



HOLMES MURPHY®

THINKING AHEAD

WILLIAMSON COUNTY BENEFIT COMMITTEE RECOMMENDATIONS

OVERVIEW

ASSUMPTIONS	
MEDICAL TREND	7.7%
PHARMACY TREND	10.3%

2018 FORECAST	
MEDICAL CLAIMS	\$12,798,947
PHARMACY CLAIMS	\$4,599,713
DENTAL CLAIMS	\$1,155,708
STOP LOSS, ADMIN, ACA FEES	\$3,439,822
EMPLOYER & EMPLOYEE PREMIUMS	\$22,265,348
DIFFERENCE*	\$271,158

2019 FORECAST	
MEDICAL CLAIMS	\$14,043,546
PHARMACY CLAIMS (less add'l rebate revenue from UHC paid in 2019)	\$5,834,004
DENTAL CLAIMS (exclude 5% margin, not needed based on utilization)	\$1,098,962
STOP LOSS, ADMIN, ACA FEES	\$2,637,237
EMPLOYER & EMPLOYEE PREMIUMS	\$23,613,749
DIFFERENCE	\$0

* 2018 Difference/Surplus moved to Reserve. 2018 Expenses are currently trending below premium revenue based on updated claim experience.



PLAN CHANGES

	2018	2019
PHARMACY DEDUCTIBLE	\$50.00	\$0.00
RX GENERIC CO-PAY	30% (\$10 min. \$100 max)	35% (\$10 min. \$100 max)
RX PREFERRED CO-PAY	30% (\$40 min. \$100 max)	35% (\$40 min. \$100 max)
RX NON-PREFERRED CO-PAY	30% (\$75 min. \$100 max)	35% (\$75 min. \$100 max)
TIER 1 DIABETIC SUPPLIES*	Covered at 100%	Covered at 100%
UHC Employee Incentive Portal Access	N/A	INTRODUCE RALLY
METABOLIC SYNDROME CLINICAL PROGRAM	N/A	INTRODUCE REAL APPEAL

* Previously covered all tiers at 100%



EMPLOYER CONTRIBUTION CHANGES

	2018	2019
EMPLOYER CONTRIBUTION PER FULL-TIME POSITION, PER MONTH	\$745.50	\$761.00
TOTAL ESTIMATED INCREASE IN EMPLOYER COSTS		\$365,490



PROPOSED RATES (EMPLOYEE & EMPLOYER)

With All Incentives			
	Monthly Employee	Monthly Employer	Total Cost
Nexus ACO OA Plan			
Employee Only	\$52.00	\$499.05	\$551.05
Employee/Spouse	\$206.00	\$1,288.35	\$1,494.35
Employee/Child	\$108.00	\$1,196.20	\$1,304.20
Employee/Family	\$216.00	\$2,031.88	\$2,247.88
With All Incentives			
	Monthly Employee	Monthly Employer	Total Cost
Choice Plus Plan			
Employee Only	\$201.00	\$479.53	\$680.53
Employee/Spouse	\$334.00	\$1,449.49	\$1,783.49
Employee/Child	\$257.00	\$1,305.42	\$1,562.42
Employee/Family	\$386.00	\$2,280.48	\$2,666.48



PROPOSED 2019 COBRA RATES

	Total Cost	Monthly COBRA Rates +2%
Nexus ACO OA Plan		
Employee Only	\$551.05	\$562.07
Employee/Spouse	\$1,494.35	\$1,524.24
Employee/Child	\$1,304.20	\$1,330.29
Employee/Family	\$2,247.88	\$2,292.83
Choice Plus Plan		
Employee Only	\$680.53	\$694.14
Employee/Spouse	\$1,783.49	\$1,819.16
Employee/Child	\$1,562.42	\$1,593.67
Employee/Family	\$2,666.48	\$2,719.81



