



Walton County

2023 Benefits Renewal

Presentation By:
MSI Benefits Group
May 2, 2023



2022 - 2023 Total Spend Analysis

Paid Date	Medical/Rx Enrollment	Fixed Costs			Attachment Point	Gross Claims
Month	Employees	Admin/Network Fees	Stop Loss Premium	Total Fixed Cost	Max Claims Liability	Total Medical/Rx
July 2022	559	\$48,041	\$85,541	\$133,582	\$947,145	\$163,081
August 2022	555	\$47,714	\$84,960	\$132,674	\$940,709	\$652,807
September 2022	568	\$48,831	\$86,948	\$135,779	\$962,728	\$660,256
October 2022	570	\$48,952	\$87,162	\$136,114	\$965,099	\$654,034
November 2022	579	\$49,699	\$88,493	\$138,192	\$979,834	\$864,736
December 2022	582	\$50,017	\$89,059	\$139,076	\$986,101	\$931,309
January 2023	575	\$49,355	\$87,881	\$137,237	\$973,059	\$804,504
February 2023	575	\$49,415	\$87,988	\$137,404	\$974,245	\$590,961
March 2023	578	\$49,673	\$88,447	\$138,120	\$979,326	\$1,010,702
April 2023	0	\$0	\$0	\$0	\$0	\$0
May 2023	0	\$0	\$0	\$0	\$0	\$0
June 2023	0	\$0	\$0	\$0	\$0	\$0
Totals:	5,141	\$441,698	\$786,480	\$1,228,178	\$8,708,246	\$6,332,390
Avg:	571	\$49,078	\$87,387	\$136,464	\$967,583	\$703,599

Average Costs	PEPM	PEPY
Admin. Fees	\$85.91	\$773.19
Stop Loss Premium	\$152.97	\$1,376.73
Total Fixed Costs	\$238.88	\$2,866.56
Total Net Agg Paid Claims	\$1,275.07	\$15,300.88
Gross Costs	\$1,514	\$18,167
Total Fixed Costs	\$238.88	\$2,866.56
Total Net Paid Claims	\$1,289.66	\$15,475.92
Gross Costs	\$1,529	\$18,342

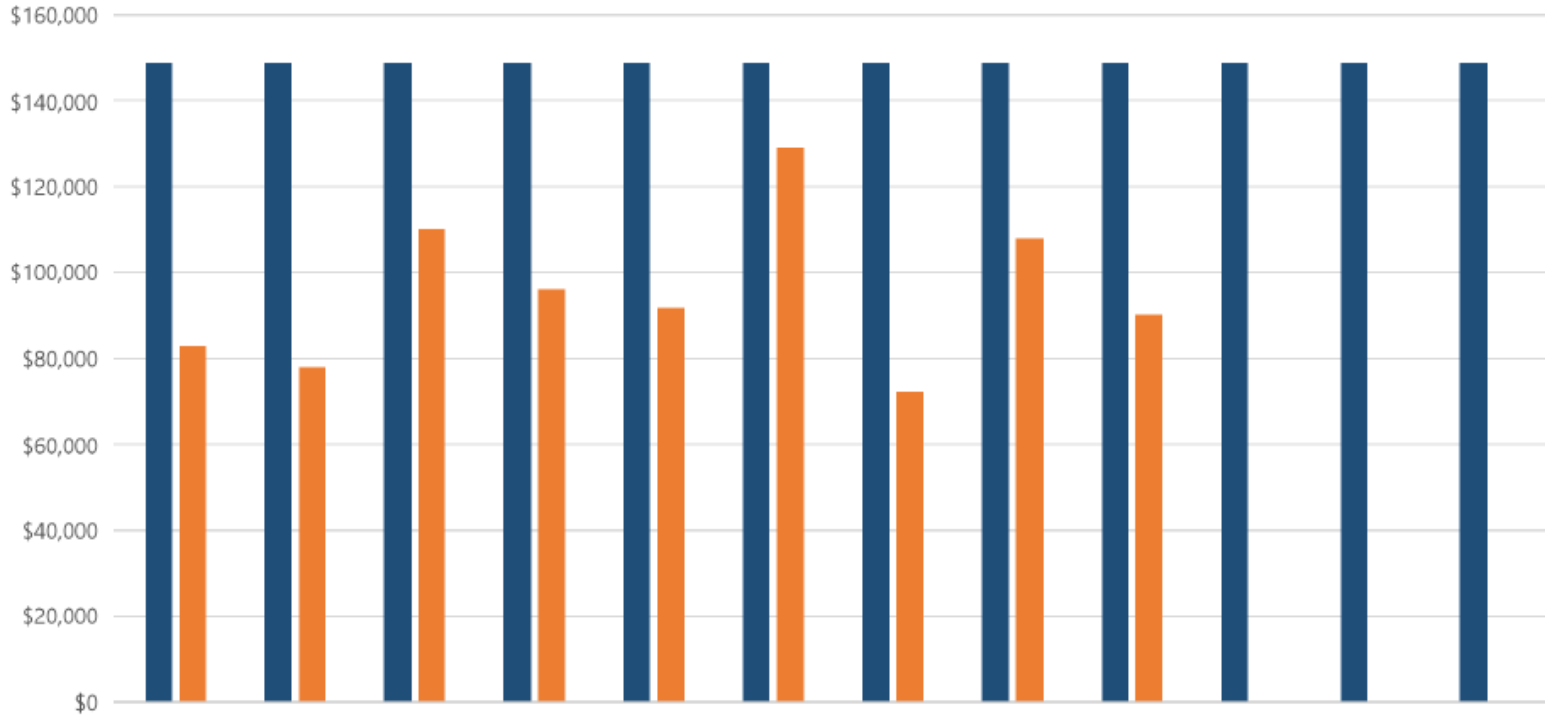
Adjustments and Out of Agg Claims:	-\$604,448
Spec Claims:	\$381,178
Total Net Agg Paid Claims:	\$6,555,660
Max Claims Liability:	\$8,708,246
Max Loss Ratio:	75.28%
Total Net Agg Paid Claims:	\$6,555,660
Expected Claims Liability:	\$6,966,597
Expected Loss Ratio:	94.10%
Total Net Agg Paid Claims:	\$6,555,660
Agg Spec Deductible:	\$75,000
Total Net Paid Claims:	\$6,630,660

