

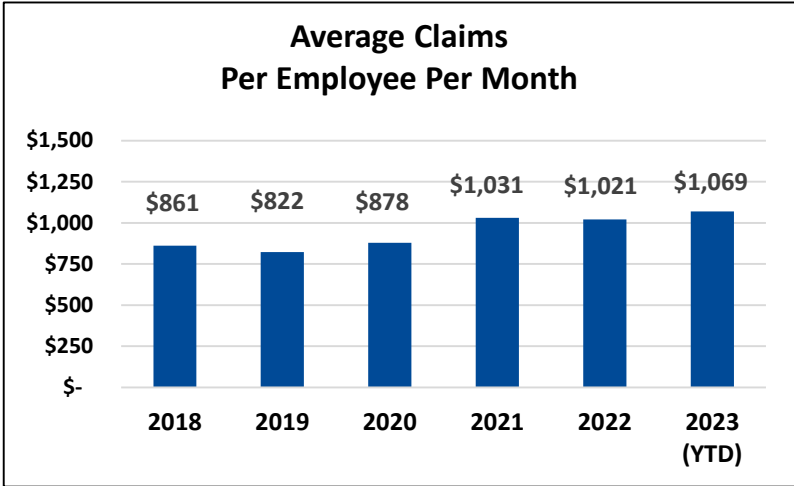
A photograph of a medical desk. In the foreground, a silver stethoscope with a black tube lies on a light blue surface. Behind it, a teal clipboard holds a white document with a pen resting on it. The background is softly blurred, showing a window with blinds and a blue container.

HEALTH CARE 2024



CLEARWATER
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Medical Plan Background



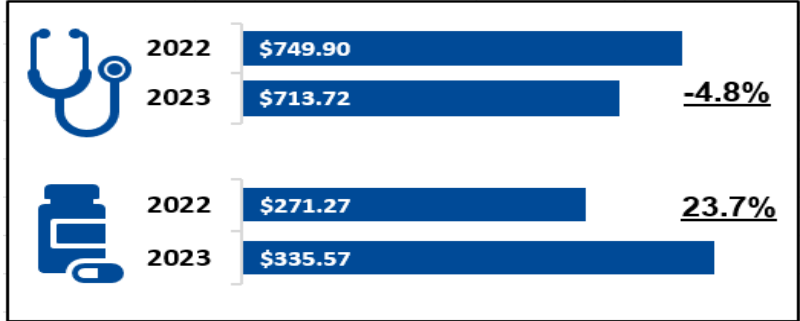
SELF-INSURED WITH CIGNA
 City pays administration fee to Cigna and pays medical and pharmacy claims as they occur



COST TREND
 5% average claims per employee per month increase the past 6 plan years (includes current year)
 Pharmacy Trend is primarily driving the annual increase



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



Current Cost Drivers



Cancer, musculoskeletal, and heart disease are the top cost drivers



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



Pharmacy represents 31% of plan spend and is trending at a more drastic rate than Medical



Cancer claims pose the largest emerging risk, making up 22% of medical spend

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 Silver Seal from the Bell Seal Award for Workplace Mental Health
- We are also exploring options to introduce a mental health provider to see employees at our employee health center as well as providing space for employees to take advantage of virtual physical therapy.
- We have a very engaged Wellness Coordinator to promote our initiatives and work with staff in the field.

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 2022, employees redeemed \$72,075 in incentives
- Year to date, employees have redeemed over \$34,000 in incentives
- Our Wellness Coordinator is 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.

2022 Calendar Year	Compliance Category	Norm
✓ 49%	Total Population Engagement	43%
✓ 67%	Higher Risk Population Engagement	60%
✓ 74%	Cancer Screenings – Breast	67%
✓ 80%	Medication Adherence - Hypertension	77%
✓ 79%	Medication Adherence - Diabetes	72%
✓ 81%	Medication Adherence - Depression	74%
✓ 82%	Medication Adherence - Cholesterol	76%

Omada



Diabetes prevention program that includes health coaching and digital scale

- **Since it's inception in 2022, we have 133 enrolled participants that have started the program**
- **The average weight loss after completion is 6.1lbs**
- **Participants can earn \$100 for completing the program**

Self-Funded Renewal

- **2024 CY Renewal: \$27.1 million**
- **Includes employee and retiree contributions of \$3.5 million**

Self-Funded Renewal

- For the 2023 Plan year there was a 13.1% increase.
- The city absorbed more of the increase than expected in order to avoid employees with dependent coverage feeling the full 13.1% increase in one year.
- For the 2024 Plan year the renewal projection calls for a 4.8% increase to account for increased pharmacy cost and inflationary impacts.
- Benefits Committee is recommending a 8.3% increase for employees with dependent coverage to begin moving back to the 100%/75%/68% historical contribution schedule

Employee Health Center



Employee Health Center



Experience

100%

Satisfaction
(YTD)

Based on 310 surveys 100% of employees would recommend the center to co-workers



Utilization

3087

Visit Count
(YTD)

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

97%

Quality Composite (YTD)

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



Time Filled

70%

Providers with Patients (YTD)

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



Financial

\$2.20:\$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

New Wellness Offerings

- **Jet Dental- Premier pop-up dental services providing full preventive visit, cavity filling, scaling and root planing and teeth whitening**
- **OnSpot Dermatology - mobile dermatology**
- **Behaviorist**
- **Virtual Physical Therapy**

Employee Health Center RFP

- The city solicited proposals from vendors to run the Employee Health Center as a matter of due diligence
- 9 competitive proposals were received (includes proposal from current vendor, Evernorth)
- The Committee voted to renew the contract with Evernorth primarily due to:
 - Employee Satisfaction
 - Competitive Pricing
 - Full scope of services

Renewal Recommendations

- Renew current medical plan
- 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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