

Columbus Consolidated Government
FY25 Health Plan Budget



CY2025 Proposed Benefit Enhancements

Supplemental Solutions- First Responders

A FULL SERVICE FIRST RESPONDER SUPPORT PROGRAM



First Responders

They manage a stressful and demanding career on the front lines. They protect lives, make life or death decisions, and resolve heated conflicts. What happens when personal life and career are out of balance?

Our Goal

To provide First Responders and their families with confidential and full-service solutions tailored to the trauma and experiences they deal with daily.

Responder Health

- 24/7 access to the confidential peer support hotline
- Certified training by experts and First Responders
- Unlimited access to the Responder Health App

Confidential Peer Support Hotline

- 24/7 access to current and former First Responders
- Completely confidential - bound by the State of Washington confidentiality laws which are the strongest in the nation for First Responders
- Guidance and support to get a fully vetted counselor that is trained to treat First Responders
- Support and coordination to get a fully vetted in patient treatment center that is trained to treat First Responders

Training

- Up to 8 hours of online training hours per person per year, with several courses eligible for continuing education
- Face to face and live streaming trainings available once per month throughout the US
- Bi-monthly virtual peer support trainings and Q&A sessions
- Weekly virtual trainings (including Bible studies, cooking classes, how to live with a First Responder and many other topics)
- Quarterly peer support training - how to build a peer team, including how to create policies and procedures
- All trainings available virtually

DESIGNED BY FIRST RESPONDERS FOR FIRST RESPONDERS

This program includes a confidential peer hotline, customized assistance and concierge services for First Responders in need, peer support development and Crisis Response assistance and a wealth of online and in person training courses that focus on wellness and resiliency

- customized for First Responders and their families -

TRAUMA | RELATIONSHIPS | FINANCES | PTSD | SUBSTANCE ABUSE

If you are in a crisis,
MAKE A SAFE CALL NOW
206-459-3020

Implementation

- An initial implementation call will be held with the Chiefs/Peer Support and HR to review the program and discuss implementation
- Rollout to First Responders: There will be a standing implementation call that your First Responders and their families can join to learn more about the program
- Rollout materials will be mailed to the department, including posters, magnets, and wallet cards

Responder Health App

- Customized content for First Responders and their families including topics like PTSD, First Responder stress and common responses to critical incidents
- Self Assessments
- Customized resource section for each department that highlights the additional programs offered



A full-service program developed by First Responders for First Responders

SAVING HEROES

@ResponderHealth



Behavioral Health Support

24/7 Behavioral Health Resource Center

Around the clock, real-time support

Extra support for anxiety, depression, eating disorders, or substance abuse can make a big difference. The coordinators at our Behavioral Health Resource Center help find the best providers and resources for your unique mental and behavioral health needs. Call **(844) 451-1576** any day, any time, for support and crisis management.

Virtual visits with a doctor

Video and telehealth make care convenient

Our website and mobile app provides secure text chats and private video visits with behavioral health professionals from the comfort of home. Using your tablet, smartphone, or computer, simply:

1. Open your **SydneySM Health** app or go to **anthem.com**
2. Under the *Find Care* tab, choose *Virtual visit with a doctor*
3. Fill in the information requested to find the right doctor for you.

This service is available 24/7 and can cost as little as \$0.

Substance use disorder support

Services to navigate and guide recovery

Our substance use disorder services and support can guide you to appropriate, close-to-home care. We'll schedule an evaluation within 24 to 48 hours and will continue to partner with you through the remainder of your care. Call **(844) 451-1576** to take the first step.

Knowledge Hub

A website dedicated to behavioral health content

When you need tools to help with stress, anxiety, depression, or other behavioral health conditions, Anthem's Knowledge Hub can help. The Knowledge Hub provides quick access to behavioral health education, resources, and webinars on important mental health topics. Visit **anthemknowledge.com** to explore the website.