Veracity - Rx Savings



WALTON COUNTY Prescription Drug Spend YOY Comparison

- Jul 21-Mar 22 **\$1,337,922**
- Jul 22-Mar 23 **\$857,936**



Plan Year	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Total
2021-22 (Pre/Base)	148,658	148,658	148,658	148,658	148,658	148,658	148,658	148,658	148,658	148,658	148,658	148,658	1,783,896
2022-23	82,817	77,904	110,169	96,109	91,738	129,111	72,118	107,768	90,202				857,936

Medical Renewal Options

	2022 Current	Option 1 2023 Renewal	Option 2 Alternate
FIXED COST			
Third Party Administrator	Anthem BlueCross	Anthem BlueCross	Anthem BlueCross
Stop-Loss Carrier	Anthem BlueCross	Anthem BlueCross	TOKIOMARINE HCC
Total Enrolled	588	588	588
Stop Loss Premium	\$148.14	\$202.50	181.83
Specific Stop Loss Deductible	\$175,000	\$175,000	\$175,000
Aggregating Stop Loss Deductible	\$75,000	\$75,000	\$75,000.00
Annual Fixed Cost	\$1,723,428	\$2,119,128	\$2,001,576
		\$395,700	\$278,148
		36.70%	22.74%
		22.96%	16.14%
CLAIMS			
Contract	24/12	24/12	24/12
Provider Network	Anthem BlueCross	Anthem BlueCross	Anthem BlueCross
Pharmacy Benefit Manager	VERACITY BENEFITS	VERACITY BENEFITS	VERACITY BENEFITS
Expected Claim Factor	\$1,355.00	\$1,488.31	\$1,685.24
Total Expected Claim Liability	\$9,560,880	\$10,501,515	\$11,891,053
<i>Maximum Claim Liability</i>	\$11,951,100	\$13,126,912	\$14,863,817
		9.84%	24.37%
TOTAL COST			
Employee/Retirees Annual Cost	\$1,272,817	\$1,272,817	\$1,272,817
County Anticipated Annual Net Spend	\$10,011,491	\$11,347,827	\$12,619,812
Percentage of Change		13%	26%
Total Budget Change	\$0	\$1,336,336	\$2,608,321
County Net PEPY	\$17,026	\$19,299	\$21,462


- Option 2 was the most competition proposals from all stop-loss markets – still under review with firm and final expected prior to the scheduled BOC meeting

Medical Plan Design

	Curren Plan		Proposed Plan	
IN-NETWORK	Anthem		Anthem	
Individual Calendar Year Deductible	\$500		\$500	
Family Calendar Year Deductible	\$1,500		\$1,500	
Coinsurance	Member Pays 20% Plan pays 80%		Member Pays 20% Plan pays 80%	
Individual Out-of-Pocket Maximum	\$3,000		\$3,000	
Family Out-of-Pocket Maximum	\$9,000		\$9,000	
Primary Care Physician Co-pay	\$25		\$35	
Specialist Physician Co-pay	\$50		\$50	
Preventive Care (not subject to deductible)	\$0		\$0	
Live Health Online (Online Physician Visit)	\$0/\$50		\$0/\$0	
Urgent Care Center Co-pay	\$35		\$50	
Emergency Room Co-pay (waived if admitted)	\$350		\$350	
PRESCRIPTION DRUG CO-PAYMENTS	Veracity /ProCare		Veracity /ProCare	
Retail Drugs – Tier 1	\$5 / \$20		\$5 / \$20	
Retail Drugs – Tier 2	\$45		\$45	
Retail Drugs – Tier 3	\$90		\$90	
	Bi-Weekly		Bi-Weekly	
Employee Only	197	\$30.33	197	\$30.33
Employee + Spouse	106	\$85.59	106	\$85.59
Employee + Children	74	\$78.06	74	\$78.06
Employee + Family	211	\$133.32	211	\$133.32
	588	\$1,272,817	588	\$1,272,817


