



The School District of Osceola County Employee Benefits Committee Meeting

Agenda

March 20, 2024

- I. **Welcome (2 minutes)**
 - a. Speaking order volunteer
 - b. Timekeeper volunteer
- II. **Questions on Monthly Reports (10 mins)**
- III. **Lincoln Financial Group presentation -Disability and Critical Illness policies (20 minutes)**
- IV. **Central Florida School District Benefits Comparison (15 minutes)**
- V. **Member concerns, tracking, and brainstorming solutions (15 minutes)**
- VI. **Other concerns and updates (18 minutes)**

The next meeting will be held on **April 17, 2024** at **4:30 pm** in the **Multipurpose Room** located at The Center for Employee Health 831 Simpson Road, in Kissimmee.

Employee Benefits Committee Meeting

2023-2024 Membership

OCEA

Judi Crowell – St Cloud HS (v)
Ann Glover – OSVS (v)
Janet Moody -- OCEA/ESP Pres (v)
Laura Wassum – Narcoossee MS (v)
Kim Castro-Stevens – Hickory Tree ES (v)
Dylan Reinsel – St Cloud HS (Alternate)

Teamsters

Vacant (v)
Carlos Martinez – Teamsters (v)

Provider Representatives

Kelly Reeder – Lincoln Financial Group
Mark Tafuri- VSP
Candice Knaps – Humana (Dental)
Tom Remus - MetLife Life Ins.
Cindy McCormick -- EBMS
Vacant -- EBMS
Jay Weingart – Trustmark

Risk & Benefits Management/SDOC

Lauren M. Haddox – Director
LaTasha Aponte – Employee Benefits Supervisor
Megan Austin – Wellness Specialist
LaToyia Edwards – Benefits Education Specialist
Iris Hernandez - Secretary
Sarah Graber – Chief Business & Finance Officer
John Boyd – Chief Negotiator
Scott Knoebel – Chief Negotiator

Prof. Support Council

Felicia Smith – School Operations (v)

ESP

LaShanna Ward – Denn John MS (v)
Susan Compton – Custodial Servs. (v)

Retirees

Ray Lackey – Retired Teacher

Benefits Consultant

Ashley Bacot - RosenSure
Carolyn Grant - RosenSure
Barry Murphy – RosenSure
Mystery Slimick -- RosenSure

Center for Employee Health

Kenneth Aldridge -- RosenCare
Dr. Jader Harlow -- RosenCare
Jason Peak -- PeopleOne
Sherry Edwards -- PeopleOne
Kelly Camps -- PeopleOne
Jordan Tardash -- PeopleOne
Dean Hatcher -- PeopleOne
Lisa Torres -- PeopleOne



Center for Employee Health & Advisor Update

Monthly Health Services Plan Benefits Committee Meeting

Presentation to the **March 20, 2024**
School District of Osceola County Benefits Committee



"People Helping People"





ADVISOR FINANCIAL UPDATE

Data through January 2024



FINANCIAL DASHBOARD

Historical vs. Current Plan Year thru 1/31/24 (4 Months)



Historical Health Plan Costs / Plan Year School District of Osceola County						Oct 23 - Jan 24 (4 Months)
DATE RANGE	10/1/18 to 9/30/19	10/1/19 to 9/30/20	10/1/20 to 9/30/21	10/1/21 to 9/30/22	10/1/22 to 9/30/23	10/1/23 to 1/31/24
COST COMPONENT	2018/19 Plan Year	2019/20 Plan Year	2020/21 Plan Year	2021/22 Plan Year	2022/23 Plan Year	2023/24 Plan Year
Medical Claims	\$45,967,272	\$41,566,112	\$33,140,969	\$41,500,297	\$44,902,814	\$14,990,793
Rx Claims	\$12,307,935	\$11,049,021	\$9,844,133	\$8,966,174	\$8,593,164	\$3,530,250
Health Center	\$3,000,000	\$4,835,823	\$4,916,176	\$5,507,701	\$5,895,433	\$1,991,748
Fixed Costs	\$2,906,857	\$2,860,047	\$5,347,984	\$4,321,131	\$4,839,058	\$1,430,713
Claims over Specific Stop Loss	(\$328,850)	(\$1,418,812)	(\$212)	(\$62,006)	\$0	\$0
TOTAL EXPENSES	\$63,853,214	\$58,992,191	\$53,249,050	\$60,233,297	\$64,230,469	\$21,943,504
TOTAL REVENUE/ FUNDING	\$56,092,962	\$60,116,719	\$58,205,032	\$58,041,431	\$60,163,606	\$22,013,346
\$ Difference Revenue/Expenses	-\$7,760,252	\$1,124,528	\$4,955,982	-\$2,191,866	-\$4,066,863	\$69,842
Ratio - Expenses to Revenue	113.83%	98.13%	91.49%	103.78%	106.76%	99.68%
Additional Funded - COVID Relief	N/A	N/A	\$2,765,331	\$2,497,405	N/A	N/A
Additional Funding Needed	\$10,000,000	\$0	\$0	\$3,000,000		
Average Medical Enrollment	6,563	6,464	6,330	6,182	6,328	6,516
PEPM TOTAL EXPENSES	\$811	\$761	\$665	\$778	\$846	\$842
PEPM Claims vs Previous Year	105%	N/A	87%	117%	109%	100%
Medical Claims PEPM	\$584	\$536	\$436	\$559	\$591	\$575
Rx Claims PEPM	\$156	\$142	\$130	\$121	\$113	\$135
Health Center PEPM	\$38	\$62	\$65	\$74	\$78	\$76
Fixed Costs PEPM	\$37	\$37	\$70	\$58	\$64	\$55