Emotional Well-being Resources

Digital tools to improve everyday life

Our Emotional Well-being Resources provide the support you need to develop resilience, reduce stress, and practice mindfulness. The online programs and personalized coaching help you work through thoughts and behaviors that affect your emotional well-being. You'll learn effective ways to manage stress, anxiety, depression, and sleep issues — at no extra cost to you.

To begin:

1. Log into **anthem.com** or the **SydneySM Health** app,
2. Choose *My Health Dashboard*,
3. Click on *Programs*,
4. Select *Emotional Well-being Resources*.

Know the Costs® Radiology Benefits

- ✓ **\$0** cost to Members
- ✓ **25%+** savings for Employers
- ✓ No surprise medical bills for Members
NEVER, EVER, EVER



\$0

Co-pay
Deductible
Co-insurance

RI ● PET ● CT ● Digital X-Ray ● Ultrasound
Nuclear Medicine ● Bone Density

Know the Costs Locations

Sites¹ near Columbus, Georgia



1. **Columbus Diagnostic Center**
Columbus, Georgia
2. **CDC Northside**
Columbus, Georgia

Current Claims Distribution

¹ additional sites in Montgomery, Albany, Macon, with potential sites in LaGrange

Provider	% of Claims
Piedmont Columbus Regional Midtown Campus	20.17
St Francis Health	16.07
Piedmont Columbus Regional	14.32
Columbus Diagnostic Center	6.13

FY2025 Health Plan Budget and Contributions

Contribution Change Impact FY25

	FY24 Current	FY25 No EE Increase
Total CCG Contribution	\$16,546,856	\$17,230,364
Per Budgeted Position	\$6,500	\$6,745
Increase to FY24	N/A	3.77%

Current Contributions CY2024 and Proposed for CY2025

Wellness		
Tier	Silver Plan	Gold Plan
Single	\$73.03	\$104.65
Employee + Spouse	\$137.29	\$196.74
Employee + Child(ren)	\$127.82	\$183.16
Family	\$202.31	\$289.90

Non-Wellness		
Tier	Silver Plan	Gold Plan
Single	\$89.40	\$128.11
Employee + Spouse	\$168.07	\$240.84
Employee + Child(ren)	\$156.46	\$224.20
Family	\$247.66	\$354.86

Contributions Pre-65 Retirees

Monthly Retiree Contribution				
Tier	Silver Plan	Difference	Gold Plan	Difference
Single	\$263.72	\$0.00	\$332.23	\$0.00
Employee + Spouse	\$872.11	\$3.03	\$1019.66	\$3.42
Employee + Child(ren)	\$782.43	\$2.58	\$918.30	\$2.92
Family	\$1487.63	\$6.09	\$1,715.07	\$6.88

Health and Wellness Center

Who is Eligible for the HWC?

