status	Calculated Open/Closed Status	Primary Diagnosis	Primary Diagnosis Description	Total
Claimant 31	000911463	EMPLOYEE	ACTIVE	OPEN	I422	OTHER HYPERTROPHIC CARDIOMYOPATHY	\$ 78,870.33
Claimant 32	000911463	EMPLOYEE	ACTIVE	OPEN	S8011XA	CONTUSION RIGHT LOWER LEG INITIAL	\$ 76,401.66
Claimant 33	000911463	EMPLOYEE	ACTIVE	OPEN	Z12.31	ENC SCR MAMMO MALIG NEOPLASM BREAST	\$ 75,809.90
Claimant 34	000911463	CHILD	TERMED	CLOSED	A419	SEPSIS UNSPECIFIED ORGANISM	\$ 74,429.98
Claimant 35	000911463	EMPLOYEE	ACTIVE	OPEN	G35	MULTIPLE SCLEROSIS	\$ 72,452.35
Claimant 36	000911463	EMPLOYEE	ACTIVE	OPEN	M5127	OTH IV DISC DISPLACEMENT LS REGION	\$ 69,321.34
Claimant 37	000911463	CHILD	ACTIVE	OPEN	J121	RSV PNEUMONIA	\$ 67,657.42
Claimant 38	000911463	EMPLOYEE	ACTIVE	OPEN	Z12.31	ENC SCR MAMMO MALIG NEOPLASM BREAST	\$ 67,258.55
Claimant 39	000911463	EMPLOYEE	ACTIVE	OPEN	E1165	TYPE 2 DM W/HYPERGLYCEMIA	\$ 67,125.49
Claimant 40	000911463	EMPLOYEE	ACTIVE	OPEN	C44319	BASAL CELL CA SKIN OTHER PARTS FACE	\$ 66,561.62
Claimant 41	000911463	SPOUSE	ACTIVE	OPEN	I214	NON-ST ELEVATION MYOCARDIAL INFARCT	\$ 63,605.72
Claimant 42	000911463	SPOUSE	TERMED	CLOSED	M5080	OTH CERV DISC D/O UNS CERV REGION	\$ 63,292.50
Claimant 43	000911463	EMPLOYEE	ACTIVE	OPEN	K5080	CROHNS DZ BOTH SM LG INTEST NO COMP	\$ 59,083.28
Claimant 44	000911463	SPOUSE	ACTIVE	OPEN	M0579	RA W/RH FACTOR MX SITE NO ORGAN/SYS	\$ 58,977.38
Claimant 45	000911463	SPOUSE	ACTIVE	OPEN	I2109	ST ELEV MI OTH COR ART ANT WALL	\$ 58,454.80
Claimant 46	000911463	SPOUSE	ACTIVE	OPEN	C541	MALIGNANT NEOPLASM OF ENDOMETRIUM	\$ 58,445.61
Claimant 47	000911463	EMPLOYEE	ACTIVE	OPEN	Z00.00	ENC GEN ADULT EXAM W/O ABNORM FIND	\$ 57,255.72
Claimant 48	000911463	EMPLOYEE	ACTIVE	OPEN	S82291A	OTH FX SHAFT RT TIBIA INIT CLOS FX	\$ 56,751.09
Claimant 49	000911463	EMPLOYEE	TERMED	CLOSED	O09521	SUP ELDER MULTIGRAVIDA FIRST TRI	\$ 56,418.35
Claimant 50	000911463	EMPLOYEE	ACTIVE	OPEN	Z79.899	OTH LONG TERM CURRENT DRUG THERAPY	\$ 56,258.60
Claimant 51	000911463	EMPLOYEE	ACTIVE	OPEN	K5732	DVTRCLILG INT NO PERF/ABSC W/O BL	\$ 55,971.78
Claimant 52	000911463	EMPLOYEE	ACTIVE	OPEN	Z00.00	ENC GEN ADULT EXAM W/O ABNORM FIND	\$ 54,413.73
Claimant 53	000911463	EMPLOYEE	ACTIVE	OPEN	I4892	UNSPECIFIED ATRIAL FLUTTER	\$ 54,046.12
Claimant 54	000911463	EMPLOYEE	ACTIVE	OPEN	L4059	OTHER PSORIATIC ARTHROPATHY	\$ 54,012.87
Claimant 55	000911463	SPOUSE	TERMED	CLOSED	M4316	SPONDYLOLISTHESIS LUMBAR REGION	\$ 53,187.68
Claimant 56	000911463	CHILD	ACTIVE	OPEN	F1120	OTHER DIAGNOSIS	\$ 53,120.42
Claimant 57	000911463	EMPLOYEE	ACTIVE	OPEN	E7800	PURE HYPERCHOLESTEROLEMIA UNSPEC	\$ 53,075.35
Claimant 58	000911463	SPOUSE	ACTIVE	OPEN	K5080	CROHNS DZ BOTH SM LG INTEST NO COMP	\$ 52,889.97
Claimant 59	000911463	SPOUSE	ACTIVE	OPEN	R002	PALPITATIONS	\$ 52,344.45
Claimant 60	000911463	EMPLOYEE	ACTIVE	OPEN	R938	ABN FIND DX IMAG OTH SPEC BDY STRCT	\$ 51,033.72
Claimant 61	000911463	EMPLOYEE	ACTIVE	OPEN	T84.093A	OTH MECH COMP INT LT KNEE PROS INIT	\$ 50,459.61
Total							\$ 7,941,710