- January Medical & Rx Claims climbed higher than seen in the previous quarter.
- We are actively monitoring large claimant activity.
- Additional Rx Claim detail on Slide 7-9.

Medical Plan PAID Expenses vs Budget/Revenue – PLAN YEAR TO DATE

Plan Year: 10/1/2023 to 9/30/2024

School District of Osceola County Medical Plan - Expenses to Revenue 2023-2024 Plan Year to Date

Month	Enrolled Employees and Retirees	Medical Claims	Rx Claims	Health Center	Paid Claims	Fixed Costs	Total Costs / Expenses	Monthly Revenue to the Plan	Board Contribution	Opt out Subsidy	Employee and Retiree Contribution	Budget Ratio
Oct-23	6,483	\$3,892,796	\$859,356	\$461,919	\$5,214,071	\$375,242	\$5,589,313	\$5,482,635	\$4,144,207	\$691,066	\$647,362	102%
Nov-23	6,486	\$3,377,278	\$857,902	\$499,992	\$4,735,172	\$345,765	\$5,080,937	\$5,486,049	\$4,147,109	\$690,441	\$648,499	93%
Dec-23	6,544	\$2,928,159	\$857,565	\$499,553	\$4,285,277	\$354,853	\$4,640,130	\$5,518,065	\$4,177,012	\$700,438	\$640,615	84%
Jan-24	6,551	\$4,792,560	\$955,427	\$530,284	\$6,278,271	\$354,853	\$6,633,124	\$5,526,597	\$4,177,011	\$704,802	\$644,784	120%
Feb-24												
Mar-24												
Apr-24												
May-24												
Jun-24												
Jul-24												
Aug-24												
Sep-24												
YTD	26,064	\$14,990,793	\$3,530,250	\$1,991,748	\$20,512,791	\$1,430,713	\$21,943,504	\$22,013,346	\$16,645,339	\$2,786,747	\$2,581,260	99.7%

Total Monthly Expenses vs Revenue



ROLLING 12 MONTHS: EXPENSES VS REVENUE

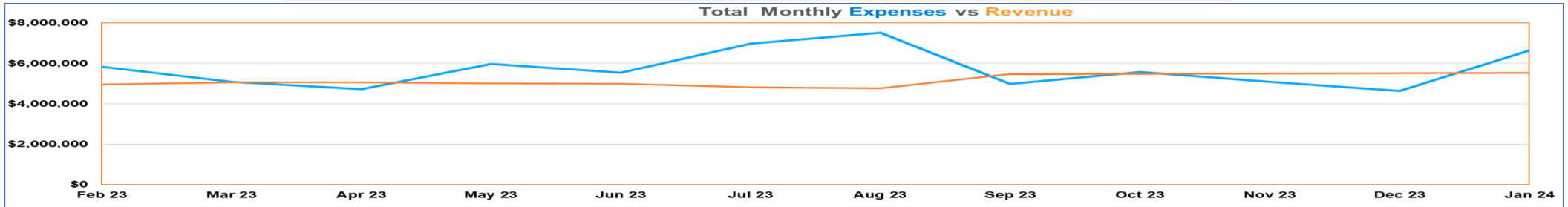
Plan Years: 10/1/2022 – 9/30/2023 and 10/1/2023 – 9/30/2024



School District of Osceola County Health Plan - Expenses to Revenue Rolling 12 Months

