

# Health Insurance Fund

## DEPARTMENT MISSION

Attract and retain talent; help people understand their value to the organization.

## DEPARTMENT BUDGET HIGHLIGHTS

In 2022 completed an extensive RFP process for a new health plan vendor after being notified our existing vendor was leaving the business. Signed a 3-year letter of agreement with Security Health Plan as our new vendor partner for a fully insured health plan, alongside an enhancement in our benefit offering to include free access to the Marshfield Direct Access Clinics dedicated to a small group of employer members, including the Eau Claire County population. This, along with reducing simplifying and enhancing the plan design for employees resulted in a budget neutral change for the County along with a 3 year not to exceed agreement at 10% in year one, 12% in years two and three, contingent on the medical loss ratio (MLR) being under 100%.

## STRATEGIC DIRECTION AND PRIORITY ISSUES

- Proactively monitor and manage claims, keeping an eye on our MLR
- Partner with Vitality Wellness Program, Security Health Plan and the Direct Access Clinic to educate employees on resources available to assist them in their health care journey and keep them engaged in being good health care consumers while maintaining a positive return on investment over the long term
- Listen to feedback (Employee Value Perception Survey) and continue to improve the employee experience with the Eau Claire County benefit program by enhancing benefits while staying within budget

## TRENDS AND ISSUES ON THE HORIZON

- Important to monitor MLR as our rate caps on the health plan are contingent on MLR being 100% or less.
- High-cost pharmacy continues to drive health plan cost
- Continue to evaluate self-funding the health plan
- Continues to access a direct access clinic managed by the County that is dedicated to the health and wellbeing of the Eau Claire County employees and their families

## OPERATIONAL CHANGES IN 2024

- Decision to change dental plan to self-funded from fully insured, collapsing two dental plans into one with a budget neutral impact
- Decision to keep the Selorex (Ready Enroll) enrollment website, and transfer third party support from Standard to Mutual of Omaha
- Decision to offer a genomic testing benefit and counseling related to the test results

## Health Insurance Fund

### OPERATIONAL CHANGES – WITH FISCAL IMPACT

- After reviewing the utilization of the benefit advocacy tool, Alithias, we are recommending this contract is not renewed for the 2024 plan year, estimated savings of approximately \$14,000
- Budgeted increase for the health plan was 10% and the calculated renewal came in at 3.5% resulting in a budget savings of approximately \$730,557
- Changing dental from 25% employer premium contribution to 50% contribution with estimated budget impact of \$79,341 based on current enrollment
- Changing vision from 100% employee paid premium to 50% employer, 50% employee paid premium with estimated budget impact of \$19,780 for the County based on current enrollment
- Changing the Selerix enrollment platform to a new third party from Standard to Mutual of Omaha, estimated savings of approximately \$14,400

### OPERATIONAL CHANGES – WITHOUT FISCAL IMPACT

- HR Benefits Coordinator will be triaging increased employee questions as a result of the Alithias contract termination

### KEY ASSUMPTIONS AND POTENTIAL RISKS

- Self-funding dental plan presents a small potential risk of claims being higher than budgeted for the plan year

## Health Insurance Fund

### Overview of Revenues and Expenditures

Revenues	2022	2023	2023	2024	2024	%
	Actual	Adjusted Budget	Estimate	Request	Recommended	Change
05-Intergovernmental Charges for Services	\$9,326,483	\$10,902,274	\$11,150,000	\$12,643,936	\$12,665,936	16%
09-Other Revenue	\$2,691	-	-	-	-	
11-Fund Balance Applied	-	\$200,000	-	-	-	-100%
<b>Total Revenues:</b>	<b>\$9,329,174</b>	<b>\$11,102,274</b>	<b>\$11,150,000</b>	<b>\$12,643,936</b>	<b>\$12,665,936</b>	<b>14%</b>

Expenditures	2022	2023	2023	2024	2024	%
	Actual	Adjusted Budget	Estimate	Request	Recommended	Change
01-Regular Wages	\$15,085	\$25,448	\$22,594	\$25,446	\$25,446	0%
02-OT Wages	-	-	-	-	-	
03-Payroll Benefits	\$8,802	\$15,526	\$10,520	\$16,354	\$16,354	5%
04-Contracted Services	\$178,570	-	\$434,000	\$125,689	\$125,689	
05-Supplies & Expenses	\$1,000	-	-	-	-	
10-Grants, Contributions, Other	\$8,822,456	\$10,861,300	\$10,713,000	\$12,476,447	\$12,498,447	15%
12-Fund Transfers	-	\$200,000	-	-	-	-100%
<b>Total Expenditures:</b>	<b>\$9,025,914</b>	<b>\$11,102,274</b>	<b>\$11,180,114</b>	<b>\$12,643,936</b>	<b>\$12,665,936</b>	<b>14%</b>

