



2020 HEALTH CARE PLAN

Presented by

Avril Pinder

County Manager



Employee Benefit Consultant

- In April of 2019 put out an RFP
- County received 12 proposals
- Interviewed the 4 finalists
- Selected USI Insurance Services LLC
- USI was formally hired on July 1, 2019
- USI has been analyzing the County's data
- USI provided the County with its findings



Consultant Findings

- Premiums well below industry average
- Employee cost share below industry average
- County Health Risk Score above industry average
- Only 21% of eligible employees participate in Condition Care
- Musculoskeletal cost are higher than the industry average
- Employee Health Clinic is being underutilized by Employees



Employee Premiums

Bi-weekly	Individual	Family
Standard	\$25	\$70
Buy-Up	\$35	\$95
Core	\$20	\$65
USI County Gov. Avg.	\$43	\$169



Employee Cost Share

- Buncombe County Employees pay a lower percentage of out of pocket expenses than BCBS's other governmental employers.

	<u>Buncombe County</u>	<u>BCBS Industry</u>
Employer	91%	83%
Employee	6%	14%
COB/Medicare	3%	3%



Employee Cost Share

Bi-weekly	Employee	Employee+ Child	Employee+ Children	Employee+ Spouse	Family
Standard	\$25.00	\$40.00	\$70.00	\$65.00	\$70.00
Standard 86/14	\$63.75	\$86.98	\$148.61	\$120.60	\$177.91
Buy-Up	\$35.00	\$80.00	\$95.00	\$85.00	\$95.00
Buy-Up 86/14	\$58.34	\$79.30	\$134.91	\$109.64	\$161.35
Core	\$20.00	\$40.00	\$65.00	\$50.00	\$65.00
Core 86/14	\$54.54	\$73.91	\$125.30	\$101.94	\$149.73



County Health Risk Score

- 13% higher than the Industry Average adjusted to match demographics
- Buncombe spends an additional \$3,800,000 annually for claims



Participation in Condition Care

- Condition Care started in July of 2016
- Participants meet quarterly with a pharmacist
- Employee get discounted medication and \$250 per year for attending the required meetings
- 689 eligible for the County's Condition Care Program
- Only 143 members have signed up for the program
- In 2018 the County saved a net \$51,377 in medical claims.



Renewal Rates Based on BCBS Funding Estimates

\$30.2M

FY19 Claims Cost



6.6%
Increase

\$32.2M

FY20 Estimated Claims Cost



Result

\$2.0M

Increased Claims Cost

This number only includes medical claims, stop loss coverage and medical administrative fees



FY 2020 Budget

- Total Health Insurance Budget is \$34.8M
 - Includes health clinic costs, condition care, additional BCBS fees, dental claims, dental administration



RECOMMENDATIONS

- Plan Design
- Premiums
- Health Risk Assessment
- Pharmacy
- Physical Therapy
- Dental



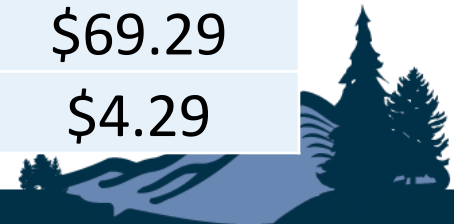
Plan Designs

- Plan year remains Jan. 1 – Dec. 31
- No changes recommended:
 - Deductibles
 - Co-insurance
 - Out of pocket maximums
 - Co-pays



Premium Increase 6.6% July 1, 2020

	Employee	Employee Child	Employee Children	Employee Spouse	Family
Standard Plan	\$25.00	\$40.00	\$70.00	\$65.00	\$70.00
Standard + 6.6%	\$26.65	\$42.64	\$74.62	\$69.29	\$74.62
Increase Per Pay Period	\$1.65	\$2.64	\$4.62	\$4.29	\$4.62
Buy Up	\$35.00	\$80.00	\$95.00	\$85.00	\$95.00
Buy Up + 6.6%	\$37.31	\$85.28	\$101.27	\$90.61	\$101.27
Increase Per Pay Period	\$2.31	\$5.28	\$6.27	\$5.61	\$6.27
Core	\$20.00	\$40.00	\$65.00	\$50.00	\$65.00
Core + 6.6%	\$21.32	\$42.64	\$69.29	\$53.30	\$69.29
Increase Per Pay Period	\$1.32	\$2.64	\$4.29	\$3.30	\$4.29