Month	Enrolled Employees and Retirees	Medical Claims	Rx Claims	Health Center	Paid Claims	Fixed Costs	Total Expenses	Monthly Revenue to the Plan (G: Sum H-J)	Board Contribution (H)	Opt out Subsidy (I)	Employee and Retiree Contribution (J)	Budget Ratio F / G
Feb-23	6,359	\$4,208,137	\$705,807	\$474,176	\$5,388,120	\$450,387	\$5,838,507	\$4,957,288	\$3,660,141	\$610,944	\$686,203	118%
Mar-23	6,397	\$3,419,480	\$844,245	\$480,198	\$4,743,923	\$350,441	\$5,094,364	\$5,063,371	\$3,767,099	\$605,808	\$690,464	101%
Apr-23	6,396	\$3,093,984	\$809,720	\$473,462	\$4,377,166	\$350,408	\$4,727,574	\$5,063,375	\$3,767,099	\$605,807	\$690,469	93%
May-23	6,305	\$4,239,598	\$765,947	\$619,848	\$5,625,393	\$350,509	\$5,975,902	\$5,012,385	\$3,719,317	\$602,394	\$690,674	119%
Jun-23	6,269	\$3,671,949	\$849,534	\$527,956	\$5,049,439	\$496,092	\$5,545,531	\$4,986,525	\$3,700,545	\$599,550	\$686,430	111%
Jul-23	6,154	\$5,315,223	\$808,847	\$522,501	\$6,646,571	\$326,854	\$6,973,425	\$4,820,445	\$3,579,952	\$579,072	\$661,421	145%
Aug-23	5,956	\$6,002,745	\$666,197	\$517,324	\$7,186,266	\$328,270	\$7,514,536	\$4,758,313	\$3,527,619	\$570,538	\$660,156	158%
Sep-23	6,445	\$3,245,573	\$852,592	\$516,992	\$4,615,157	\$364,698	\$4,979,855	\$5,471,026	\$4,129,523	\$676,695	\$664,808	91%
Oct-23	6483	\$3,892,796	\$859,356	\$461,919	\$5,214,071	\$364,698	\$5,578,769	\$5,482,635	\$4,144,207	\$691,066	\$647,362	102%
Nov-23	6486	\$3,377,278	\$857,902	\$499,992	\$4,735,172	\$345,362	\$5,080,534	\$5,485,960	\$4,147,019	\$690,441	\$648,500	93%
Dec-23	6544	\$2,928,159	\$857,565	\$499,553	\$4,285,277	\$345,765	\$4,631,042	\$5,518,065	\$4,177,012	\$700,438	\$640,615	84%
Jan-24	6551	\$4,792,560	\$955,427	\$530,284	\$6,278,271	\$354,853	\$6,633,124	\$5,526,597	\$4,177,011	\$704,802	\$644,784	120%
YTD	76,345	\$48,187,482	\$9,833,139	\$6,124,205	\$64,144,826	\$4,428,337	\$68,573,163	\$62,145,985	\$46,496,544	\$7,637,555	\$8,011,886	110%

- January 2024 Medical Claims are 20% (\$811K) higher than the prior 12 Month Rolling Average of \$3.98 Million.
- January 2024 Rx Claim Cost/ Utilization is 20% (\$160K) higher than prior 12 months average.



Large Claims \$200,000– Plan Year to Date

Plan Year: 2023-2024



School District of Osceola County					
Plan Year 10/1/2023 to 9/30/2024					
Large Claimants Plan Year to Date					
Specific Deductible \$1,500,000 + \$135,000 aggregating deductible			Medical / Rx Claims < \$200,000		
#	Relationship	Diagnosis	Medical Claims Paid	Rx Claims Paid	Total Paid
1	Employee	Chronic Respiratory Failure/Sickle Cell	\$339,551	\$2,793	\$342,344
2	Employee	Tongue Cancer	\$290,498	\$541	\$291,039
3	Employee/Term	Neurological Disorder	\$265,607	\$0	\$265,607
4	Employee/Term	Hemorrhage	\$252,645	\$0	\$252,645
5	Employee	Cancer (Radiation Therapy)	\$247,609	\$23	\$247,632
6	Employee	Breast Cancer	\$246,215	\$105	\$246,320
7	Employee	CAD (Coronary Artery Disease)	\$213,333	\$17	\$213,350
8	Employee	Brain Cancer	\$207,923	\$604	\$208,527
					\$2,067,464

*Large claimant's Individual Specific Deductible resets at \$0 each new plan year.

