



The School District of Osceola County Employee Benefits Committee Meeting

Agenda

April 16, 2025

- I. **Welcome (2 minutes)**
 - a. Speaking order volunteer
 - b. Timekeeper volunteer
- II. **Monthly Reports (5 mins)**
- III. **Health Services Plan 2026 (35 mins)**
- IV. **Member concerns, tracking, and brainstorming solutions (20 minutes)**
- V. **Other concerns and updates (5 minutes)**

The next meeting will be held on **March 21, 2025 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

Vacant

Ann Glover – OSVS (v)

Janet Moody -- OCEA/ESP Pres (v)

Richard Steinmetz, Jr. – Parkway 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 Johnson – Lincoln Financial Group

Mark Tafuri- VSP

Candice Knaps – Humana (Dental)

Tom Remus - MetLife Life Ins.

Cindy McCormick -- EBMS

Jessica Rivera -- EBMS

Jay Weingart – Trustmark

Mike Vasquez – Opioid Clinic Management

Risk & Benefits Management/SDOC

LaToyia Edwards – Benefits Education Specialist

Lauren M. Haddox – Director

LaTasha Aponte – Employee Benefits Supervisor

Megan Austin – Wellness Specialist

Iris Hernandez - Secretary

Sarah Graber – Chief Business & Finance Officer

John Boyd – Chief Negotiator

Scott Knoebel – Chief Negotiator

Prof. Support Council

Daina Gooden (v)

ESP

LaShanna Ward – Denn John MS (v)

Susan Compton – Custodial Servs. (v)

Retirees

Ray Lackey – Retired Teacher

Judi Crowell – Retired Counselor

Benefits Consultant

Ashley Bacot - RosenSure

Carolyn Grant - RosenSure

Barry Murphy – RosenSure

Mystery Slimick -- RosenSure

Center for Employee Health

Kenneth Aldridge -- RosenCare

Nicole Cius -- PeopleOne

Sherry Edwards -- PeopleOne

Dean Hatcher -- PeopleOne

Jordan Tardash -- PeopleOne

Lisa Torres -- PeopleOne

Health Plan Analysis 04/01/2025 (24-25)
Summary

ENROLLMENT			
Plan	TALLIES	Total	%
Healthy Advantage Plus	485	8023	6.05%
Healthy Advantage Plus Wellness	849	8023	10.58%
Health Center	304	8023	3.79%
Health Center Wellness	1074	8023	13.39%
Healthy Essentials	1424	8023	17.75%
Healthy Essentials Wellness	2773	8023	34.56%
Opt Out Credit Plan	1110	8023	13.84%

PROJECTED REVENUE BASED ON CURRENT ENROLLMENT MINUS ADMIN FEES	
Board Paid	\$59,601,602.00
Employee Premium	\$6,219,460.00
Retiree Premium	\$801,821.64
SubTotal	\$66,622,883.64
Administration Fees	(5,722,782.24)
Total	60,900,101.40