- The plan changes being recommended is intended to help with utilization towards the new Employee Health Clinic

Dental Renewal

Employees on coverage: 591	Current Self - Insured			
				
	Current		Renewal	
Administrative Fee PEP	\$3.58		\$3.76	
Total Annual Admin Fee	\$25,389		\$26,666	
Expected Annual Claims	\$401,621		\$478,790	
Actual Annual Claims	\$447,229			
Employee Annual Deductions	\$141,133		\$141,133	
County Net Cost	\$331,486		\$364,323	
Expected Annual Cost Difference			\$32,838	
	9.91%			
	Bi-weekly Deductions (26 per year)			
	BASE		BUY UP	
Employee Only	119	2.71	78	6.74
Employee + Spouse	74	5.41	33	14.52
Employee + Children	28	5.14	34	14.25
Employee + Family	95	8.39	130	17.50
Combined Annual Deductions	\$141,133			
66 Waived Coverage	Summary of Benefits			
	BASE		BUY UP	
Deductible (Individual / Family)	\$50 / \$150		\$50 / \$150	
Preventive	100%		100%	
Basic	80%		80%	
Major	50%		50%	
Annual Maximum Benefit	\$1,000		\$2,000	
Fillings	80%		80%	
Simple Extractions	80%		80%	
Oral Surgery	80%		80%	
Periodontics	80%		80%	
Endodontics (Root Canals)	80%		80%	
Crowns	50%		50%	
Dentures / Bridges	50%		50%	
Orthodontia Coverage	Not Covered			
Notes	1 Year Rate Guarantee 80th Percentile Implants Not Covered			


- Dental claims slightly higher than projected
- Dental claims are expected to trend 6% annually

Vision Renewal

		Current Self - Insured	
			
Employees on coverage: 554		Current	Renewal
Admin Fee (PEPM)		\$1.79	\$1.79
Total Annual Admin		\$11,899.92	\$11,899.92
Annual Expected Claims		\$48,856.00	\$44,715.39
Actual Claims		\$43,413.00	
Total		\$55,312.92	\$56,615.31
Total Annual Fully Insured Premium			
Annual Employee Cost		\$34,345.22	\$34,345.22
County Expected Net Cost		\$20,967.70	\$22,270.09
			6.21%
		<i>Employee Deductions (26 per year)</i>	
Employee Only	181	1.16	
Employee + Spouse	115	2.32	
Employee + Children	59	2.20	
Employee + Family	199	3.59	
79 Waived Coverage			
<u>IN-NETWORK</u>			
Routine Eye Exam		\$10 copay (every 12 months)	
Eyeglass Frames		\$130 allowance (every 24 months)	
<u>Eyeglass Lenses</u>			
Standard Plastic Single		\$20 copay	
Standard Plastic Bifocal		\$20 copay	
Standard Plastic Trifocal		\$20 copay (every 12 months)	
<u>Contact Lenses</u>			
Elective Conventional Lenses		\$130 allowance	
Elective Disposable Lenses		\$130 allowance (every 12 months)	
<u>OUT-OF-NETWORK</u>			
Routine Eye Exam		\$30 allowance	
Eyeglass Lenses		\$25 - \$55 allowance	
Contact Lenses - Elective		\$105 allowance	
Frames		\$45 allowance	

- Actual claims are lower than anticipated
- Vision claims are expected to trend 3% annually

Basic Life

Basic Life and AD&D Insurance		
Basic Life / AD&D Amount	\$25,000	
Reduction Schedule:	35% at age 65, 50% at age 70, terminates at retirement	
Life Rate:	0.145	
AD&D Rate:	0.020	
Projected Volume:	\$16,160,000	
Covered Lives:	553	
Basic Life Monthly Premium:	\$2,666.40	
Annual Cost:	\$31,996.80	
Rate Guarantee:	7/1/2024	

- No change

Recommendation

Medical

- Renew with Anthem and make suggested plan changes – no employee deduction changes

Dental/Vision

- Renew with Anthem with no changes in benefits or deductions

Basic Life Insurance

- Renew with OneAmerica