New to List

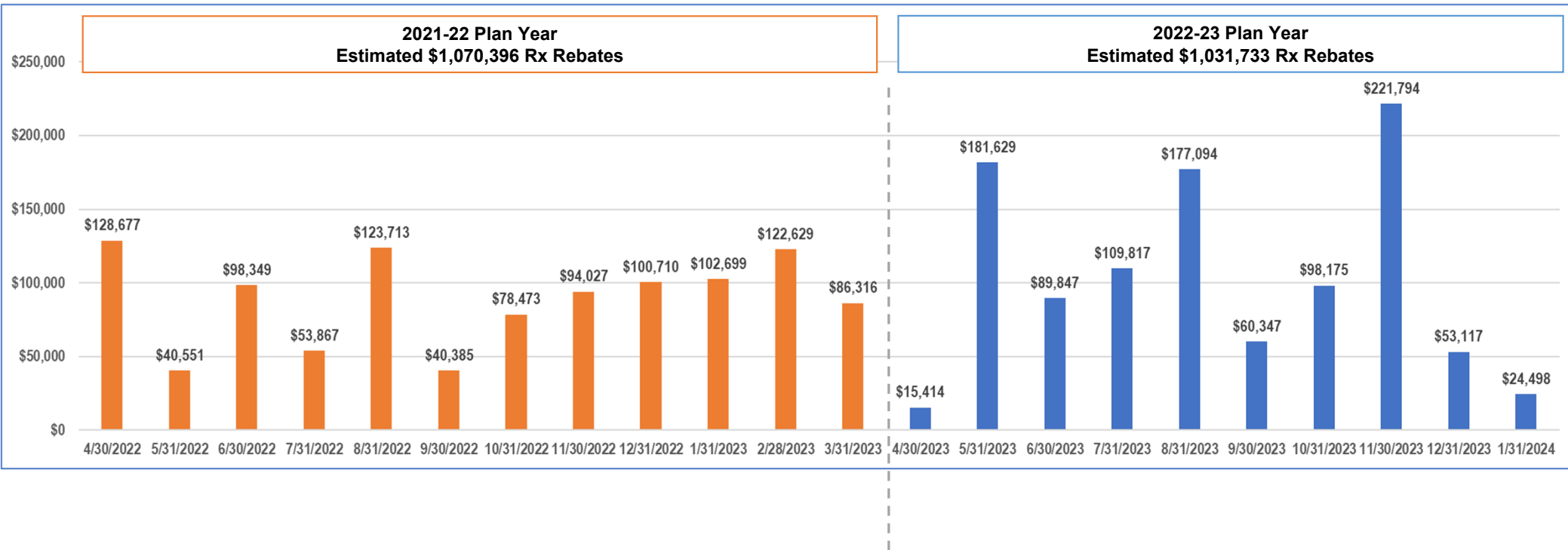
\$752,211

SDOC – Ventegra Rx Rebates

Calendar Years: 2022, 2023 and 2024



Rx Rebates are paid monthly, at approximately 3 to 6-month lag from date of service



*SDOC receives 100% of Rx Rebates under the Ventegra contract.

SDOC January 2024 Rx Claims – Ventegra Rx Insights



In reviewing claims for SDOC, it looks like there were fewer members on the plan, but 159 more utilizing members. There were also 55 specialty meds filled in January, compared to 42 in December.

- The Specialty Plan Paid PMPM increased \$10.29 PMPM in January compared to December. This was driven by an increase of 9 more patients and 13 more Rx.
- There were 2 new starts for Revlimid (Rx Cost \$17,533) and Kisqali (Rx Cost \$17,393), which combined for \$4.63 of the PMPM increase.
 - Revlimid is an immune-modulating treatment that helps your immune system to fight cancer
 - Kisqali is proven to help premenopausal and postmenopausal women, and men, with HR+, HER2- metastatic, breast cancer.

Report Period:	12/2023	1/2024
RX Count	8,460	8,959
RX Count (Adjusted)	14,010	14,807
RX PMPM	0.93	0.99
Total Membership	9,094	9,071
Utilizing Patients	3,118	3,277
Patient Pay	\$106,522	\$151,100
Patient Pay %	11.64%	14.0%
Plan Paid	\$808,848	\$926,731
Coupon Reported	\$34,756	\$70,930
Dispensing Fee	\$52,446	\$57,320
Ingredient Cost Paid	\$862,917	\$1,020,432
Plan Paid PMPM	\$88.94	\$102.16
Generic Dispense Rate	87.85%	88.73%
Avg Copay/RX	\$12.59	\$16.87
Avg Plan Paid/RX	\$95.61	\$103.44
Avg Plan Paid/30 DS	\$64.89	\$70.70
Avg Ing Cost/RX	\$102.00	\$113.90
Avg Disp Fee /RX	\$6.20	\$6.40
Avg Days Supply/RX	44.2	43.9

Utilization Summary Comparing Month of 1/2024 to 12/2023

Client: The School District of Osceola County Plan Name: The School District of Osceola County SubGroup: Null
Confidential and Proprietary

Report Period:	12/2023	1/2024	Change	% Change	Plan Paid By Specialty, Generic, , and Brand
RX Count	42	55	13	30.95%	Select Product Type(s) to show only their metrics Prev Year Current
RX Count (Adjusted)	44	63	19	43.18%	
RX PMPM	0.00	0.01	0.00	31.28%	
Total Membership	9,094	9,071	-23	-0.25%	
Utilizing Patients	40	49	9	22.50%	
Patient Pay	\$34,978	\$71,158	\$36,180	103.44%	
Patient Pay %	11.09%	16.02%	4.93%	44.45%	
Plan Paid	\$280,371	\$372,974	\$92,603	33.03%	
Coupon Reported	\$34,756	\$70,930	\$36,175	104.08%	
Dispensing Fee	\$4,280	\$6,064	\$1,784	41.67%	
Ingredient Cost Paid	\$311,068	\$438,068	\$126,999	40.83%	
Plan Paid PMPM	\$30.83	\$41.12	\$10.29	33.37%	
Generic Dispense Rate	0.00%	0.00%	0.00%		
Avg Copay/RX	\$832.80	\$1,293.77	\$460.97	55.35%	
Avg Plan Paid/RX	\$6,675.50	\$6,781.35	\$105.85	1.59%	
Avg Plan Paid/30 DS	\$6,130.56	\$5,926.49	(\$204.06)	-3.33%	
Avg Ing Cost/RX	\$7,406.39	\$7,964.87	\$558.47	7.54%	
Avg Disp Fee /RX	\$101.91	\$110.25	\$8.34	8.19%	
Avg Days Supply/RX	32.7	34.3	1.66	5.08%	

*The Ventegra reports do not include ElectRx data.