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	416	374.9	155,958.40	3,119,168.00	75.00	31,200.00	624,000.00		
Healthy Advantage Plus	2	4	374.9	1,499.60	29,992.00	500.00	2,000.00	40,000.00		
Healthy Advantage Plus	3	35	374.9	13,121.50	262,430.00	325.00	11,375.00	227,500.00		
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	8	374.9	2,999.20	59,984.00	350.00	2,800.00	56,000.00		
Healthy Advantage Plus	6	8	374.9	2,999.20	59,984.00	0.00	0.00	0.00		
Healthy Advantage Plus Wellness	1	676	374.9	253,432.40	5,068,648.00	50.00	33,800.00	676,000.00		
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	70	374.9	26,243.00	524,860.00	275.00	19,250.00	385,000.00		
Healthy Advantage Plus Wellness	4	22	374.9	8,247.80	164,956.00	575.00	12,650.00	253,000.00		
Healthy Advantage Plus Wellness	5	14	374.9	5,248.60	104,972.00	300.00	4,200.00	84,000.00		
Healthy Advantage Plus Wellness	6	14	374.9	5,248.60	104,972.00	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	26							821.47	21,358.22
Healthy Advantage Plus Wellness Retiree	2	7							1,725.22	12,076.54
Healthy Advantage Plus Wellness Retiree	3	0							1,273.27	0.00
Healthy Advantage Plus Wellness Retiree	4	0							2,218.14	0.00
Health Center Wellness	1	507	374.9	190,074.30	3,801,486.00	0.00	0.00	0.00		
Health Center Wellness	2	51	374.9	19,119.90	382,398.00	175.00	8,925.00	178,500.00		
Health Center Wellness	3	295	374.9	110,595.50	2,211,910.00	25.00	7,375.00	147,500.00		
Health Center Wellness	4	110	374.9	41,239.00	824,780.00	200.00	22,000.00	440,000.00		
Health Center Wellness	5	44	374.9	16,495.60	329,912.00	0.00	0.00	0.00		
Health Center Wellness	6	44	374.9	16,495.60	329,912.00	0.00	0.00	0.00		
Health Center Wellness	7	5	374.9	1,874.50	37,490.00	175.00	875.00	17,500.00		
Health Center Wellness	8	2	374.9	749.80	14,996.00	200.00	400.00	8,000.00		
Health Center	1	181	374.9	67,856.90	1,357,138.00	25.00	4,525.00	90,500.00		
Health Center	2	10	374.9	3,749.00	74,980.00	225.00	2,250.00	45,000.00		
Health Center	3	87	374.9	32,616.30	652,326.00	75.00	6,525.00	130,500.00		
Health Center	4	17	374.9	6,373.30	127,466.00	250.00	4,250.00	85,000.00		
Health Center	5	1	374.9	374.90	7,498.00	50.00	50.00	1,000.00		
Health Center	6	1	374.9	374.90	7,498.00	0.00	0.00	0.00		
Health Center	7	5	374.9	1,874.50	37,490.00	225.00	1,125.00	22,500.00		
Health Center	8	2	374.9	749.80	14,996.00	250.00	500.00	10,000.00		
Health Center Wellness Retiree	1	15							568.54	8,528.10
Health Center Wellness Retiree	2	3							1,193.95	3,581.85
Health Center Wellness Retiree	3	0							881.23	0.00
Healthy Essentials Wellness	1	2280	374.9	854,772.00	17,095,440.00	0.00	0.00	0.00		
Healthy Essentials Wellness	2	31	374.9	11,621.90	232,438.00	325.00	10,075.00	201,500.00		
Healthy Essentials Wellness	3	183	374.9	68,606.70	1,372,134.00	152.00	27,816.00	556,320.00		
Healthy Essentials Wellness	4	34	374.9	12,746.60	254,932.00	452.00	15,368.00	307,360.00		
Healthy Essentials Wellness	5	111	374.9	41,613.90	832,278.00	20.00	2,220.00	44,400.00		
Healthy Essentials Wellness	6	111	374.9	41,613.90	832,278.00	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	1255	374.9	470,499.50	9,409,990.00	25.00	31,375.00	627,500.00		
Healthy Essentials	2	16	374.9	5,998.40	119,968.00	375.00	6,000.00	120,000.00		
Healthy Essentials	3	86	374.9	32,241.40	644,828.00	202.00	17,372.00	347,440.00		
Healthy Essentials	4	11	374.9	4,123.90	82,478.00	502.00	5,522.00	110,440.00		
Healthy Essentials	5	28	374.9	10,497.20	209,944.00	50.00	1,400.00	28,000.00		
Healthy Essentials	6	28	374.9	10,497.20	209,944.00	0.00	0.00	0.00		
Healthy Essentials Wellness Retiree	1	16							705.80	11,292.80
Healthy Essentials Wellness Retiree	2	6							1,482.18	8,893.08
Healthy Essentials Wellness Retiree	3	1							1,087.88	1,087.88
Opt Out Credit Plan	1	1112	374.9	416,888.80	8,337,776.00	0.00	0.00	0.00		
Job Share Declined Benefits (IS PT)	0	0	187.45	0.00	0.00					
FSA Extra \$250	1	1110	250.00		277,500.00					
Total Employees and Retirees		8023		2,980,080.10	59,601,602.00		310,973.00	6,219,460.00	66,818.47	801,821.64

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	\$59,601,602.00
Employee Premium	\$6,219,460.00
Retiree Premium	\$801,821.64
Total	\$66,622,883.64

THE SCHOOL DISTRICT OF OSCEOLA COUNTY, FL
HEALTH AND LIFE INSURANCE TRUST FUND

Source	ACCT. NO.	2015-16 Actual	2016-17 Actual	2017-18 Actual	2018-19 Actual	2019-20 Actual	2020-21 Actual	2021-22 Actual	2022-23 Actual	2023-24 Actual
NET POSITION AT BEGINNING OF YEAR:										
Total Beginning Net Position		\$ 15,623,950	\$ 15,077,118	\$ 11,703,413	\$ 10,521,021	\$ 10,356,982	\$ 10,250,945	\$ 14,678,700	\$ 13,883,929	\$ 9,430,371
REVENUE:										
Premiums	484									
Employer	070	43,399,239	42,926,057	44,292,617	46,419,598	49,600,530	48,615,146	48,687,259	51,121,717	56,618,354
Employee	071	5,810,501	5,712,148	6,158,540	7,669,189	8,429,609	7,595,789	7,046,529	6,980,097	6,881,872
Retiree/LOA	072	2,301,323	1,718,859	1,256,350	1,403,060	1,518,947	1,243,656	1,179,697	983,765	864,608
COBRA	073	46,393	53,842	69,975	102,372	75,015	46,350	51,197	27,717	17,079
Non-operating Revenue	495	97,697	52,746	66,404	86,266	74,948	89	1,282	348,156	728
Transfers In		3,000,000	3,000,000	8,500,000	10,500,000	-	-	3,000,000	3,000,000	10,000,000
Total Revenue		54,655,153	53,463,652	60,343,886	66,180,485	59,699,049	57,501,030	59,965,964	62,461,452	74,382,641
HEALTH & LIFE INS EXPENSES:										
Professional & Technical Services	3100	2,865,782	4,572,603	4,505,658	5,158,461	5,080,601	9,081,854	10,490,543	12,759,352	11,422,825
Insurance & Bond Premiums	3200	1,405,878	1,151,420	785,827	840,550	678,130	815,133	767,505	701,928	917,290
Other Purchased Services	3900	44,027	48,086	82,131	59,853	32,832	333,175	345,041	255,271	209,963
Supplies	5000	132,212	347,761	378,941	481,229	660,507	999,902	483,169	274,474	105,542
Furniture, Fixtures, & Equipment	6000	71,304	7,810	-	1,345	27,950	4,185	6,436	2,967	6,917
Dues and Fees	7300	429,095	286,919	50,871	52,403	-	44,691	3,369	57,324	28,476
Claims Expense	7700	50,245,416	50,317,692	55,616,035	59,644,352	53,216,080	44,451,805	51,067,444	52,154,030	58,894,735
IBNP CHANGE									614,000	488,000
Depreciation Expense	7800	8,271	105,066	106,815	106,331	108,986	107,861	94,634	95,663	95,629
Total Health & Life Ins Expenses		55,201,985	56,837,357	61,526,278	66,344,524	59,805,086	55,838,606	63,258,141	66,915,010	72,169,376
COVID Claims Offset		-	-	-	-	-	(2,765,331)	(2,497,406)	-	-
Net Health & Life Ins Expenses		55,201,985	56,837,357	61,526,278	66,344,524	59,805,086	53,073,275	60,760,736	66,915,010	72,169,376
NET POSITION AT END OF YEAR:										
Total Ending Net Position		\$ 15,077,118	\$ 11,703,413	\$ 10,521,021	\$ 10,356,982	\$ 10,250,945	\$ 14,678,700	\$ 13,883,929	\$ 9,430,371	\$ 11,643,636