Anyone enrolled in the **CCG Health Plan**

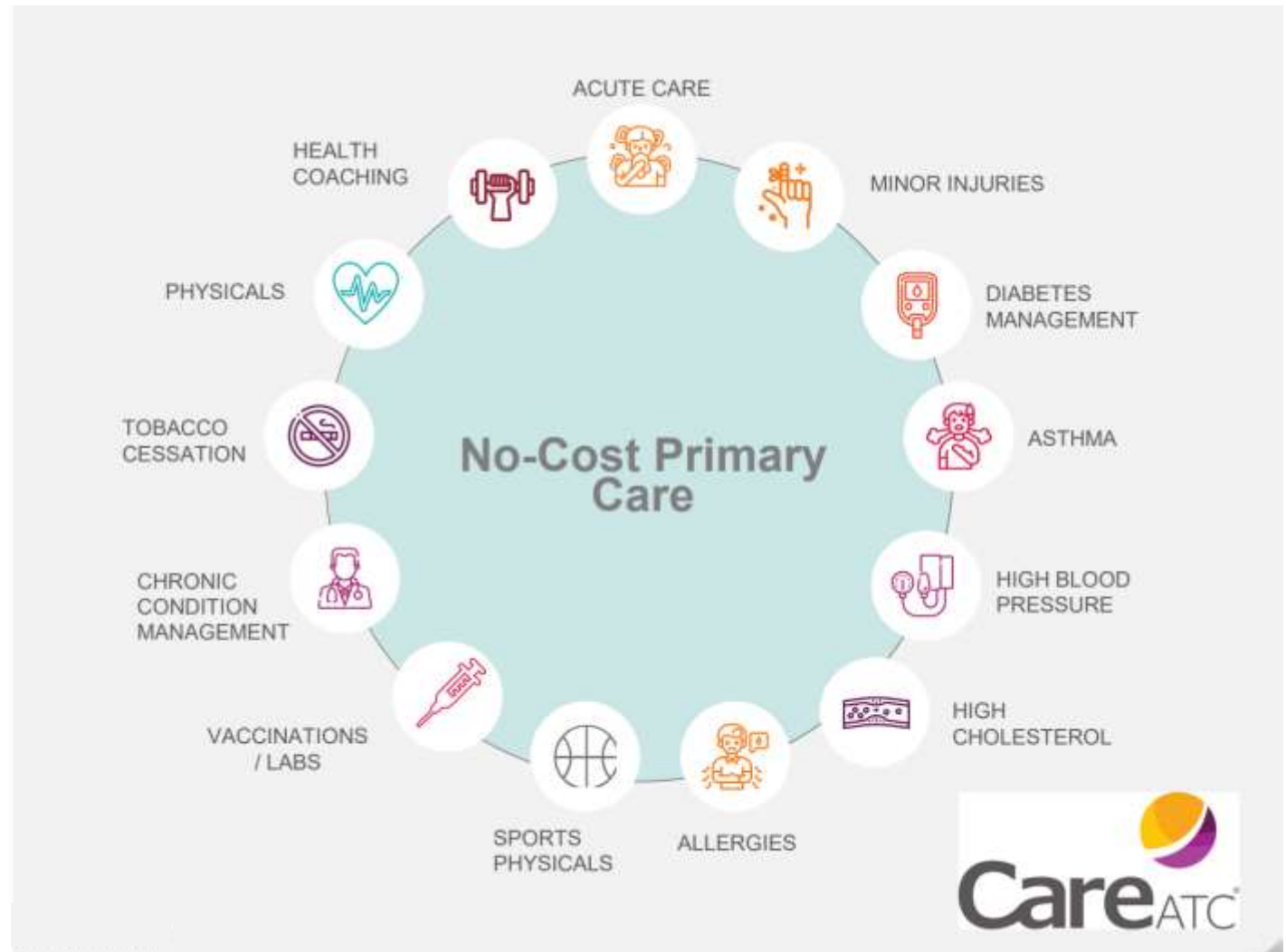
- **Employees**
- **Dependents** *includes spouses and children (ages 4+*)*
- **Retirees**



Quick and easy appointments 24/7
Scheduling through the patient portal and CareATC mobile app



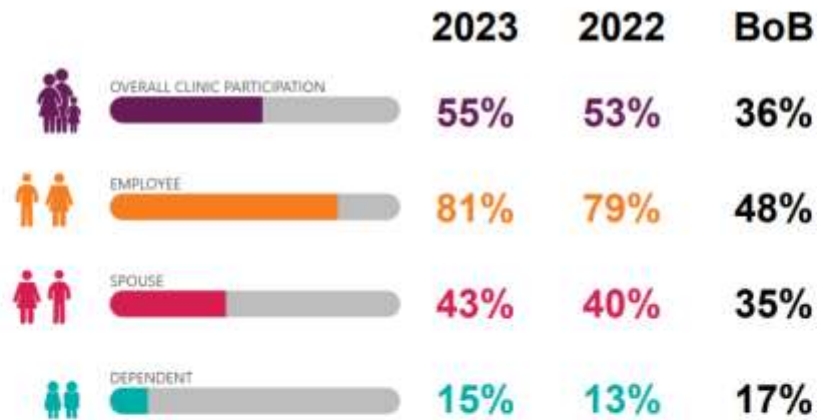
Less wait time, face time with your medical provider



