

2024 Benefits Renewal

October 23, 2023



A Strategic Partner for Planning, Designing and Implementing Your Employee Benefits Program:



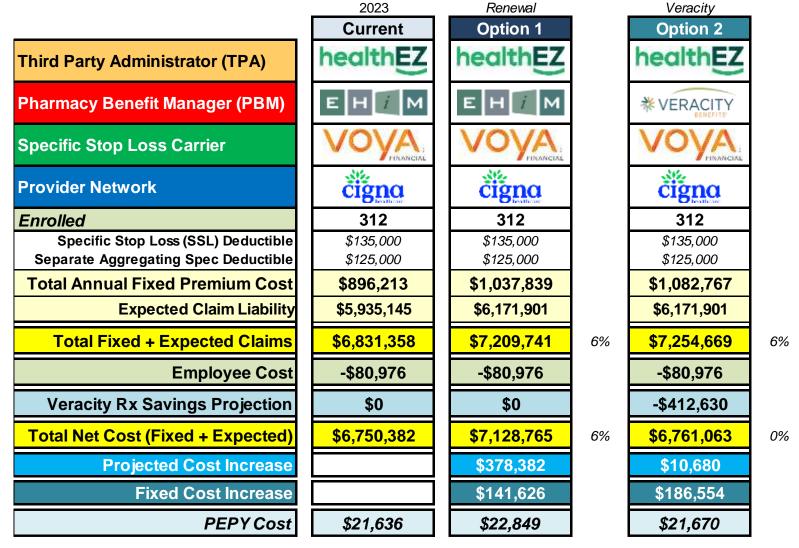


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2024 Medical Renewal



Option 1 – renew with no changes (6% expected increase)

Option 2 – renew with HEZ, Voya, Cigna and change PBM to Veracity (minimal cost impact)



Veracity Rx Savings Program





Based on the evaluation of your prior pharmacy utilization, we propose the following estimated annual savings:

Assumptions:

Effective Date of Current Plans: JAN 2023

Employees on Plan: 323
Members on Plan: 821
Current TPA: healthEZ

Pharmacy Data Used From: JAN 2023 - JUL 2023 (7 Months)

Total Pharmacy Spend: \$506,427 (7 Months) / \$868,160.57 (Annualized)

Rebates: Not Provided

Total Scripts: 4,188 (7 Months) / 7,179 (Annualized)

VeracityRx Estimated Savings for Current Plan Year						
VeracityRx Estimated Savings:						
The Contract (+)	\$	50,253.00				
Veracity Select Network (+)	\$	64,611.00				
Formulary Management (+)	\$	57,432.00				
*Personal Importation Program (PIP) (+)	5	112,483.00				
*Manufacturers' Assistance for Specialty and High Cost Drugs (+)	\$	127,851.00				
Total Estimated Savings	\$	412,630.00				

Savings estimates are net of fees: VeracityRx fee of \$12 PEPM | MC-Rx Powered by ProCare Rx (PBM) per Script fee of \$4.50

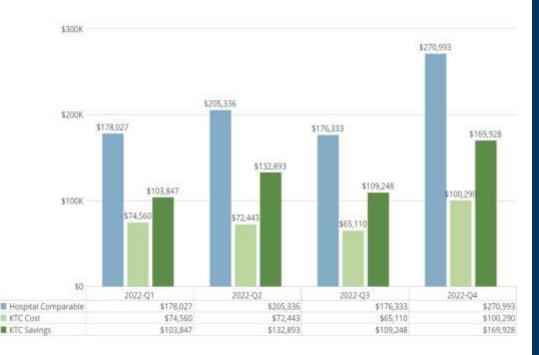


Dental Renewal

Dental		Current		Renewal		
		Anthem		Anthem		
			Base Plan	Buy-Up Plan	Base Plan	Buy-Up Plan
Deductible (EE / F)	Deductible (EE / F)		\$50 / \$150	\$50 / \$150	\$50 / \$150	\$50 / \$150
Annual Maximum			\$1,000	\$2,000	\$1,000	\$2,000
Preventive Services		100%	100%	100%	100%	
Basic Services		50%	80%	50%	80%	
Major Services		50%	50%	50%	50%	
Rate Guarantees		N/A		1-Year		
			Gross Monthly Premium		Gross Monthly Premium	
Employee Only	59	50	\$25.77	\$43.09	\$30.67	\$51.28
Family	123	122	\$64.44	\$107.63	\$76.69	\$128.08
Annual Cost			\$296,783		\$353,186	
\$ Difference from Current			N/A		\$56,403	
% Difference from Current			N/A 19%		9%	
			City Mor	nthly Cost	City Mor	nthly Cost
Employee	59	50	•	\$25.77	\$30.67	\$30.67
Family	123		\$64.44	\$64.43	\$76.69	\$76.69
City Annual Cost	120	122	\$223,146		\$265,585	
			EE Semi-Monthly Cost		EE Semi-Monthly Cost	
F 1						_
Employee	59	50	\$0.00	\$8.66	\$0.00	\$10.31
Family	123	122	\$0.00	\$21.60	\$0.00	\$25.70
Employee Annual Cost		\$73,637		\$87,601		

- 96% loss ratio for first 7 months of plan year
- 2024 projected claims \$334,883

Know the Costs® Radiology Savings Program



- 2022 Results for One Georgia County \$516,000 Savings with *KTC*
- There is no billed premium to the City for offering this program (KTC charges a fee at time of claim and is paid by providers)

- Know the Costs® (KTC) clients in 24 states save over 25% on radiology costs with no fees to clients or members
- Employers save on healthcare costs while offering a new and improved benefit to members
- Members pay \$0 for exams
- No additional work for HR KTC reminds members of their benefit but no hard steerage
- Nationwide network of KTC providers; > 60 sites in Georgia

Benefits Offering Overview

MEDICAL
Fixed
Expected Claims
Pharmacy Savings
Total Expected Cost
Employee Deductions
Expected Annual Cost
RETIREES (Medicare + HRA)
Expected Annual Cost
DENTAL
Billed Premium
Employee Deductions
Expected Annual Cost
_
VISION
Expected Annual Cost
BASIC LIFE and AD&D
Expected Annual Cost
DISABILITY (STD/LTD)
Expected Annual Cost
Total Expected Annual Cost

2023 Current
HEZ/Voya/EHiM
\$896,213
\$5,935,145
\$0
\$6,831,358
-\$80,976
\$6,750,382
Aetna
\$324,779
Anthem
\$296,783
-\$73,637
\$223,146
Anthem
\$50,052
OneAmerica
\$69,322
OneAmerica
\$124,561
7,542,242

	024 Renewal
HE	Z/Voya/EHiM
	\$1,037,839
	\$6,171,901
	\$0
	\$7,209,740
	-\$80,976
	\$7,128,764
	Aetna
	\$334,712
	Anthem
	\$353,186
	-\$87,601
	\$265,585
	Anthem
	\$50,052
(OneAmerica
	\$69,322
(OneAmerica
	\$124,561
	7,972,996
	\$430,754

6%

2024 Recommended	
HEZ/Voya/Veracity	
\$1,082,767	
\$6,171,901	
-\$412,630	
\$6,842,038	
-\$80,976	
\$6,761,062	0%
Aetna	
\$334,712	3%
Anthem	
\$353,186	
-\$87,601	
\$265,585	19%
Anthem	
\$50,052	0%
OneAmerica	
\$69,322	0%
OneAmerica	
\$124,561	0%
7,605,294	
\$63,052	1
1%	