

Columbus Consolidated Government
Health Plan FY24 Budget

Health Plan Market Review

Medical and Rx Marketing Summary

Carrier Marketing Survey	
Medical Carriers	Status
Aetna	Proposal received
Anthem	Renewal received
Cigna	Declined to quote
Humana	Declined to quote
United Healthcare	Declined to quote
Pharmacy Benefit Managers	Status
Optum	3 year contract (until 2025) - completed market check

Medical ASO Renewal and Market Analysis-Fixed Cost

	Anthem Current	Anthem Renewal	Aetna Alternate
Network	Open Access POS	Open Access POS	Aetna Choicec POS II
Benefits	Current	Current	As close to current as possible
Stop Loss Carrier	None	None	None
PBM Vendor	Optum Rx	Optum Rx	Optum Rx
Annual Wellness Fund	\$60,000	\$110,000	\$60,000
FIXED COSTS			
Fixed Administrative Costs			
Medical Administration			
Medical Administration	\$37.16	\$38.11	\$20.08
Network Access Fee	Included	Included	Included
Disease Management	Included	Included	\$735 per member
Utilization Management	Included	Included	Included
Maternity Program	Included	Included	\$0.75
Pharmacy Carve Out Fee	\$1.70	\$1.75	Included
Stop Loss Carve Out Fee	Not applicable	Not applicable	Not applicable
ASO Enhanced Foundational Program	\$5.06	\$1.19	Not applicable
Sydney Preferred Program	Not included	Not included	Not applicable
Broker Fee	\$3.85	\$3.85	\$3.85
Total Monthly	\$47.77	\$44.90	\$24.68
Total Monthly Cost	\$94,202	\$88,543	\$48,669
Total Annual Cost	\$1,130,429	\$1,062,514	\$584,028
Rate Guarantee	1 Year	1 Year	3 Years
Percentage Change from Current		-6.0%	-48.3%
Annual Change from Current		-\$67,916	-\$546,402

Medical Network Discount Analysis- Claims Cost

Columbus Consolidated Government

Discount Analysis Summary by Carrier

Setting	Total Covered Amount	Estimated Claims Discount Percentage		
		Anthem	Aetna	Cigna OAP
Inpatient	\$9,597,403	42.8%	47.4%	50.6%
Outpatient	\$15,764,046	66.5%	58.0%	53.3%
Professional/Non-Facility	\$17,214,815	59.7%	53.7%	48.4%
Aggregate	\$42,576,264	58.4%	54.5%	52.6%

Setting	Total Covered Amount	Estimated Annual Claims Discount and Claims Costs		
		Anthem	Aetna	Cigna OAP
Inpatient	\$9,597,403	\$4,107,688	\$4,551,089	\$4,856,286
Outpatient	\$15,764,046	\$10,483,091	\$9,143,147	\$8,402,237
Professional/Non-Facility	\$17,214,815	\$10,277,245	\$9,244,356	\$8,331,970
Estimated Discount	\$42,576,264	\$24,868,024	\$22,938,591	\$21,590,493
Estimated Claims Costs		\$17,708,240	\$19,637,673	\$20,985,771
Difference from Current (\$)			\$1,929,433	\$3,277,531
Difference from Current (%)			8%	13%

PBM Market Check

- NFP Rx Solutions monitors the PBM market and negotiates annual financial market checks
- Market check showed savings potential for 1/1/2024
- New pricing and terms have been negotiated with Optum Rx
- If CCG elects to amend the current contract they will receive the updated pricing but extends the contract by 12 months
- Current contract term date 12/31/2025, new contract term date would be 12/31/2026
- Entitles CCG to annual market check moving forward – next market check for 1/1/2025

	Current Pricing	Market Check Pricing	Market Check Impact
Dispensing fees	\$48,235	\$48,219	\$16
Ingredient cost	\$6,904,034	\$6,897,244	\$6,790
Rebates	\$1,794,333	\$2,122,740	\$328,407
Net gross cost	\$5,157,936	\$4,822,723	\$335,213
			6.5%

Budget Projections FY24

FY24 Total Projected Cost-9% Increase Non-Wellness Contribution

Active and Pre-65 Retirees	\$16,547,119
Medicare Advantage	\$298,389
EAP	\$90,000
Wellness Gift Cards	\$45,000
Total	\$16,980,508
Per Budgeted Position 2612	\$6,500.96

