

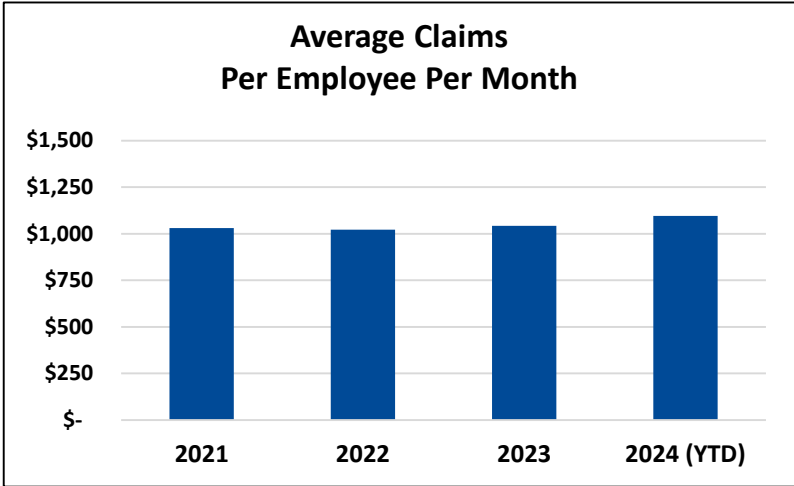
A photograph of a medical office desk. In the foreground, a silver stethoscope with a black tube lies on a light blue surface. Behind it, a teal clipboard holds a white document with a pen resting on it. The background is softly blurred, showing a window with blinds and a blue container.

HEALTH CARE 2025



CLEARWATER
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Medical Plan Background





SELF-INSURED WITH CIGNA

City pays administration fee to Cigna and pays medical, and pharmacy claims as they occur.



COST TREND

Pharmacy costs have increased 14%, while medical has only increased .6%. 5% overall average claims per employee per month increase (2023 vs. 2024)

	2023	\$694.70	<u>0.6%</u>
	2024	\$698.68	
	2023	\$348.84	<u>13.9%</u>
	2024	\$397.46	



NATIONAL AVERAGES

Are projected at 8% for 2025, with Florida typically 2% to 3% higher.

Current Cost Drivers



Cancer, musculoskeletal and gastrointestinal are the top cost drivers



Inflammatory diseases and diabetes have the highest overall pharmaceutical spend (driven by specialty drugs, such as Ozempic, Mounjaro and Humira)



Pharmacy represents 36% of plan spend (vs. 26% of spend in 2020)



Catastrophic claims have decreased year over year

Wellness Initiatives

- **We are invested in improving and positively impacting 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 positively impact claims.**
- **We understand the importance of recognizing and providing mental health benefits in the workplace and have been awarded the Gold Seal from the Bell Seal Award for Workplace Mental Health.**
- **We have also been recognized through the American Heart Association, Cigna Healthy Workforce and Healthiest Employers of Central Florida.**

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**









Motivate Me

- In 2023, employees redeemed \$90,625 in incentives
- Year to date, employees have redeemed over \$51,600 in incentives
- Wellness coordinator will be doing outreach to employees to ensure the gatekeeper is completed so employees can earn incentives

Positive Trends

The city continues to be above the norm in wellness screening, engagement and medication adherence.

2023 Calendar Year		Compliance Category	Norm
	90%	Primary Care Visit	74%
	54%	Annual Physical	42%
	77%	Cancer Screenings – Breast	66%
	83%	Medication Adherence - Hypertension	77%
	91%	Medication Adherence - Diabetes	77%
	73%	Medication Adherence - Depression	74%
	85%	Medication Adherence - Cholesterol	76%

Omada



Diabetes prevention program that includes health coaching and a digital scale.

- **Since it's inception in 2022, we have 157 enrolled participants that have started the program**
- **65% of participants lost weight**
- **The average weight loss after completion is 10.6 lbs.**
- **Participants can earn \$100 for completing the program**

Self-Funded Renewal

- **2025 CY Renewal: \$29.3 million**
- **Includes employee and retiree contributions of \$3.5 million**

Self-Funded Renewal

- For the 2024 Plan Year, there was a 4.8% increase.
- The employees incurred an 8.3% increase to move contributions closer to the 75% and 68% split for dependent coverage
- For the 2025 Plan Year the renewal projection calls for a 2.9% increase to account for increased pharmacy costs and inflationary impacts.
- The Benefits Committee and staff are recommending sharing the 2.9% increase (keeping contribution splits the same)

Employee Health Center



Employee Health Center



Experience

99%

Satisfaction

Based on 535 survey response questions



Utilization

5,409

Visit Count
(2023)

Year to date visits are up in comparison to the previous year trend



Engagement

70%

Center
Adoption
(Rolling 12m)

Percentage of employees who utilize the health center

Employee Health Center



Clinical

98%

Quality
Composite

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



7,397

Medications
Dispensed

The number of prescriptions dispensed onsite through the Employee Health Center



Financial

\$2.0:\$1.00

Return on
Investment

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

Renewal Recommendations

- Renew current medical plan – share 2.9% increase
- Continue “Open Access Plus” network
- Maintain current plan design (copays/deductibles/coinsurance)
- Continue *Motivate Me* wellness incentive to encourage preventative screenings and Employee Health Center

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