SDOC January 2024 Rx Claims – Rx Insights



*Available through ElectRx

TOP TWELVE VENTEGRA PMPM DRIVERS SORTED BY MOST TO LEAST:

Product Name	Drug Group Description	RXCounter Current
REVLIMID	MISCELLANEOUS THERAPEUTIC CLASSES	2
*SKYRIZI	DERMATOLOGICALS	1
	GASTROINTESTINAL AGENTS - MISC.	0
*TRULICITY	ANTIDIABETICS	40
PAXLOVID	ANTIVIRALS	45
*KISQALI	ANTINEOPLASTICS AND ADJUNCTIVE THERAPIES	1
*HUMIRA PEN	ANALGESICS - ANTI-INFLAMMATORY	6
*STELARA	DERMATOLOGICALS	2
*DUPIXENT	DERMATOLOGICALS	3
*GENOTROPIN	ENDOCRINE AND METABOLIC AGENTS - MISC.	1
*TREMFYA	DERMATOLOGICALS	2
DAPAGLIFLOZIN PROPANEDIOL	ANTIDIABETICS	5
*JARDIANCE	ANTIDIABETICS	32

*Additional Ventegra dosage and quantity detail has been requested.



CENTER FOR
**Employee
Health**

In Partnership with  ROSENCARE.

HEALTH CENTER UPDATE

Data through December 2023

“People Helping People”

CENTER FOR EMPLOYEE HEALTH Utilization Overview



December 1 to
December 31, 2023

**MAIN
LOCATION**

49% (833 of 1,717) of
Medical Encounters were
Unique Patients

Service Type	Scheduled	Late Cancel	No-Show	Completed Encounters	Unique Patients	Patients Per Day (Average)
Medical	1,311	2	92	1,217	833	49
Chiropractor	124	0	7	117	83	9
Physical Therapy	233	1	21	211	80	10
Wellness Coaching	77	0	11	66	65	4
Occupational Health	28	1	0	27	27	2
Workers Comp	91	0	12	79	35	4
Overall - Total	1,864	4	143	1,717		

Overall - Total	1,885	4	151	1,730
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Additional Services	Scheduled	Late/Cancel	No Show	Completed	
Mental Health / Counseling**	73	1	8	64	**These numbers are included under the medical category above
Ophthalmologist / Eye Exam **	21	0	8	13	
X-Ray	101	0	3	98	

Service Type	1-2 Times	3-5 Times	6+ Times
Medical	1,001 Individuals accessed the Main Center 1-2 times in October	763 Individuals accessed the Main Center 3-5 times in October	112 Individuals accessed the Main Center 6+ times in October
Chiropractor	75	8	0
Physical Therapy	45	29	6
Wellness Coaching	65	0	0
Occupational Health	27	0	0
Workers Comp	26	7	2

Individuals that have accessed the **MAIN** Center for Employee Health 1-2 times, 3-5, 6+ times in the selected time frame.

CENTER FOR EMPLOYEE HEALTH Utilization Overview



December 1 to December 31, 2023

**POINCIANA
LOCATION**

Service Type	Scheduled	Late Cancel	No-Show	Completed Encounters	Unique Patients	Patients Per Day (Average)
Medical	27	0	0	27	26	3
Overall - Total	27	0	0	27		

Individuals that have accessed the **POINCIANA LOCATION** of the Center for Employee Health 1-2 times, 3-5, 6+ times in the selected time frame.

Service Type	1-2 Times	3-5 Times	6+ Times
Medical	26	0	0

CENTER FOR EMPLOYEE HEALTH Appointment Utilization Overview



December 1 to December 31, 2023

MAIN LOCATION: MEDICAL

7am	14	26	18	14	39	
8am	23	28	19	30	49	13
9am	18	38	19	33	42	22
10am	19	32	11	31	39	16
11am	20	25	13	26	24	14
12pm	10	15	7	17	23	
1pm	8	4	3	10	13	
2pm	25	16	7	16	32	
3pm	14	23	17	25	32	
4pm	21	19	11	19	26	
5pm	11	7	7	21	15	
6pm	13	3		6	6	
	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday

POINCIANA LOCATION: MEDICAL

8am	4	
9am	2	
10am	2	
11am	1	
1pm		4
2pm		4
3pm		4
4pm		3
5pm		3
	Monday	Friday

CENTER FOR EMPLOYEE HEALTH

Appointment Utilization Overview



MAIN LOCATION: CHIROPRACTOR

7am		3			
8am	2	2	3	1	2
9am	2	6	6	1	2
10am	3	5	4	2	1
11am	3	3	4	3	1
12pm	1	2		3	
1pm			1		
2pm	3	5	6	4	
3pm	4	3	5	2	
4pm	3	3	4	3	
5pm	2		1	3	
	Monday	Tuesday	Wednesday	Thursday	Saturday

