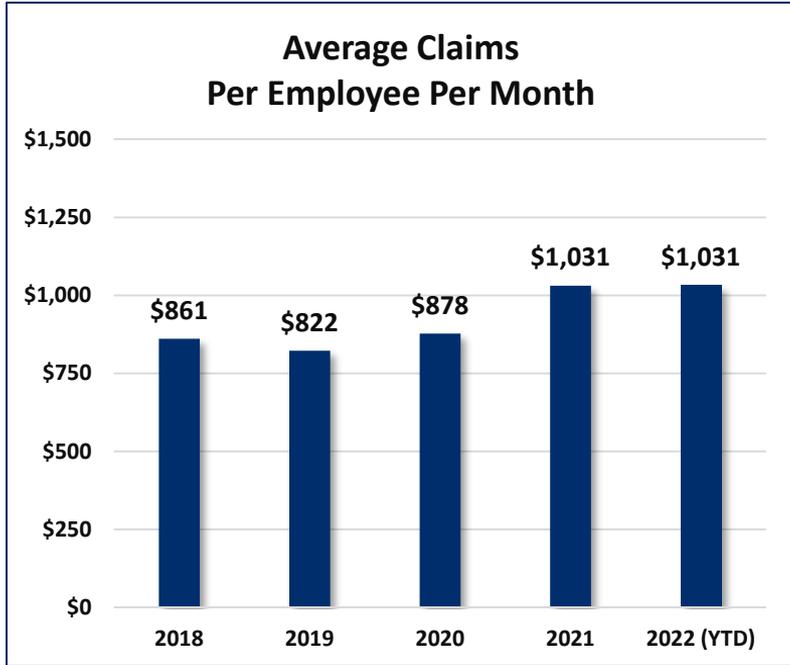


A photograph of a medical office desk. In the foreground, a silver stethoscope with a black tube lies on a light blue surface. Behind it, a teal clipboard holds a white form with fields for 'NEW PATIENT REGISTRATION', 'PLEASE PRINT', 'Last Name & Address', 'Work Phone', and 'Home Phone & Address'. A black pen is also on the clipboard. In the background, a blue pen holder and a blue container are visible on a desk near a window with blinds.

HEALTH CARE 2023



Medical Plan Background



SELF INSURED WITH CIGNA
City pays administration fee to Cigna and pays medical and pharmacy claims as they occur



COST TREND

5% average claims per city employee per month increase the past 5 plan years (includes current year)



NATIONAL AVERAGES
Have exceeded 7% per year, with Florida 3% - 4% higher

Current Medical Cost Drivers



Cancer, diabetes, and heart disease are the top cost drivers.



Diabetes has the highest overall pharmaceutical spend



Pharmacy now represents 35% of plan spend

Impact of Inflation

- Inflation does impact healthcare costs
- Pharmacy claims are down 1%, but the cost of those claims are up 35%
- Specialty pharmacy costs are up 19%
- Hospitalization claims are down, but those who are hospitalized have longer admissions and those costs have increased by 34%
- We had one new cancer claim - Cancer costs are up 450%

Wellness Initiatives

- We are invested in improving and positively impacting our employees' overall wellness with our two main initiatives being, Motivate Me and Omada. Employee participation in these programs will positively impact the wellbeing of our employees and in turn have a positive impact on claims.
- Our goal is to have 100% participation in our wellness programs.

Motivate Me

Motivate Me is a Cigna program that incentivizes healthy medical and lifestyle choices

Program includes wellness screenings, preventative care visits, and health coaching targeting cost drivers on the medical plan

Available to all employees covered under the medical plan

Program is offered and administered by Cigna, and included in plan funding

Employees can earn up to \$200/year



Positive Trends

The city has seen significant improvements in preventative screenings and medication adherence, and is above norms

2021	2020		Norm
↑ 68%	50%	Preventative Care Utilization (EE's)	49%
↑ 54%	43%	Well Visit Completion (EE's)	35%
↑ 73%	68%	Cancer Screenings – Breast	64%
↑ 50%	37%	Cancer Screenings – Colon	50%
↑ 81%	77%	Medication Adherence - Hypertension	77%
↑ 82%	77%	Medication Adherence - Diabetes	72%
↑ 82%	78%	Medication Adherence - Depression	74%
↑ 81%	76%	Medication Adherence - Cholesterol	76%

Motivate Me Summary



44% of eligible participants earned incentives in 2021



47% of employees actively participated in the program, an increase of 2.6%.

As of July 31, 2022, \$30,800 dollars has been redeemed in incentives

New Offerings in 2022 - Omada



Diabetes prevention program that includes health coaching and digital scale

- **92 participants qualified for the program**
- **85 enrolled - participants that have started the program**
- **75% were still active after 4 months**
- **Average weight loss of 7.6lbs**
- **Participants can earn \$100 for completing the program**

Self-Funded Renewal

- **Prior to starting renewal planning the city released an RFP for health insurance administration and reinsurance**
- **Cigna offered most competitive proposal:**
 - **2.3% Reduction in Administrative Fees**
 - **0% Increase in Reinsurance Premiums**
 - **\$200,000 One-time Discretionary Fund for wellness and other programs**
 - **100% Pass Through of Pharmacy Rebates**
 - **No disruption to employees (network, medications)**
 - **Selection Committee unanimously recommended staying with Cigna**

Self-Funded Renewal

- **2023 CY Renewal: \$26.1 Million**
- **Includes employee and retiree contributions of \$3.6 million**
- **Renewal projection calls for a 13.1% increase due to increased costs and inflationary impacts**
- **Benefits Committee is recommending a 6.5% increase for employees with dependent coverage with the city absorbing the remaining 6.5%**

Employee Health Center



Employee Health Center



Experience

100%

Satisfaction
(YTD)

Based on 286 surveys 100% of employees would recommend the center to co-workers



Utilization

3,012

Visit Count
(YTD)

Year to date visits are down due to less visits related to COVID testing and vaccines



Engagement

72%

Center Adoption
(Rolling 12m)

Percentage of employees who utilize the health center

Employee Health Center



Clinical

97%

Quality
Composite (YTD)

This is the consolidated compliance rate for applicable evidence-based quality measures



Time Filled

77%

Providers with
Patients (YTD)

This is percentage of time the providers are with patients on average for full day



Financial

2.1

Return on
Investment

The ratio of savings associated with a reduction in network utilization outcomes and productivity vs operations expense of the center

Employee Health Center

- **New Services at the Employee Health Center**
- **Employee Massages: 30-minute massages with the city contributing \$10 toward the cost**
(One per employee, per month)
- **Jet Dental: Premier pop-up dental services providing full preventive visit, cavity filling, scaling and root planing and teeth whitening**

Renewal Recommendations

- Renew current medical plan
- Continue “Open Access Plus” network
- Maintain current plan design (copays/deductibles/coinsurance)
- Continue wellness programs *Motivate Me and Omada*
- *Continue to expand services at the Employee Health Center*

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HEALTH CARE 2023