EMPLOYEE CONTRIBUTION CHANGES

	PY 2018 Monthly Premiums			
	<u>EE</u>	<u>ES</u>	<u>EC</u>	<u>EF</u>
Nexus ACO OA Plan	\$50	\$200	\$105	\$210
Choice Plus Plan	\$195	\$325	\$250	\$375
	PY 2019 Monthly Premiums			
	<u>EE</u>	<u>ES</u>	<u>EC</u>	<u>EF</u>
Nexus ACO OA Plan	\$52	\$206	\$108	\$216
Choice Plus Plan	\$201	\$334	\$257	\$386
	\$ Increase Per Month			
	<u>EE</u>	<u>ES</u>	<u>EC</u>	<u>EF</u>
Nexus ACO OA Plan	\$2	\$6	\$3	\$6
Choice Plus Plan	\$6	\$9	\$7	\$11



RETIREE CONTRIBUTION CHANGES

Retire Prior to 2/1/13	PY 2018 Monthly Premiums			
	<u>EE</u>	<u>ES</u>	<u>EC</u>	<u>EF</u>
Nexus ACO OA Plan	\$50	\$200	\$105	\$210
Choice Plus Plan	\$195	\$325	\$250	\$375
	PY 2019 Monthly Premiums			
	<u>EE</u>	<u>ES</u>	<u>EC</u>	<u>EF</u>
Nexus ACO OA Plan	\$52	\$206	\$108	\$216
Choice Plus Plan	\$201	\$334	\$257	\$386
	\$ Increase Per Month			
	<u>EE</u>	<u>ES</u>	<u>EC</u>	<u>EF</u>
Nexus ACO OA Plan	\$2	\$6	\$3	\$6
Choice Plus Plan	\$6	\$9	\$7	\$11



RETIREE CONTRIBUTION CHANGES

8-15 yrs of service, Retire after 2/2013	PY 2018 Monthly Premiums			
	<u>EE</u>	<u>ES</u>	<u>EC</u>	<u>EF</u>
	\$384	\$733	\$597	\$904
	\$538	\$950	\$773	\$1,130
	PY 2019 Monthly Premiums			
	<u>EE</u>	<u>ES</u>	<u>EC</u>	<u>EF</u>
	\$395	\$754	\$614	\$929
	\$553	\$977	\$795	\$1,162
	\$ Increase Per Month			
	<u>EE</u>	<u>ES</u>	<u>EC</u>	<u>EF</u>
	\$11	\$21	\$17	\$25
	\$15	\$27	\$22	\$32



RETIREE CONTRIBUTION CHANGES

16+ yrs of service after 2/2013	PY 2018 Monthly Premiums			
	EE	ES	EC	EF
	\$211	\$422	\$328	\$497
	\$350	\$700	\$475	\$700
	PY 2019 Monthly Premiums			
	EE	ES	EC	EF
	\$217	\$434	\$338	\$511
	\$360	\$720	\$489	\$720
	\$ Increase Per Month			
	EE	ES	EC	EF
	\$6	\$12	\$10	\$14
	\$10	\$20	\$14	\$20



OTHER BENEFITS

- **VISION STILL INCLUDED IN MEDICAL COVERAGE**
- **NO CHANGE IN DENTAL PLAN DESIGN**
- **NO CHANGE IN DENTAL PREMIUMS**
- **NO CHANGE IN BASIC LIFE, VOLUNTARY LIFE, LONG TERM OR SHORT TERM DISABILITY**



We Believe...

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

in

Wellness Program – 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.