Center for Employee Health & Advisor Monthly Health Service Plan Benefits Committee Meeting APRIL 2025

Presentation to the
School District of Osceola County Leadership Team
April 15, 2025



"People Helping People"





ADVISOR HEALTH SERVICES PLAN FINANCIAL UPDATE





Health Services Plan Expenses & Funding Plan Year to Date

Health Services Plan Costs / Plan Year School District of Osceola County			Oct 24 - Feb 25 (5 Months)
DATE RANGE	10/1/22 to 9/30/23	10/1/23 to 9/30/24	10/1/24 to 2/28/25
COST COMPONENT	2022/23 Plan Year	2023/24 Plan Year	2024/25 Plan Year
Medical Claims	\$44,902,814	\$44,997,845	\$20,783,110
Rx Claims	\$8,593,164	\$10,560,692	\$4,770,064
Health Center	\$5,895,433	\$6,925,071	\$3,050,985
Health Plan Fixed Costs	\$4,839,058	\$4,256,153	\$1,785,664
Health Services Plan Admin Costs/Credits	\$1,236,519	\$791,494	\$438,385
Claims over Specific Stop Loss	\$0	\$0	\$0
TOTAL EXPENSES (12 Month)	\$65,466,988	\$67,531,255	\$30,828,208
TOTAL REVENUE/ FUNDING (10 Month)	\$59,894,419	\$75,330,424	\$33,785,257
Health Services Plan Claim Reserves (\$ Difference Revenue/Expenses)	-\$5,572,569	\$2,226,600	\$2,957,049
Ratio - Expenses to Revenue	109.30%	89.65%	91.25%
Average Medical Enrollment	6,328	6,562	6,574
PEPM TOTAL EXPENSES	\$862	\$858	\$938
PEPM Claims vs Previous Year		99.5%	109.4%
Medical Claims PEPM	\$591	\$571	\$632
Rx Claims PEPM	\$113	\$134	\$145
Health Center PEPM	\$78	\$88	\$93
Health Plan Fixed Costs PEPM	\$64	\$54	\$54
Health Services Plan Admin Costs/Credits	\$120	\$77	\$93

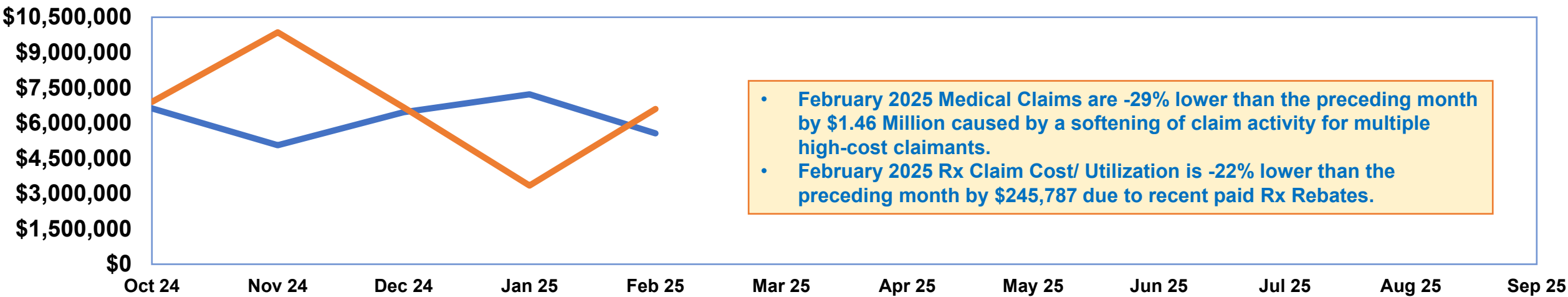
February Cost Impact Drivers:

- 4 new entrants onto the high-cost list (above \$200,000) with a total of \$1.6 Million in claims for this group.
 - 3 of which are cancer.
- 75% of the high-cost claims over \$200k are cancer primary diagnosis.