HEALTH RISK ASSESSMENT

- Partnership to control health costs
- Implement Health Risk Assessment for employees, spouse and retirees
- County will hold health fairs in January and February for employees to get the HRA
- Employee can also get HRA at their doctor



Health Risk Assessment

The HRA will measure:

1. Weight
2. BMI
3. Waist
4. Blood Pressure
5. Pulse Rate
6. HbA1c (blood sugar)
7. Total Cholesterol
8. HDL Cholesterol
9. LDL Cholesterol
10. Triglycerides



Know Your Number® (KYN) Chronic Disease Risk Summary

Name: John Smith	Gender: Male
DOB, Age: 01/01/1955, 62	Ethnicity: African American
Group: OrthusP1	Start Date: 09/18/2017
Fasting Status: Fasting*	Complete Date: 09/18/2017



Know Your Number®
The Key To Proactive Good Health

Clinical Measurement	Value	Reference
Weight	285	Pounds
Body Mass Index (BMI)	37.6	18.5-24.9 kg/m ²
Waist	46	<=40 Inches
Blood Pressure	135/92	<120/80 mmHg
Pulse Rate	105	60-100 bpm
HbA1c	6.1	<5.7 %
Total Cholesterol	215	<200 mg/dL
HDL Cholesterol	23	>=40 mg/dL
LDL Cholesterol	145	<130 mg/dL
Triglycerides	235	<150 mg/dL

Weight Categories:
 <18.5 Underweight
 18.5-24.9 Normal
 25-29.9 Overweight
 30-34.9 Obese
 35-39.9 **Severely Obese**
 >40 Extremely Obese

BMI Categories:
 <5.7 Normal
 5.7-6.4 **Prediabetic**
 >6.5 Diabetic

Cholesterol Categories:
 <150 Normal
 150-199 Borderline High
 200-499 **High**
 >500 Very High

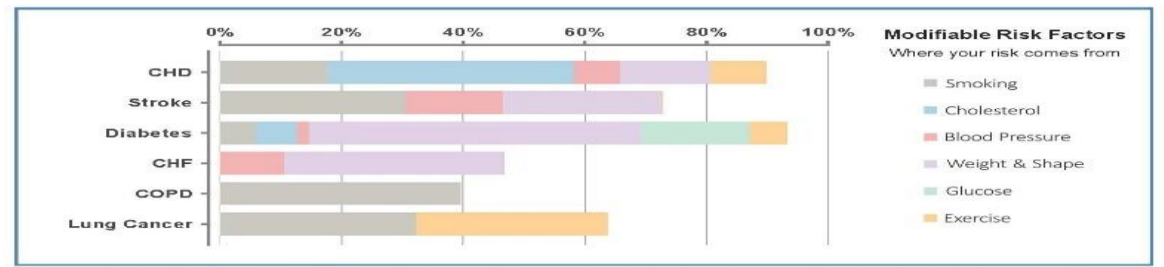
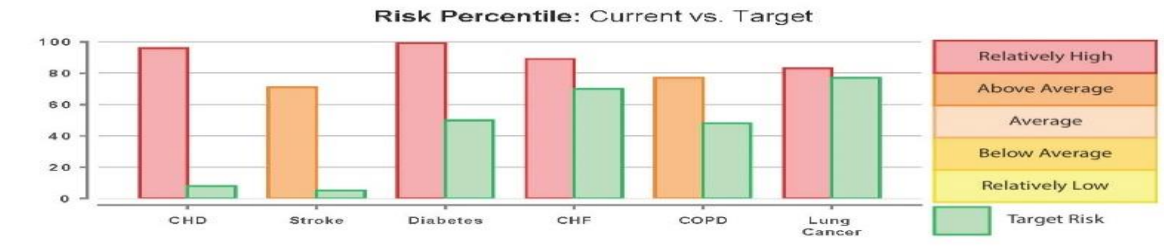
Blood Pressure Categories:
 <120/80 Normal
 120/80-139/89 Borderline High
 140/90-159/99 **High**
 >=160/100 Very High