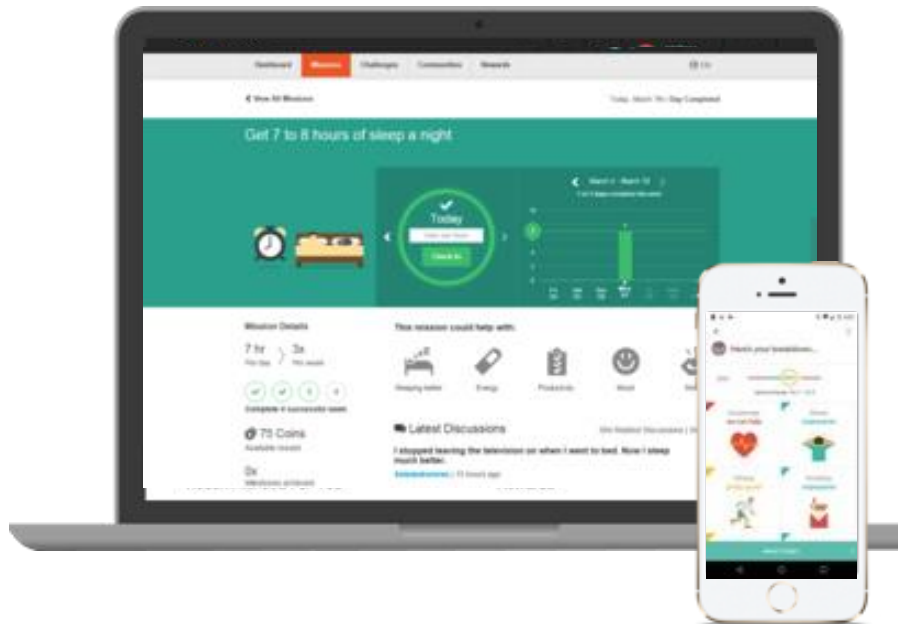
2019 WELLNESS PLAN FOR PY 2020

Program Elements*		
	Premium Incentive Programs	Incentive
	1. Biometric Testing - Complete Biometric testing	\$100/No Surcharge
	2. Employee Physicals/Wellness Exam	
	3. Register with UHC/Rally	
	4. Tobacco Free - Confirm being Tobacco free	\$100/No Surcharge
	Total Incentive/Surcharge	\$200/No Surcharge
* Tracking Provided by UHC (tobacco testing verified thru Wilco or Winston). Members must complete 1-3 to earn incentive		
	WellAware - Lunch-n-Learn Awareness Programs Per Quarter	
	1. Qtr 1 - UHC - Getting the most value from your Medical Benefit Plan	Recognition Program for attending all programs
	2. Qtr 2 - UHC - Price Transparency tools. How to choose the best provider to treat you and your family	
	3. Qtr 3 - UHC - Recognizing Musculoskeletal Injuries and How to treat	
	4. Qtr 4 - HMA/UHC - Managing your Health to stay healthy and productive	
* Tracking Provided by Human Resources/UHC		





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



A fully integrated well-being solution



RALLY®

Engagement engine

The launching point for better health and a place to access benefits

- Integrates prevention and well-being benefits
- Helps employees make small steps that add up to better health



Engagement tools

Simple, specific, effective activities and programs that drive sustained utilization

- Rally AgeSM
- Rally® Coins
- Missions
- Goal setting
- Incentives
- Discounts



Personalized recommendations

Based on goals, data and current health status

- Health Survey
- Biometrics
- Event tracking
- Conditions
- Personal goals



Well-being programs

Connecting individuals to the right programs to drive behavior change

- Wellness coaching
- Quit For Life
- Real Appeal®
- EAP



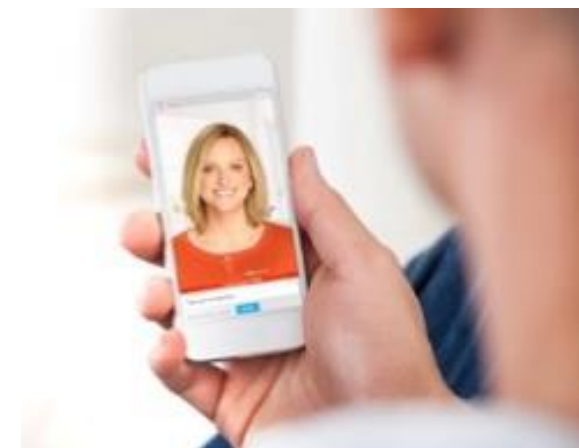
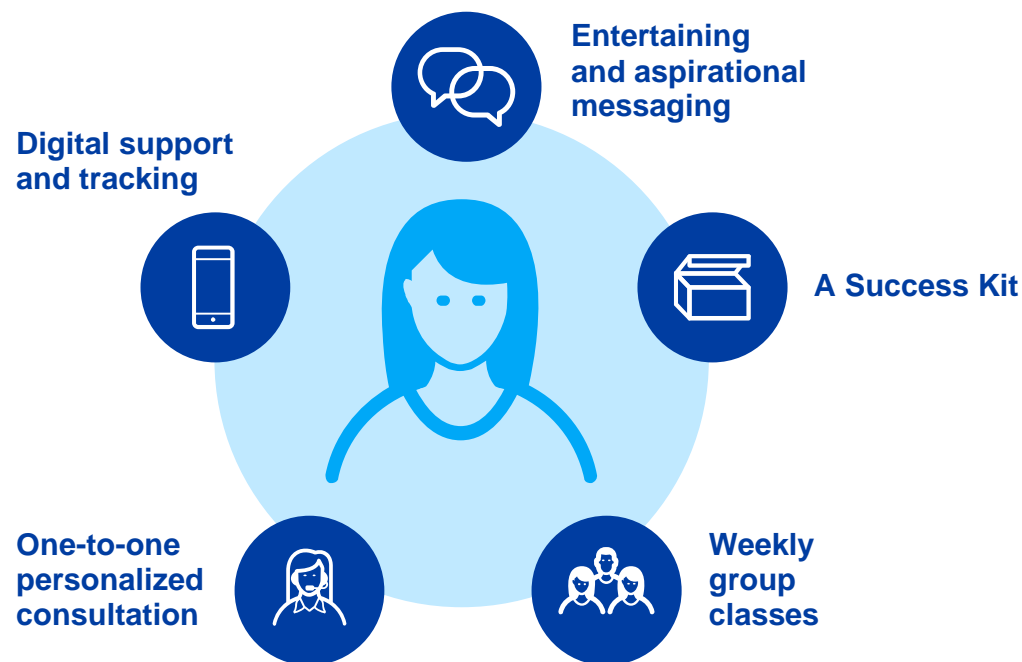
Outcomes