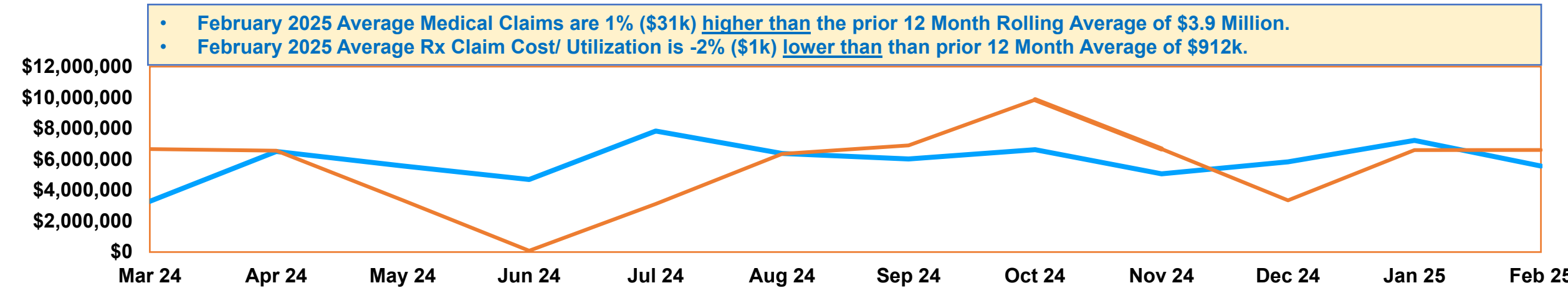
Expenses vs Funding Trendlines

Plan Years 2023-2024 to 2024-2025

CURRENT PLAN YEAR TRENDLINE EXPENSES VS FUNDING - 10/1/2024 to 2/28/25



ROLLING 12 MONTH TRENDLINE EXPENSES VS FUNDING - 3/1/2024 to 2/28/25



Rolling 12 Months Expense vs Funding – 3/1/2024 to 2/28/25

Plan Years 2023-2024 to 2024-2025

23-'24 Plan Year	School District of Osceola County													
	Health Services Plan - Expenses to Funding Rolling 12 Months													
	Month	Enrolled Employees and Retirees	Medical Claims	Rx Claims	Health Center	Paid Claims	Health Plan Fixed Costs	Health Services Plan Admin Costs/ Credits	Total Fixed & Admin Costs/Credits	Total Expenses	Monthly Funding to the Plan	Board Contribution	Employee and Retiree Contribution	
	Mar-24	6,552	\$1,569,654	\$723,694	\$557,796	\$2,851,144	\$360,216	\$70,491	\$430,707	\$3,281,851	\$6,665,577	\$5,860,510	\$805,067	
	Apr-24	6,593	\$4,732,364	\$773,971	\$567,705	\$6,074,040	\$350,479	\$87,057	\$437,536	\$6,511,576	\$6,557,529	\$5,854,402	\$703,127	
	May-24	6,593	\$3,602,505	\$947,107	\$606,484	\$5,156,096	\$350,995	\$67,552	\$418,547	\$5,574,643	\$3,351,657	\$2,937,772	\$413,884	
	Jun-24	6,598	\$2,863,812	\$780,586	\$650,418	\$4,294,816	\$347,921	\$53,290	\$401,211	\$4,696,027	\$84,090	\$0	\$84,090	
	Jul-24	6,406	\$5,414,354	\$1,082,830	\$650,091	\$7,147,275	\$342,112	\$339,224	\$681,336	\$7,828,611	\$3,112,065	\$2,724,017	\$388,048	
	Aug-24	6,643	\$4,784,652	\$756,622	\$668,964	\$6,210,238	\$341,612	(\$173,301)	\$168,311	\$6,378,549	\$6,352,041	\$5,620,669	\$731,371	
	Sep-24	6,643	\$3,780,909	\$1,096,977	\$666,737	\$5,544,623	\$371,792	\$109,663	\$481,455	\$6,026,078	\$6,902,062	\$6,182,584	\$719,478	
	24-25 Plan Year	Oct-24	6,539	\$4,467,074	\$1,123,622	\$620,701	\$6,211,397	\$352,079	\$61,352	\$413,431	\$6,624,828	\$9,859,490	\$8,847,674	\$1,011,816
		Nov-24	6,534	\$3,310,175	\$683,791	\$585,928	\$4,579,894	\$358,674	\$120,920	\$479,594	\$5,059,488	\$6,668,745	\$5,948,843	\$719,901
		Dec-24	6,597	\$4,386,860	\$1,015,392	\$630,703	\$5,402,252	\$358,670	\$73,043	\$431,713	\$5,833,965	\$3,344,801	\$2,953,796	\$391,005
		Jan-25	6,626	\$5,096,429	\$1,096,523	\$606,166	\$6,799,118	\$358,674	\$65,631	\$424,305	\$7,223,423	\$6,601,671	\$5,899,191	\$702,480
Feb-25		6,574	\$3,633,696	\$850,736	\$607,487	\$5,091,919	\$357,567	\$114,918	\$472,485	\$5,564,404	\$6,605,266	\$5,912,188	\$693,078	
YTD		78,898	\$47,642,484	\$10,931,851	\$6,788,477	\$65,362,812	\$4,250,791	\$989,840	\$5,240,631	\$70,603,443	\$66,104,992	\$58,741,646	\$7,363,346	
AVERAGE		6,575	\$3,970,207	\$910,988	\$617,134	\$5,446,901	\$354,233	\$82,487	\$436,719	\$5,883,620	\$5,508,749	\$4,895,137	\$613,612	

- 4 new entrants onto the high-cost list (above \$200,000) with a total of \$1.6 Million in Medical and Rx claims for this group.
- February 2025 Rx Claim Cost/ Utilization Spend is offset by Rx Rebates paid in February (See Slide 11).