December 1 to December 31, 2023

PHYSICAL THERAPY

7am	3	6	7	5		
8am	4	6	10	5	1	4
9am	6	4	4	7	2	
10am	3	7	6	5	1	2
11am	3	3	1	6		1
12pm	1	4	2	1		
1pm	1		1	1		
2pm	2	4	4	6	2	
3pm	8	8	11	6	3	
4pm	6	4	7	6	2	
5pm	1	3	1	1	1	
6pm		1		1		
	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday

CENTER FOR EMPLOYEE HEALTH

Trending Information: December 2023



MEDICAL ENCOUNTERS

Completed Encounters	2022	2023												Total
	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	
ANN VISIT	127	150	116	137	134	173	209	219	119	107	126	105	101	1,823
EYE EXAM	13		18	12	17	13	20	17	13	16	12	12	13	176
IN-PER MH	56	90	66	92	67	59	63	72	70	72	58	49	54	868
MED EST	311	390	331	383	285	288	249	204	240	191	187	200	206	3,465
MED EST 60	35	44	50	48	45	39	52	29	53	49	20	26	24	514
MED NEW	13	7	10	4	2		1	1	1	2	1		1	43
MED URGEST	89	125	129	152	164	143	148	137	121	137	138	185	238	1,906
MED URGNEW	18	13	13	4	5	6	5	3	7	5	5	9	5	98
NV LAB	267	257	242	321	253	278	314	314	248	255	215	204	234	3,402
TELEHEALTH	219	333	293	313	294	270	256	255	263	250	224	188	234	3,392
TeleVisit	31	7	1	3	3	8	1	1	1	2	1	1		60
VIRT MH					21	26	24	15	14	12	17	15	10	154
X-Ray 30	138	138	123	160	131	127	117	100	115	93	106	90	97	1,535
Total	1,317	1,554	1,392	1,629	1,421	1,430	1,459	1,367	1,265	1,191	1,110	1,084	1,217	17,436

CENTER FOR EMPLOYEE HEALTH

Trending Information: December 2023



TELEPHONE INTERACTION

Count	2022	2023									Total
	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept	
Lab Results	38	13	20	7	17	11	14	10	7	5	142
Lab Results, Medical - Outreach	3								1		4
Lab Results, Professional Collaboration	1	1	6	5	6	4	4	3	2	3	35
Lab Results, Question for Provider		1	4	4	5	4	2	2	2	1	25
Lab Results, Question for Provider, Professional Collaboration		1				1		5			7
Lab Results, Question for Provider, Rx										1	1
Lab Results, Question for Provider, Rx, Professional Collaboration									1		1
Lab Results, Rx	2	2	2		3	3		1			13
Lab Results, Rx, Professional Collaboration			1	1	1	2				1	6
Medical - Outreach	6	3	3	5	7	2	3	4	1	4	38
Medical - Outreach, Professional Collaboration	1										1
Professional Collaboration	29	52	40	38	44	54	24	41	57	18	397
Question for Provider	5	11	10	9	9	14	12	13	9	11	103
Question for Provider, Medical - Outreach				1							1
Question for Provider, Professional Collaboration		3	3	2	10	12	3	2	8	5	48
Question for Provider, Rx	1	2	4	1	2	2		4	2	3	21
Question for Provider, Rx, Professional Collaboration										1	1
Rx	25	31	19	26	32	28	26	31	14	22	254
Rx, Medical - Outreach						1					1
Rx, Professional Collaboration	5	5	2	2	7	13	5	4	3	8	54
Total	116	125	114	101	144	150	98	115	107	83	1,153

CENTER FOR EMPLOYEE HEALTH

Trending Information: December 2023



PHYSICAL THERAPY

Completed Encounters	2022	2023												Total
	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	
PT ESTPT	198	270	298	313	280	276	241	247	255	200	169	156	161	3,064
PT ESTPT45	40	33	27	22	10	9	7	20	43	24	38	25	14	312
PT NEWPT	46	53	59	55	42	35	44	53	41	32	34	43	36	573
Total	284	356	384	390	332	320	292	320	339	256	241	224	211	3,949

WELLNESS COACHING

Completed Encounters	2022	2023												Total
	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	
NUTR EST	14	36	31	36	33	31	37	29	33	29	26	33	16	384
NUTR NEW	15	32	16	23	23	23	31	19	16	20	18	14	8	258
NUTRTELEST	37	52	59	68	75	62	54	44	63	43	44	57	33	691
NUTRTELNEW	8	21	5	17	11	10	10	9	14	14	20	7	9	155
Total	74	141	111	144	142	126	132	101	126	106	108	111	66	1,488

CENTER FOR EMPLOYEE HEALTH

Trending Information: December 2023



WORKERS COMPENSATION

Completed Encounters	2022	2023												Total
	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	
MED WCEST		1		28	61	78	45	22	33	57	54	31	28	438
MED WCNEW			2	27	29	32	17	3	38	24	36	13	15	236
PT WCEST	40	56	41	21	54	117	49	21	44	65	68	51	29	656
PT WCNEW	5	3		4	19	13	9	4	9	11	14	10	6	107
WC Chiro45											1			1
WC ChPT												1		1
X-Ray WC30				3			1		4				1	9
Total	45	60	43	83	163	240	121	50	128	157	173	106	79	1,448