HbA1c Categories:
 <200 Normal
 200-239 **Borderline High**
 >=240 High

Cholesterol Categories:
 <100 Optimal
 100-129 Near Optimal
 130-159 **Borderline High**
 160-189 High
 >=190 Very High

Metabolic Syndrome	Yes, >=3 of the following: Waist >40; Triglycerides >=150; HDL Cholesterol <40; Blood Pressure >=130/85; HbA1c >=5.7;
Explanation	A disorder defined by the co-occurrence of >= 3 factors (shown above) known to increase your risk for developing CHD, stroke, and diabetes
Lifestyle Factors	Low physical exercise; Current smoker 20 cig/day for 32 years

Risk	CHD*	Stroke	Diabetes	CHF*	COPD*	Lung Cancer
Current 5-year risk of onset	30%	6.5%	57%	3.9%	13%	0.97%
Modifiable (% of risk you can improve)	90%	73%	93%	47%	40%	64%
Percentile (compared to average 62-year-old men)	96%	71%	99%	89%	77%	83%



The impact of changing one risk factor could be higher than shown. Modifying one risk factor is likely to cause changes in others.

KYN Risk Tracker®

103 ← Your Number

Risk Levels:
 Extremely High
 High
 Borderline High
 Above Normal
 Normal
 Optimal

KYN Risk Tracker is a cumulative number assessing your overall disease risk and contributing risk factors.



Health Risk Assessment

- Confidential results
- Employees scores are placed in risk categories
- 2 or more high risks, individuals required to visit Employee Health Clinic to discuss their results and develop a plan for improvement

0-1 high risk no visit required

2-3 high risks 2 visits

4+ high risks 3 visits



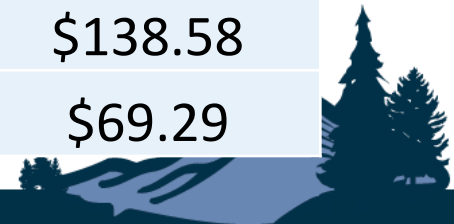
Health Risk Assessment

- Each year the employees/retirees and spouses will get a health risk assessment
- For 7/1/20, a two tiered premium system
 - No HRA (Regular Rate)
 - Gets HRA (Discounted Rate) and follow up with Health Clinic on results
- Beginning 1/1/21 a three tiered premium system
 - No HRA (Regular Rate)
 - Gets HRA (Discounted Rate)
 - Gets HRA and either improves on their risk factors or has 0-1 risk factors (Extra Discounted Rate)



Proposed Premium Plan Effective July 1, 2020

	Employee	Employee Child	Employee Children	Employee Spouse	Family
Standard w/ HRA	\$26.65	\$42.64	\$74.62	\$69.29	\$74.62
Standard w/o HRA	\$53.30	\$85.28	\$149.24	\$138.58	\$149.24
Increase Per Pay Period	\$26.65	\$42.64	\$74.62	\$69.29	\$74.62
Buy Up w/ HRA	\$37.31	\$85.28	\$101.27	\$90.61	\$101.27
Buy Up w/o HRA	\$74.62	\$170.56	\$202.54	\$181.22	\$202.54
Increase Per Pay Period	\$37.31	\$85.28	\$101.27	\$90.61	\$101.27
Core w/HRA	\$21.32	\$42.64	\$69.29	\$53.30	\$69.29
Core w/o HRA	\$42.64	\$85.28	\$138.58	\$106.60	\$138.58
Increase Per Pay Period	\$21.32	\$42.64	\$69.29	\$53.30	\$69.29



Pharmacy Formulary

- Switch to the BCBS NetResults formulary
 - 89 people may have to switch medications
 - 300 people will have their tiers changed
- Estimates saving \$1,000,000.