Plan Year to Date PAID Expenses vs Funding – 10/1/24 to 2/28/25



School District of Osceola County												
Medical Plan - Expenses to Funding												
2024-2025 Plan Year to Date												
Month	Enrolled Employees and Retirees	Medical Claims	Rx Claims	Health Center	Paid Claims	Health Plan Fixed Costs	Health Services Plan Admin Costs/Credits	Total Fixed & Admin Costs/Credits	Total Costs / Expenses	Monthly Funding to the Plan	Board Contribution	Employee and Retiree Contribution
Oct-24	6,539	\$4,467,074	\$1,123,622	\$620,701	\$6,211,397	\$352,079	\$61,352	\$413,431	\$6,624,828	\$6,902,062	\$6,182,584	\$719,478
Nov-24	6,534	\$3,310,175	\$683,791	\$585,928	\$4,579,894	\$358,674	\$120,920	\$479,594	\$5,059,488	\$9,859,490	\$8,847,674	\$1,011,816
Dec-24	6,597	\$4,386,860	\$1,015,392	\$630,703	\$6,032,955	\$358,670	\$73,043	\$431,713	\$6,464,668	\$6,668,745	\$5,948,843	\$719,901
Jan-25	6,626	\$5,096,429	\$1,096,523	\$606,166	\$6,799,118	\$358,674	\$65,631	\$424,305	\$7,223,423	\$3,344,801	\$2,953,796	\$391,005
Feb-25	6,574	\$3,633,696	\$850,736	\$607,487	\$5,091,919	\$357,567	\$114,918	\$472,485	\$5,564,404	\$6,601,671	\$5,899,191	\$702,480
Mar-25												
Apr-25												
May-25												
Jun-25												
Jul-25												
Aug-25												
Sep-25												
YTD	32,870	\$20,894,234	\$4,770,064	\$3,050,985	\$28,715,283	\$1,785,664	\$435,864	\$2,221,528	\$30,936,811	\$33,376,768	\$29,832,088	\$3,544,680
AVERAGE	6,574	\$4,178,847	\$954,013	\$610,197	\$5,743,057	\$357,133	\$87,173	\$444,306	\$6,187,362	\$6,675,354	\$5,966,418	\$708,936

Large Claims \$200,000 – 10/1/2024 thru 2/28/2025

Plan Year: 2024-2025

9 High Claimants
are Cancer Primary
Diagnosis.

Active large
claimants are
either currently in
case management
or have been
contacted to
participate in case
management.

School District of Osceola County					
Plan Year 10/1/2024 to 9/30/2025					
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	Dependent	Throat Cancer	\$492,766	\$13,000	\$505,766
2	Former Employee	Congestive Heart Failure	\$486,767	\$0	\$486,767
3	Employee	Lymphoma	\$392,634	\$82	\$392,716
4	Employee	Melanoma/Brain Cancer/ Bone Cancer	\$249,023	\$116,283	\$365,306
5	Employee	Liver Cancer	\$269,169	\$244	\$269,413
6	Employee	Breast Cancer	\$313,465	\$12,907	\$326,372
7	Employee	Artherosclerotic Heart Disease	\$292,596	\$321	\$292,917
8	Employee	Lymphoma	\$224,381	\$397	\$224,778
9	Child	Hemophillia	\$224,800	\$0	\$224,800
10	Employee	Melanoma/Ear	\$204,667	\$67	\$204,734
11	Employee	Breast Cancer	\$208,173	\$0	\$208,173
12	Employee	Breast Cancer	\$201,658	\$214	\$201,872
					\$3,703,614

New to List

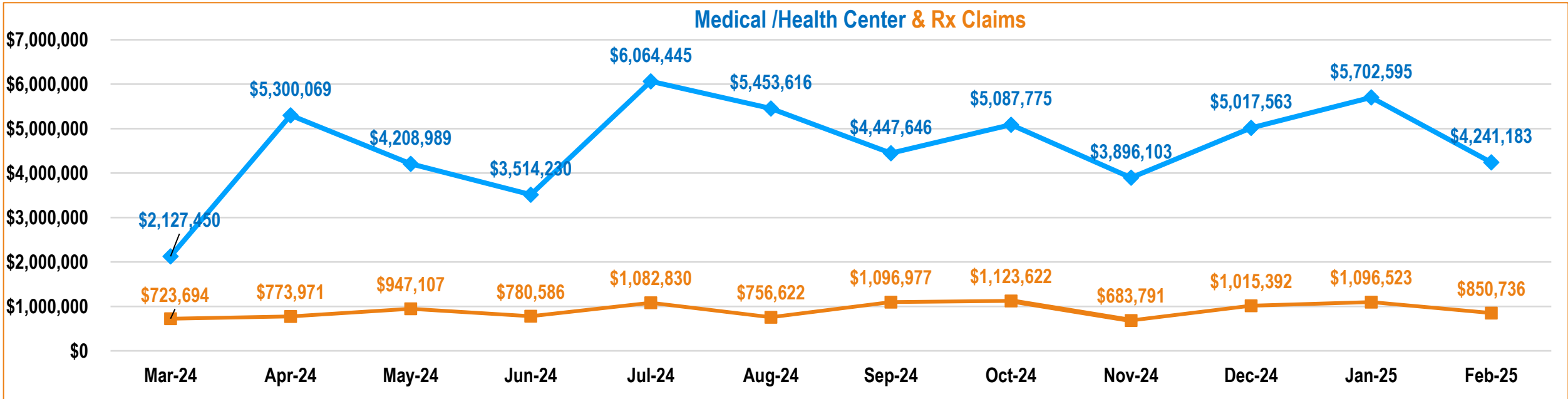
\$1,616,823

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

New Claims
monitored, and
case management
actively involved

MEDICAL & RX PAID CLAIMS ROLLING 12 MONTH

Plan Years 2023-2024 to 2024-2025 - 3/1/2024 to 2/28/25



Rolling 12 months Rx Claims Spend 3/1/24 thru 2/28/25 (compared to the prior 12):