CENTER FOR EMPLOYEE HEALTH

Trending Information: December 2023



OCCUPATIONAL HEALTH

Completed Encounters	2022	2023												Total
	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	
OCC	2	18	20	21	13	6	4	5	7	14	18	19	17	164
OCC 60	17	18	17	20	18	22	20	18	18	14	16	17	10	225
Total	19	36	37	41	31	28	24	23	25	28	34	36	27	389

CHIROPRACTOR

Completed Encounters	2022	2023												Total
	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	
CHPT EST	135	167	169	166	168	175	148	137	166	135	165	135	109	1,975
CHPT NP	22	28	16	27	18	28	25	18	23	19	15	15	8	262
CHPT URG			1	2								1		4
Total	157	195	186	195	186	203	173	155	189	154	180	151	117	2,241

CENTER FOR EMPLOYEE HEALTH Satisfaction Survey - December 2023



4.79/ 5

In December 2023

756 surveys completed

Number of surveys completed
2021-2023 Years to Date: **26,861**

	Jan 21	Feb 21	Mar 21	Apr 21	May 21	June 21	July 21	Aug 21	Sept 21	Oct 21	Nov 21	Dec 21
	385	388	559	652	643	799	718	715	776	188	760	794
	Jan 22	Feb 22	Mar 22	Apr 22	May 22	June 22	July 22	Aug 22	Sept 22	Oct 22	Nov 22	Dec 22
	635	663	842	756	732	783	734	751	557	652	552	524
	Jan 23	Feb 23	Mar 23	Apr 23	May 23	Jun 23	Jul 23	Aug 23	Sep 23	Oct 23	Nov 23	Dec 23
	1035	975	1083	938	955	1010	910	1222	1124	1159	788	756

AVERAGE REVIEW SCORE OF ALL TIME: 4.87



QUESTIONS?



Health Plan Analysis 03/01/2024 (23-24)

Summary

Plan	ENROLLMENT		
	TALLIES	Total	%
Healthy Advantage Plus	665	7896	8.42%
Healthy Advantage Plus Wellness	974	7896	12.34%
Health Center	276	7896	3.50%
Health Center Wellness	840	7896	10.64%
Healthy Essentials	1533	7896	19.41%
Healthy Essentials Wellness	2485	7896	31.47%
Opt Out Credit Plan	1123	7896	14.22%

PROJECTED REVENUE BASED ON CURRENT ENROLLMENT MINUS ADMIN FEES

Board Paid	\$58,656,854.00
Employee Premium	\$6,834,720.00
Retiree Premium	\$758,394.48
SubTotal	\$66,249,968.48
Administration Fees	(5,662,554.84)
Total	60,587,413.64