FY23 Cost Per Budgeted Position \$6,177

5.24% increase

CY24 projection- City funding 73.3% of active employee cost

9% Increase Non-Wellness Active Rates, No Change Wellness Rate

Non-Wellness

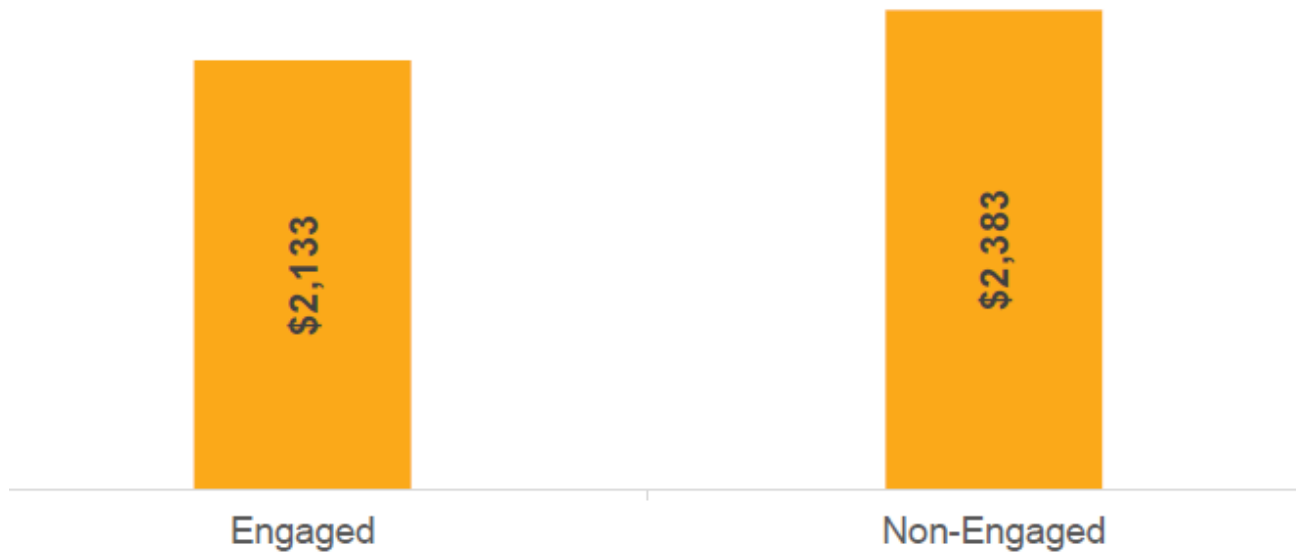
Proposed Silver Plan Costs	Premium	EE Contrib	Enrollment	CCG \$	CCG %	EE \$ Increase	EE % Increase
Single	\$687.96	\$193.70	161	\$494.25	71.84%	\$15.99	9.00%
EE + Sp	\$1,293.32	\$364.15	11	\$929.17	71.84%	\$30.07	9.00%
EE + Ch	\$1,204.09	\$338.99	38	\$865.10	71.85%	\$27.99	9.00%
Family	\$1,905.78	\$536.60	16	\$1,369.18	71.84%	\$44.31	9.00%
Proposed Gold Plan Costs	Premium	EE Contrib	Enrollment	CCG \$	CCG %	EE \$ Increase	EE % Increase
Single	\$777.31	\$277.57	46	\$499.74	64.29%	\$22.92	9.00%
EE + Sp	\$1,461.32	\$521.82	9	\$939.50	64.29%	\$43.09	9.00%
EE + Ch	\$1,360.46	\$485.77	9	\$874.69	64.29%	\$40.11	9.00%
Family	\$2,153.27	\$768.86	6	\$1,384.41	64.29%	\$63.48	9.00%

Wellness

Proposed Silver Plan Costs	Premium	EE Contrib	Enrollment	CCG \$	CCG %	EE \$ Increase	EE % Increase
Single	\$687.96	\$158.23	593	\$529.72	77.00%	\$0.00	0.00%
EE + Sp	\$1,293.32	\$297.46	90	\$995.86	77.00%	\$0.00	0.00%
EE + Ch	\$1,204.09	\$276.94	257	\$927.14	77.00%	\$0.00	0.00%
Family	\$1,905.78	\$438.34	127	\$1,467.44	77.00%	\$0.00	0.00%
Proposed Gold Plan Costs	Premium	EE Contrib	Enrollment	CCG \$	CCG %	EE \$ Increase	EE % Increase
Single	\$777.31	\$226.74	206	\$550.57	70.83%	\$0.00	0.00%
EE + Sp	\$1,461.32	\$426.27	50	\$1,035.05	70.83%	\$0.00	0.00%
EE + Ch	\$1,360.46	\$396.85	80	\$963.62	70.83%	\$0.00	0.00%
Family	\$2,153.27	\$628.12	60	\$1,525.16	70.83%	\$0.00	0.00%

Health Plan Impact

Avg Medical Cost per Member(Employees & Spouses)



Clinic Engaged	Non-Engaged w/ Care
1,884	1,691

Employees and Spouses engaged with the health center Medical Cost is **10% less** than non-engaged Employees and Spouses Non-Engaged Medical Cost.

Health and Wellness Center Impact on Members Health

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