- RX up \$2.6 Million from \$128 PEPM to \$158 PEPM
- Driven by Specialty Rx utilization
 - GLP-1's \$2 Million
 - Stelara \$545k for 5 members
 - Kisqali \$408k for 5 Members

Rolling 12 Mos. 3/24 to 2/25		
Top 10 Drugs by Rx Claims	Rx Claims	Utilizing Members
Mounjaro	\$978,603	199
Trulicity	\$820,447	175
Stelara	\$544,918	5
Jardiance	\$455,025	135
Kisqali	\$408,115	5
Rinvoq	\$333,315	6
Humira(Cf) Pen	\$310,775	7
Skyrizi Pen	\$292,014	5
Ozempic	\$286,810	117
Trelegy Ellipta	\$264,338	91

SDOC – Ventegra Rx Paid Rebates

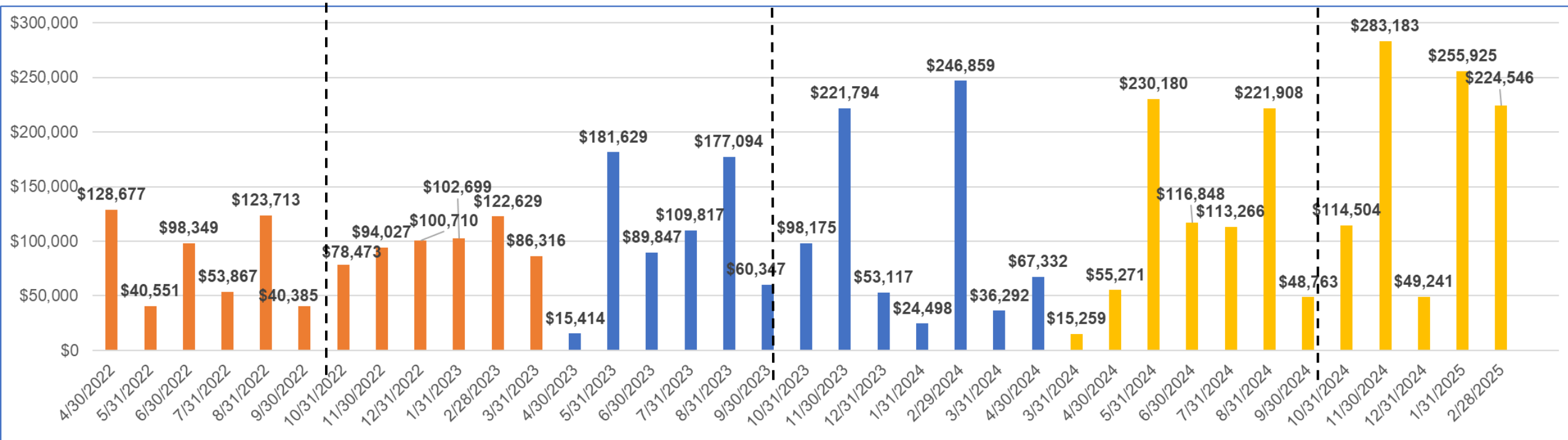
Calendar Years: 2022, 2023 and 2024 (thru 2/28/25)

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

2021-22 Plan Year
Rx Paid Rebates
Estimated \$1,070,396

2022-23 Plan Year
Rx Paid Rebates
Estimated \$1,382,216

2023-24 Plan Year to Date
Rx Paid Rebates
Estimated \$1,728,893



-- Dashed line identifies start and end of health plan year.

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

**Graph bars are color coded by when health plan year Rx dates of service were actually paid to SDOC..

ElectRx – International Pharmacy Program

Claim Spend & Cost Avoidance Year over Year Comparison

CALENDAR YEAR COMPARISON

PLAN YEAR COMPARISON

Calendar Year 2023				Calendar Year 2024				PLAN YEAR 2023- 2024				PLAN YEAR 2024- 2025			
Month	Shipped Script Count	Rx Claim Spend with Shipping	Cost Avoidance Amount	Month	Shipped Script Count	Rx Claim Spend with Shipping	Cost Avoidance Amount	Month	Shipped Script Count	Rx Claim Spend with Shipping	Cost Avoidance Amount	Month	Shipped Script Count	Rx Claim Spend with Shipping	Cost Avoidance Amount
January	122	\$144,749	\$167,172	January	87	\$90,558	\$131,417	October	70	\$51,490	\$78,145	October	67	\$76,534	\$106,336
February	99	\$96,142	\$126,088	February	62	\$63,206	\$91,562	November	66	\$66,631	\$88,957	November	14	\$11,883	\$17,429
March	97	\$107,390	\$134,191	March	54	\$58,423	\$84,234	December	45	\$41,399	\$57,908	December	41	\$31,460	\$53,480
April	103	\$89,445	\$111,416	April	72	\$61,914	\$95,863	January	87	\$90,558	\$131,417	January	86	\$104,434	\$146,127
May	95	\$96,693	\$128,315	May	46	\$52,135	\$69,868	February	62	\$63,206	\$91,562	February	34	\$31,416	\$50,085
June	102	\$93,368	\$125,019	June	65	\$67,658	\$97,721	March	54	\$58,423	\$84,234	March			
July	89	\$102,896	\$125,174	July	54	\$50,061	\$79,495	April	72	\$61,914	\$95,863	April			
August	109	\$103,140	\$140,045	August	63	\$72,033	\$99,280	May	46	\$52,135	\$69,868	May			
September	82	\$82,316	\$96,052	September	51	\$39,533	\$65,334	June	65	\$67,658	\$97,721	June			
October	70	\$51,490	\$78,145	October	67	\$76,534	\$106,336	July	54	\$50,061	\$79,495	July			
November	66	\$66,631	\$88,957	November	14	\$11,883	\$17,429	August	63	\$72,033	\$99,280	August			
December	45	\$41,399	\$57,908	December	41	\$31,460	\$53,480	September	51	\$39,533	\$65,334	September			
Total	1,079	\$1,075,658	\$1,378,482	Total	676	\$675,400	\$992,019	Total	735	\$715,041	\$1,039,784	Total	242	\$255,728	\$373,458
AVERAGE	90	\$89,638	\$114,873	AVERAGE	56	\$56,283	\$82,668	AVERAGE	61	\$59,587	\$86,649	AVERAGE	48	\$51,146	\$74,692