Formulary Changes

- Certain drugs are discouraged by the formulary
- For each discouraged drug, there are lower cost drugs in the same therapeutic class
- If an employee wants to use one of the discouraged drugs without a penalty, their doctor must certify that it is a medical necessity



Discouraged Drug List

Drug	Tier	Use	Drug	Tier	Use	Drug	Tier	Use
ADZENYS XR-ODT	4	ADHD	DYANAVEL XR	4	ADHD	MONTELUKAST SODIUM	2	Asthma
AJOVY	4	Migraines	ENLAFAXINE HCL ER	2	Depression	MYDAYIS	4	ADHD
ALVESCO	4	Asthma	ESTRADIOL	2	Hormone	OSPHENA	4	Dryness
AMPHETAMINE SULFATE	2	ADHD	FLUOXETINE HYDROCHLORIDE	4	Depression	PAROXETINE	2	Depression
AMPHETAMINE/DEXTROAMPHE TAMINE	2	ADHD	FLUOXETINE HYDROCHLORIDE	2	Depression	PAROXETINE HCL ER	2	Depression
ANDRODERM	4	Steroid	GENOTROPIN MINIQUICK	5	Hormone	PROVENTIL HFA	4	Asthma
APTENSIO XR	4	ADHD	HUMALOG	4	Diabetes	PULMICORT FLEXHALER	3	Crohn's
BASAGLAR KWIKPEN	4	Diabetes	HUMALOG KWIKPEN	4	Diabetes	ROPINIROLE ER	2	Parkinson's
BRIVIACT	4	Seizures	IMVEXXY MAINTENANCE PACK	4	Hormone	VTAYTULLA	4	Birth Control
CARAFATE	4	Ulcers	IMVEXXY STARTER PACK	4	Hormone	WIXELA INHUB	2	COPD
COMBIGAN	4	Eye Pressure	LEVALBUTEROL TARTRATE HFA	4	Bronchospasm	XOPENEX HFA	4	Bronchospasm
COTEMPLA XR-ODT	4	ADHD	MEMANTINE HYDROCHLORIDE ER	2	Alzheimer	YUVAFEM	2	Hormone
DAYTRANA	4	ADHD	METFORMIN HCL ER	2	Diabetes			
DESVENLAFAXINE ER	4	Depression	METFORMIN HYDROCHLORIDE ER	2	Diabetes			



Drug Tier Changes

- A number of drugs will change tiers which will increase the co-pay for the drug.

Current Buncombe Drug Tiers	Standard	Buy Up	Core
Tier I - Generic	\$0	\$0	\$0
Tier II - Generic	\$10	\$10	\$10
Tier III - Brand	\$40	\$40	\$40
Tier IV - Non-Preferred	\$50	\$50	\$50
Tier V - Specialty	\$50 min \$100 max	\$50 min \$100 max	\$50 min \$100 max
NetResults Changes	Number of Drugs Effected	Increased Cost to Member	
Tier I to Tier II	58	\$10 per 30 day refill	
Tier II to Tier V	6	\$40-\$90 per 30 day refill	
Tier III to Tier IV	2	\$10 per 30 day refill	
Tier IV to Tier V	16	\$0-\$50 per 30 day refill	