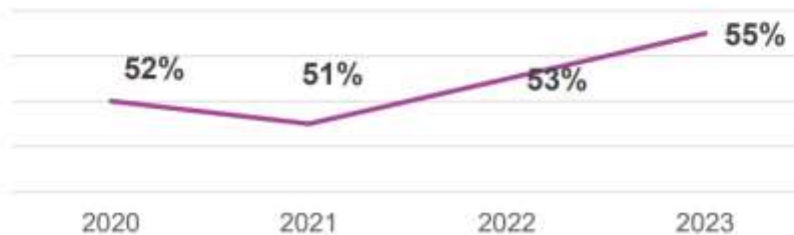
Health and Wellness Center Participation

Summary

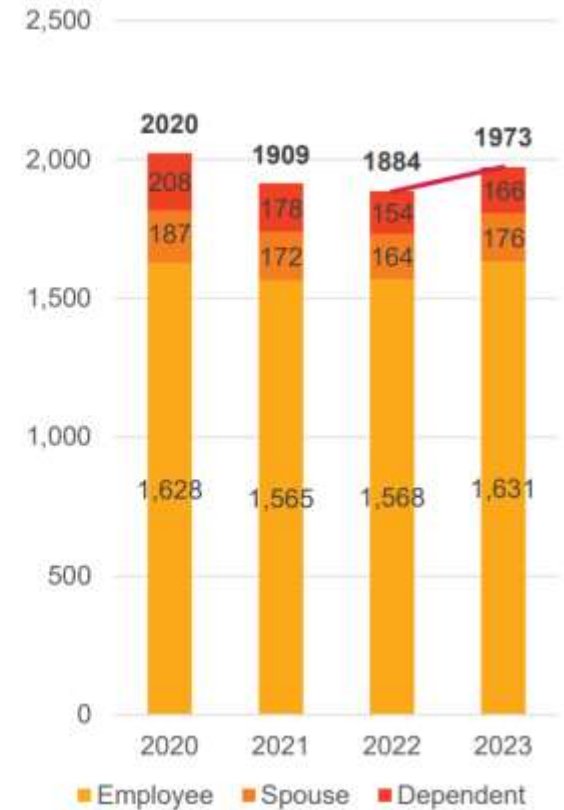
- Overall participation is well above the CareATC average. All relationship participation rates are higher than their respective averages.
- Overall participation increased in the last year.
- The unique patient count increased over the last year.



Overall Participation by Year



Unique Patient Counts



Health and Wellness Impact

Clinic Engaged	Non-Engaged w/Care
1801*	680

Clinic Engaged	Avg Spend	Non-Engaged w/Care
\$3,532		\$4,690

Engaged adults' average medical plan cost was **25% less** than the Non-Engaged (with care) adults' medical plan cost.

Health and Wellness Impact

198 Patients Reduced A1c with a total of 87 Points lost. There were 13 patients that experienced a 1-point reduction.

Potential Savings: \$53,300

43 pre-diabetic participants experienced a 5% weight loss.

Pre-Diabetics with a 5% weight loss reduces the risk of developing diabetes by 58%.

216 participants reduced their Systolic Blood Pressure by at least 12 points.

**A 12 -point reduction in systolic BP can reduce heart attack risk by 21%
Potential Savings: \$3.5M**

74 participants reduced their weight by 8%. This amount of weight loss reduces the risk of depression.

Weight Loss Improvements

- 6,377 pounds Lost**
- 1,260 inches Lost**
- 25,508 pounds of pressure avoided on the joints.**



NFP.com