*Member savings

*Member savings

*Member savings

*SDOC Members pay \$0 Copay for International Pharmacy

SDOC Health Plan Cost Avoidance/Sum of Savings is based on difference between ElectRx Invoice Amount and 20% Discounted AWP Cost of Medications.

*The 2024 decrease in utilization in October thru December was due to the Canadian Postal Strike.



HEALTH CENTER UPDATE



"People Helping People"

Medical, Chiropractic, Physical Therapy Care Services

Appointments					
Metric	Category	2024 Full Year	2024 Year-to-Date	2025 Year-to-Date	Variance
New Patient Visits	Medical	1,842	438	681	243
	Chiropractic	133	66	51	-15
	Physical Therapy	492	130	92	-38
Established Patient Visits	Medical	14,720	2,110	3,704	1,594
	Chiropractic	3,415	535	559	24
	Physical Therapy	7,045	1,075	1,131	56
Total Number Visits	Medical	16,562	2,548	4,385	1,837
	Chiropractic	3,548	601	610	9
	Physical Therapy	7,537	1,205	1,223	18

Unique Patients					
Metric	Category	2024 Full Year	2024 Year-to-Date	2025 Year-to-Date	Variance
New Patient Visits	Medical	1,057	327	591	264
	Chiropractic	70	36	48	12
	Physical Therapy	74	28	69	41
Established Patient Visits	Medical	4,416	1,524	2,962	1,438
	Chiropractic	567	234	351	117
	Physical Therapy	738	194	305	111
Total Number Visits	Medical	5,126	1,843	3,493	1,650
	Chiropractic	604	269	392	123
	Physical Therapy	780	219	357	138

Monthly Report: Data thru February 28, 2025

Medical, Chiropractic, Physical Therapy Care Services

Days to 3rd next
available New
Patient Appointment

21

Days to 3rd next
available Annual
Physical
Appointment

21

Days to 3rd next
available Established
Patient Appointment

0

Percent of No shows, Rescheduled, and Canceled Appointments				
Visit Type	2024 Full Year	2024 Year-to-Date	2025 Year-to-Date	Variance
Canceled	14.44%	12.98%	14.89%	1.91%
No-Show	4.15%	2.67%	3.52%	0.85%
Rescheduled	7.72%	6.99%	10.09%	3.09%

Monthly Report: Data thru February 28, 2025

Ancillary Services



Metric	Category	2024 Full Year	2024 Year-to-Date	2025 Year-to-Date	Variance
New Patient Visits	Mental Health	159	44	27	-17
	Nurse Visit Lab	2,676	489	325	-164
	Registered Dietician	123	33	102	69
	Workers Compensation	2,137	329	241	-88
	Workers Compensation Chiropractic	1	1	0	-1
	Workers Compensation Chiropractic Physical Therapy	5	5	0	-5
	Workers Compensation Physical Therapy	242	99	41	-58
	Workers Compensation X-Ray	4	1	1	0
	X-Ray	277	70	25	-45
Established Patient Visits	Mental Health	1,643	292	295	3
	Nurse Visit Lab	31,034	3,967	3,271	-696
	Registered Dietician	1,866	287	279	-8
	Workers Compensation	1,950	295	497	202
	Workers Compensation Chiropractic	0	0	0	0
	Workers Compensation Chiropractic Physical Therapy	2	2	0	-2
	Workers Compensation Physical Therapy	1,642	247	547	300
	Workers Compensation X-Ray	6	0	16	16
	X-Ray	1,707	279	316	37

Monthly Report: Data thru February 28, 2025

Ancillary Services

Metric	Category	2024 Full Year	2024 Year-to-Date	2025 Year-to-Date	Variance
Total Number Visits	Mental Health	1,802	336	322	-14
	Nurse Visit Lab	33,710	4,456	3,596	-860
	Registered Dietician	1,989	320	381	61
	Workers Compensation	4,087	624	738	114
	Workers Compensation Chiropractic	1	1	0	-1
	Workers Compensation Chiropractic Physical Therapy	7	7	0	-7
	Workers Compensation Physical Therapy	1,884	346	588	242
	Workers Compensation X-Ray	10	1	17	16
	X-Ray	1,984	349	341	-8