DESCRIPTION	OPTION	TALLIES	Board Share		Employee Premium			Retiree Premium		
			Per Pay	Per Year	Per Pay	Per Year	Per Month	Per Year		
Healthy Advantage Plus	1	563	374.9	211,068.70	4,221,374.00	75.00	42,225.00	844,500.00		
Healthy Advantage Plus	2	11	374.9	4,123.90	82,478.00	500.00	5,500.00	110,000.00		
Healthy Advantage Plus	3	55	374.9	20,619.50	412,390.00	325.00	17,875.00	357,500.00		
Healthy Advantage Plus	4	14	374.9	5,248.60	104,972.00	625.00	8,750.00	175,000.00		
Healthy Advantage Plus	5	11	374.9	4,123.90	82,478.00	350.00	3,850.00	77,000.00		
Healthy Advantage Plus	6	11	374.9	4,123.90	82,478.00	0.00	0.00	0.00		
Healthy Advantage Plus Wellness	1	766	374.9	287,173.40	5,743,468.00	50.00	38,300.00	766,000.00		
Healthy Advantage Plus Wellness	2	19	374.9	7,123.10	142,462.00	450.00	8,550.00	171,000.00		
Healthy Advantage Plus Wellness	3	84	374.9	31,491.60	629,832.00	275.00	23,100.00	462,000.00		
Healthy Advantage Plus Wellness	4	25	374.9	9,372.50	187,450.00	575.00	14,375.00	287,500.00		
Healthy Advantage Plus Wellness	5	19	374.9	7,123.10	142,462.00	300.00	5,700.00	114,000.00		
Healthy Advantage Plus Wellness	6	19	374.9	7,123.10	142,462.00	0.00	0.00	0.00		
Healthy Advantage Plus Wellness	7	1	374.9	374.90	7,498.00	450.00	450.00	9,000.00		
Healthy Advantage Plus Wellness	8	0	374.9	0.00	0.00	575.00	0.00	0.00		
Healthy Advantage Plus Wellness (JS)	1	0	187.45	0.00	0.00	237.45	0.00	0.00		
Healthy Advantage Plus Wellness Retiree	1	34						821.47	27,929.98	335,159.76
Healthy Advantage Plus Wellness Retiree	2	7						1,725.22	12,076.54	144,918.48
Healthy Advantage Plus Wellness Retiree	3	0						1,273.27	0.00	0.00
Healthy Advantage Plus Wellness Retiree	4	0						2,218.14	0.00	0.00
Health Center Wellness	1	428	374.9	160,457.20	3,209,144.00	0.00	0.00	0.00		
Health Center Wellness	2	42	374.9	15,745.80	314,916.00	175.00	7,350.00	147,000.00		
Health Center Wellness	3	201	374.9	75,354.90	1,507,098.00	25.00	5,025.00	100,500.00		
Health Center Wellness	4	82	374.9	30,741.80	614,836.00	200.00	16,400.00	328,000.00		
Health Center Wellness	5	34	374.9	12,746.60	254,932.00	0.00	0.00	0.00		
Health Center Wellness	6	34	374.9	12,746.60	254,932.00	0.00	0.00	0.00		
Health Center Wellness	7	3	374.9	1,124.70	22,494.00	175.00	525.00	10,500.00		
Health Center Wellness	8	0	374.9	0.00	0.00	200.00	0.00	0.00		
Health Center	1	168	374.9	62,983.20	1,259,664.00	25.00	4,200.00	84,000.00		
Health Center	2	11	374.9	4,123.90	82,478.00	225.00	2,475.00	49,500.00		
Health Center	3	59	374.9	22,119.10	442,382.00	75.00	4,425.00	88,500.00		
Health Center	4	23	374.9	8,622.70	172,454.00	250.00	5,750.00	115,000.00		
Health Center	5	6	374.9	2,249.40	44,988.00	50.00	300.00	6,000.00		
Health Center	6	6	374.9	2,249.40	44,988.00	0.00	0.00	0.00		
Health Center	7	2	374.9	749.80	14,996.00	225.00	450.00	9,000.00		
Health Center	8	1	374.9	374.90	7,498.00	250.00	250.00	5,000.00		
Health Center Wellness Retiree	1	14						568.54	7,959.56	95,514.72
Health Center Wellness Retiree	2	2						1,193.95	2,387.90	28,654.80
Health Center Wellness Retiree	3	0						881.23	0.00	0.00
Healthy Essentials Wellness	1	2012	374.9	754,298.80	15,085,976.00	0.00	0.00	0.00		
Healthy Essentials Wellness	2	36	374.9	13,496.40	269,928.00	325.00	11,700.00	234,000.00		
Healthy Essentials Wellness	3	181	374.9	67,856.90	1,357,138.00	152.00	27,512.00	550,240.00		
Healthy Essentials Wellness	4	36	374.9	13,496.40	269,928.00	452.00	16,272.00	325,440.00		
Healthy Essentials Wellness	5	102	374.9	38,239.80	764,796.00	20.00	2,040.00	40,800.00		
Healthy Essentials Wellness	6	102	374.9	38,239.80	764,796.00	0.00	0.00	0.00		
Healthy Essentials Wellness	7	0	374.9	0.00	0.00	325.00	0.00	0.00		
Healthy Essentials	1	1357	374.9	508,739.30	10,174,786.00	25.00	33,925.00	678,500.00		
Healthy Essentials	2	16	374.9	5,998.40	119,968.00	375.00	6,000.00	120,000.00		
Healthy Essentials	3	87	374.9	32,616.30	652,326.00	202.00	17,574.00	351,480.00		
Healthy Essentials	4	19	374.9	7,123.10	142,462.00	502.00	9,538.00	190,760.00		
Healthy Essentials	5	27	374.9	10,122.30	202,446.00	50.00	1,350.00	27,000.00		
Healthy Essentials	6	27	374.9	10,122.30	202,446.00	0.00	0.00	0.00		
Healthy Essentials Wellness Retiree	1	14						705.80	9,881.20	118,574.40
Healthy Essentials Wellness Retiree	2	2						1,482.18	2,964.36	35,572.32
Healthy Essentials Wellness Retiree	3	0						1,087.88	0.00	0.00
Opt Out Credit Plan	1	1123	374.9	421,012.70	8,420,254.00	0.00	0.00	0.00		
Job Share Declined Benefits (IS PT)	0	0	187.45	0.00	0.00					
FSA Extra \$250	1	1145	250.00		286,250.00					
Total Employees and Retirees		7896		2,932,842.70	58,656,854.00		341,736.00	6,834,720.00	63,199.54	758,394.48

Option Legend	
Single	1
Spouse	2
Child(ren)	3
Family	4
Half Family Primary	5
Half Family Secondary	6
Domestic Partner	7
Child(ren) +DP	8
DP +DP Child(ren)	9
Child(ren) + DP + DP Child(ren)	10

Revenue Totals Per Year

Board Paid	\$58,656,854.00
Employee Premium	\$6,834,720.00
Retiree Premium	\$758,394.48
Total	\$66,249,968.48