Enhances program effectiveness and enables integrated reporting

- Measure and track
- Standardized reporting
- Real-time progress views for individuals and employee populations

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.



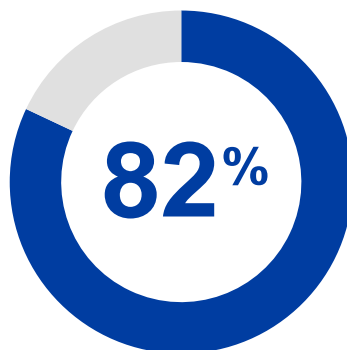
From the start, Real Appeal works to help employees succeed.



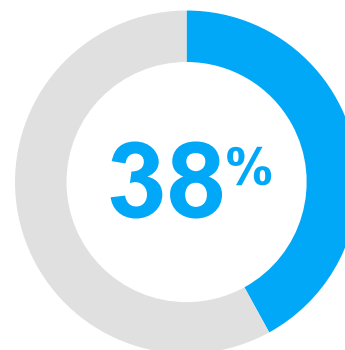
Real Appeal yields real success.



registered
participants



of participants
lost weight



lost 5 percent or
more in body weight



weight lost per person
(on average)

2:1 ROI, based on weight-loss research findings.¹



UnitedHealthcare Book of Business; September '15 – May '16; Includes participants who started 16+ weeks ago and attended 4+ sessions.

1. Gallup–Healthways Well-Being Index April 4, 2013. Per Real Appeal financial model. UnitedHealth Group market analysis 2013 UHC NA. Population Health Management, 2009. UnitedHealth Group ROI in Diabetes prevention Deneen Vojta, MD. The United States of Diabetes UnitedHealth Center for Health Reform & Modernization. 2010. Real Appeal test market greater than 60% engagement reduced for market factors. Program cost varies with engagement % but ROI remains constant. Results, if any, vary based on customer specifics.

Why Real Appeal works.



Employees

A **personalized weight-loss plan** that provides customized support.



Engaging content and robust resources inspire action.



Simple steps for long term transformation.



Employers

Improved employee engagement and satisfaction.



Reduced medical spending.



Pay-for-performance pricing and no administrative fees.

Employer approach to support weight loss.



Support

From the very first interaction, your team will be knowledgeable, accountable, available and responsive.



Implementation toolkit

The easy set-up includes turnkey promotional material and an engagement support team to minimize Human Resources time commitment and help maximize engagement results.

1

2



Managing performance

A dashboard of metrics, satisfaction rates and insights will be available. We work with you to refine and modify your program as needed to meet your company's goals.



Safe and secure

Employee personal data is secure, identities are kept private and every aspect is HIPAA compliant.

4

3



Pay only for success

After the initial Welcome Session, you only pay for employees who stay on track with weight loss.

5



Participants receive a Success Kit after they attend their first group session.