Drug	Tier	Drug	Tier	Drug	Tier	Drug	Tier
AMITRIPTYLINE HCL	1 to 2	DICLOFENAC POTASSIUM	1 to 2	LEFLUNOMIDE	1 to 2	PROBENECID/COLCHICINE	1 to 2
AMITRIPTYLINE HYDROCHLORIDE	1 to 2	DIGOXIN	1 to 2	LEVONORGESTREL/ETHINYL ESTRADIOL	1 to 2	PROPRANOLOL HCL	1 to 2
AUBAGIO	4 to 5	DILTIAZEM HCL ER	1 to 2	METHYLPHENIDATE HYDROCHLORIDE	1 to 2	PROPRANOLOL HYDROCHLORIDE	1 to 2
AVONEX PEN	4 to 5	DILT-XR	1 to 2	METOLAZONE	1 to 2	PULMOZYME	4 to 5
AZATHIOPRINE	1 to 2	DOXEPIN HCL	1 to 2	MICROGESTIN 1.5/30	1 to 2	SIMPONI	4 to 5
BENAZEPRIL HCL/HYDROCHLOROTHIAZIDE	1 to 2	ENBREL MINI	4 to 5	MIRTAZAPINE	1 to 2	SPIRONOLACTONE/HYDROCHLO ROTHIAZIDE	1 to 2
BUMETANIDE	1 to 2	ENBREL SURECLICK	4 to 5	MYCOPHENOLATE MOFETIL	2 to 5	STELARA	4 to 5
BUPROPION HCL	1 to 2	FENOFIBRATE	1 to 2	MYCOPHENOLIC ACID DR	2 to 5	SUCRALFATE	1 to 2
BUPROPION HCL XL	1 to 2	FENOFIBRATE MICRONIZED	1 to 2	NAPROXEN	1 to 2	SULFASALAZINE	1 to 2
BUPROPION HYDROCHLORIDE ER (XL)	1 to 2	FLECAINIDE ACETATE	1 to 2	NAPROXEN SODIUM	1 to 2	TACROLIMUS	2 to 5
BUPROPION HYDROCHLORIDE XL	1 to 2	FLUOXETINE HYDROCHLORIDE	1 to 2	NIFEDIPINE ER	1 to 2	TAMOXIFEN CITRATE	1 to 2
CARBAMAZEPINE	1 to 2	HALOPERIDOL	1 to 2	NORTREL 0.5/35 (28)	1 to 2	TECFIDERA	4 to 5
CIMETIDINE	1 to 2	HUMIRA	4 to 5	OMNITROPE	4 to 5	THEOPHYLLINE ER	1 to 2
COMBIVENT RESPIMAT	3 to 4	HUMIRA PEN	4 to 5	OTEZLA	4 to 5	TOBRAMYCIN	2 to 5
COPAXONE	4 to 5	HYDROXYCHLOROQUINE SULFATE	1 to 2	OXCARBAZEPINE	1 to 2	TRI-LEGEST FE	1 to 2
COSENTYX	4 to 5	INTROVALE	1 to 2	OXYBUTYNIN CHLORIDE	1 to 2	VERAPAMIL HCL ER	1 to 2
COSENTYX SENSOREADY PEN	4 to 5	IPRATROPIUM BROMIDE	1 to 2	PHENYTOIN SODIUM EXTENDED	1 to 2	VERAPAMIL HCL SR	1 to 2
CROMOLYN SODIUM	2 to 5	JOLESSA	1 to 2	PRAZOSIN HCL	1 to 2	VIORELE	1 to 2
CYCLOSPORINE MODIFIED	2 to 5	JUNEL 1.5/30	1 to 2	PRAZOSIN HYDROCHLORIDE	1 to 2	XELJANZ XR	4 to 5
DEXMETHYLPHENIDATE HCL	1 to 2	KARIVA	1 to 2	PREMARIN	3 to 4		
DEXMETHYLPHENIDATE HYDROCHLORIDE	1 to 2	LABETALOL HYDROCHLORIDE	1 to 2	PROBENECID	1 to 2		



Drug Co-Payments

- Please note that any drug co-payment that you make during the plan year counts towards your out of pocket maximum for the year
- Flexible Spending Accounts are available



Physical Therapist

- \$3,500,000 in musculoskeletal claims per year
#1 surgical cost
- Have onsite PT available to employees, retirees and dependents at no charge
- Hope to lower the amount of surgical intervention
- Estimated saving of \$300,000



Dental

- Open Enrollment for Dental
- Currently we have 1409 employees/retirees
- Keep benefit levels and rates the same as 2019



Changes in Stop Loss

- Increase our self insured level from \$200,000 to \$250,000
- Bid stop loss policy with different vendors
- Estimated savings \$250,000



Total Cost Savings

• 6.6% Premium Increase	\$150,000
• Stop Loss Savings	\$200,000
• Increasing Stop Loss to \$250,000	\$50,000
• Net Rx Results	\$1,000,000
• <u>Onsite PT</u>	<u>\$300,000</u>
• Total Savings	\$1,700,000



Next Steps

- Start Open Enrollment – October 21 - November 4
- Month of December – BCBS process selections and mail card before January 1, 2020
- January and February of 2020 – Hold Health Fairs for employees to get their HRAs done
- July 1, 2020 – institute changes to the Health Plan



Questions