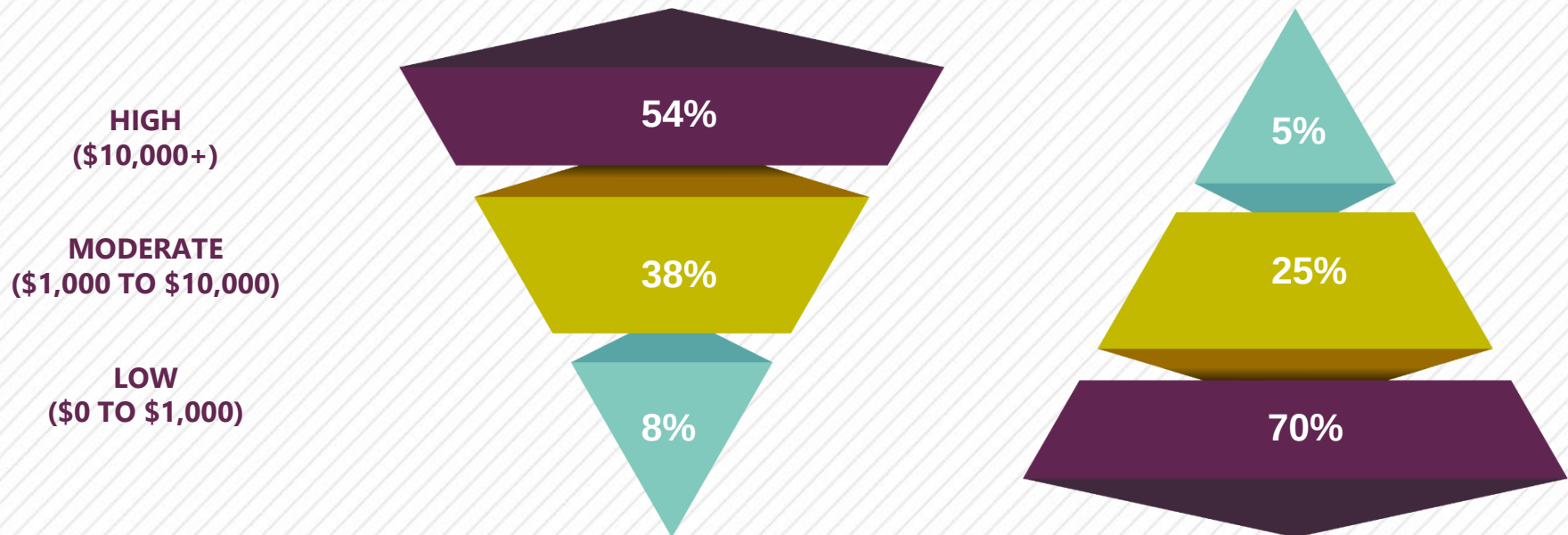


WHERE DO HIGH-COST CLAIMS REALLY COME FROM?