Monthly Report: Data thru February 28, 2025

Ancillary Services



Referrals				
	2024 Full Year	2024 Year-to-Date	2025 Year-to-Date	Variance
Behavioral Health	283	50	38	-12
Breast Specialist	55	7	18	11
Cardiology	441	73	60	-13
Dermatology	335	37	48	11
Endocrinology	252	31	43	12
Ear, nose and throat surgeon	140	28	12	-16
Gastroenterology	918	172	90	-82
Gynecology	204	33	23	-10
Mobile Dermatology	604	59	75	16
Neurology	246	41	35	-6
Nutrition	674	126	86	-40
Obstetrics & Gynecology	212	57	41	-16
Ophthalmology	287	40	34	-6
Orthopedic Surgery	496	96	50	-46
Pain Medicine	38	5	4	-1
Pediatrics	95	29	5	-24
Physical Therapy	749	130	114	-16
Pulmonary	161	29	23	-6
Sleep Medicine	248	37	30	-7

Operations and Quality – 2024 Full Year

Category	Measurement	Meets Measurement Threshold	Percent Compliant	Target	National *	Meets or Exceeds Target
Cancer	Breast Cancer Screening	TRUE	93.05%	67th	76.00%	TRUE
Cancer	Cervical Cancer Screening	TRUE	82.36%	67th	76.00%	TRUE
Cancer	Colorectal Cancer Screening	TRUE	69.94%	67th	64.00%	TRUE
Musculoskeletal	Use of Imaging Studies for Low Back Pain (Inverse Measure)	TRUE	100.00%	50th	75.00%	TRUE
Circulatory	Cholesterol Management for Cardiac Patients: Screening	TRUE	100.00%	67th	88.00%	TRUE
Circulatory	Cholesterol Management for Cardiac Patients: Control	TRUE	52.94%	50th	62.00%	FALSE
Mental Health	Depression Screening and Follow-up documented	TRUE	100.00%	60th	81.00%	TRUE
Diabetes	MY2022 Comprehensive Diabetes Care: BP Control (less than 140/90) - Adjusted, Certified, Unaudited HEDIS Rate	TRUE	78.91%	70th	74.00%	TRUE
Diabetes	Diabetes: A1c Screening	TRUE	97.73%	70th	93.00%	TRUE
Diabetes	MY2022 Comprehensive Diabetes Care: A1c Control (less than 8.0) - Adjusted, Certified, Unaudited HEDIS Rate	TRUE	81.29%	70th	68.00%	TRUE
Diabetes	HEDIS MY2022 Statin Therapy for Patients With Diabetes - Adjusted, Certified, Unaudited HEDIS Rate	TRUE	71.06%	70th	67.00%	TRUE
Diabetes	Diabetes: Foot Exam	TRUE	33.20%	70th	99.00%	FALSE
Diabetes	Diabetes: LDL Control	TRUE	46.99%	70th	50.00%	FALSE
Diabetes	HEDIS MY2022 Kidney Health Evaluation for Patient with Diabetes: Adjusted, Certified, Unaudited HEDIS Rate	TRUE	74.40%	70th	53.00%	TRUE
Asthma	Use of Appropriate Medications for People with Asthma	TRUE	94.34%	67th	92.00%	TRUE
Tobacco Cessation	Tobacco Status: Cessation Intervention	TRUE	86.36%	67th	79.00%	TRUE

*Current HEDIS, legacy HEDIS, AND MIPS when current year did not have the measure. 2024 uses 2023 numbers if 2024 numbers aren't available yet.

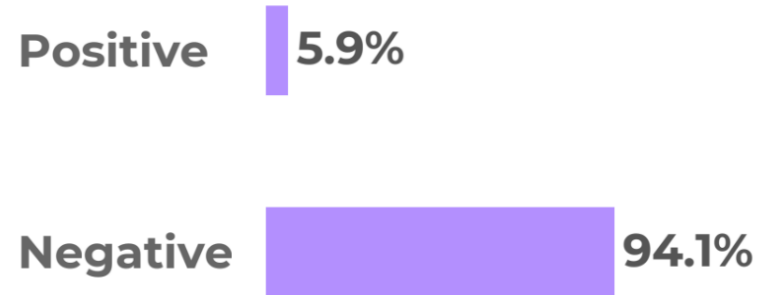
Monthly Report: Data thru February 28, 2025

SDOC PeopleOne Usage Report - Cologuard

Time Frame: 4/1/2024 - 3/8/2025

Result Distribution

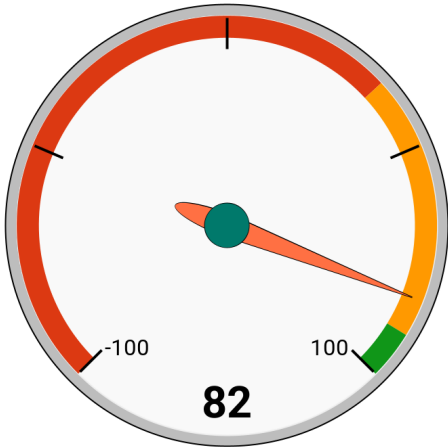
for valid results in report timeframe



Patient Experience

Net Promoter Score Rolling 12 Months

	Feb 2024	Feb 2025	Variance
NPS	81	82	1.39%
Responses	1,432	2,492	54.03%



A Net Promoter Score is a whole number that ranges from -100 to 100, and it indicates customer happiness. The healthcare industry is at 35. NPS is cumulative, this shows the most recent NPS compared to the NPS from the same month a year prior.

Monthly Report: Data thru February 28, 2025



QUESTIONS?
COMMENTS?
DISCUSSION.