FINANCIAL RISK

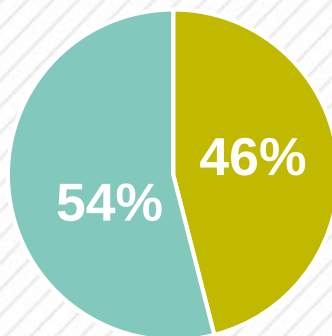
PERCENTAGE OF COST

PERCENTAGE OF POPULATION



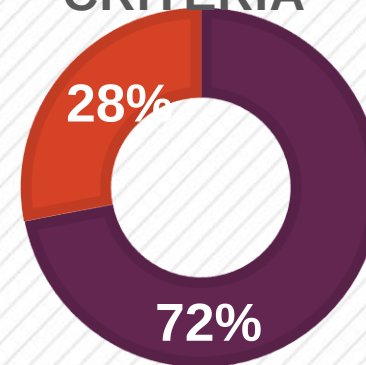
WELLNESS – BIOMETRIC RESULTS

Participation in 2019



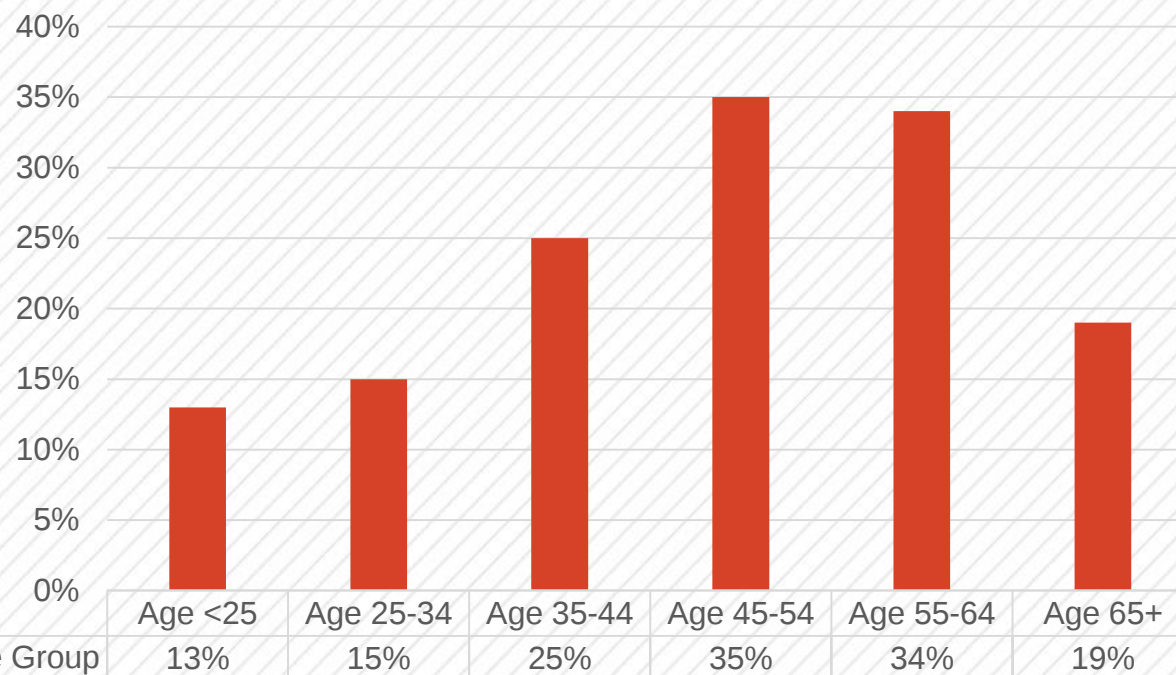
■ Male ■ Female

METABOLIC SYNDROME CRITERIA



■ Passed ■ Failed

Metabolic Syndrome by Age Group



■ Metabolic Syndrome by Age Group



WELLNESS – TOP 5 CONDITIONS (BASED ON \$)

- 1. DIABETES**
- 2. INFLAMMATORY CONDITIONS**
- 3. CANCER**
- 4. MULTIPLE SCLEROSIS**
- 5. CARDIOVASCULAR**

- 82% OF THE POPULATION ARE AT MODERATE OR HIGH RISK FOR BODY MASS INDEX**
- 71% ARE MODERATE OR HIGH RISK FOR BLOOD PRESSURE**
- 33% ARE AT MODERATE OR HIGH RISK FOR CHOLESTEROL**



REQUEST FOR PROPOSAL TIMELINE

EMPLOYER PAID-GROUP LIFE/AD&D

EMPLOYEE PAID-ACCIDENT, CRITICAL ILLNESS,
DISABILITY, IDENTITY THEFT, LIFE, & PRE-PAID LEGAL



REQUEST FOR PROPOSAL TIMELINE

BENEFIT ENROLLMENT WEB-BASED SYSTEM

RFP Process (90- 120 Days)



Implementation & Testing (90 -120 Days)

Site live for new hires, status changes & training in advance of Open Enrollment- 90 Days



Open Enrollment

Renewal



REQUEST FOR PROPOSAL TIMELINE

STOP LOSS