<b>Net Surplus/(Deficit)- Health Insurance Fund</b>	<b>\$303,260</b>	<b>\$0</b>	<b>(\$30,114)</b>	<b>\$0</b>	<b>\$0</b>	
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## Health Insurance Fund

### Overview of Revenues and Expenditures by Program Area

#### *Benefit Administration*

Revenues	2022	2023	2023	2024	2024	%
	Actual	Adjusted Budget	Estimate	Request	Recommended	Change
05-Intergovernmental Charges for Services	-	-	-	-	-	
09-Other Revenue	-	-	-	-	-	
11-Fund Balance Applied	-	-	-	-	-	
<b>Total Revenues:</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	

Expenditures	2022	2023	2023	2024	2024	%
	Actual	Adjusted Budget	Estimate	Request	Recommended	Change
01-Regular Wages	\$15,085	\$25,448	\$22,594	\$25,446	\$25,446	0%
02-OT Wages	-	-	-	-	-	
03-Payroll Benefits	\$8,733	\$15,526	\$10,520	\$16,354	\$16,354	5%
04-Contracted Services	\$158,043	-	\$134,000	\$125,689	\$125,689	
05-Supplies & Expenses	-	-	-	-	-	
10-Grants, Contributions, Other	\$18,260	-	-	-	-	
12-Fund Transfers	-	-	-	-	-	
<b>Total Expenditures:</b>	<b>\$200,121</b>	<b>\$40,974</b>	<b>\$167,114</b>	<b>\$167,489</b>	<b>\$167,489</b>	<b>309%</b>

<b>Net Surplus/(Deficit)- Benefit Administration</b>	<b>(\$200,121)</b>	<b>(\$40,974)</b>	<b>(\$167,114)</b>	<b>(\$167,489)</b>	<b>(\$167,489)</b>	
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## Health Insurance Fund

### Overview of Revenues and Expenditures by Program Area

#### *Self-Funded Health Claims*

Revenues	2022	2023	2023	2024	2024	%
	Actual	Adjusted Budget	Estimate	Request	Recommended	Change
05-Intergovernmental Charges for Services	-	-	-	-	-	
09-Other Revenue	-	-	-	-	-	
11-Fund Balance Applied	-	-	-	-	-	
<b>Total Revenues:</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	

Expenditures	2022	2023	2023	2024	2024	%
	Actual	Adjusted Budget	Estimate	Request	Recommended	Change
01-Regular Wages	-	-	-	-	-	
02-OT Wages	-	-	-	-	-	
03-Payroll Benefits	\$69	-	-	-	-	
04-Contracted Services	\$20,528	-	-	-	-	
05-Supplies & Expenses	\$1,000	-	-	-	-	
10-Grants, Contributions, Other	\$837,166	-	(\$3,000)	-	-	
12-Fund Transfers	-	-	-	-	-	
<b>Total Expenditures:</b>	<b>\$858,763</b>	<b>\$0</b>	<b>(\$3,000)</b>	<b>\$0</b>	<b>\$0</b>	

<b>Net Surplus/(Deficit)- Self-Funded Health Claims</b>	<b>(\$858,763)</b>	<b>\$0</b>	<b>\$3,000</b>	<b>\$0</b>	<b>\$0</b>	
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## Health Insurance Fund

### Overview of Revenues and Expenditures by Program Area

#### *Health Insurance Premiums/HSA*

Revenues	2022	2023	2023	2024	2024	%
	Actual	Adjusted Budget	Estimate	Request	Recommended	Change
05-Intergovernmental Charges for Services	\$9,326,483	\$10,902,274	\$10,910,000	\$12,494,235	\$12,494,235	15%
09-Other Revenue	\$2,691	-	-	-	-	
11-Fund Balance Applied	-	\$200,000	-	-	-	-100%
<b>Total Revenues:</b>	<b>\$9,329,174</b>	<b>\$11,102,274</b>	<b>\$10,910,000</b>	<b>\$12,494,235</b>	<b>\$12,494,235</b>	<b>13%</b>

Expenditures	2022	2023	2023	2024	2024	%
	Actual	Adjusted Budget	Estimate	Request	Recommended	Change
01-Regular Wages	-	-	-	-	-	
02-OT Wages	-	-	-	-	-	
03-Payroll Benefits	-	-	-	-	-	
04-Contracted Services	-	-	\$300,000	-	-	
05-Supplies & Expenses	-	-	-	-	-	
10-Grants, Contributions, Other	\$7,967,030	\$10,861,300	\$10,476,000	\$12,326,746	\$12,326,746	13%
12-Fund Transfers	-	\$200,000	-	-	-	-100%
<b>Total Expenditures:</b>	<b>\$7,967,030</b>	<b>\$11,061,300</b>	<b>\$10,776,000</b>	<b>\$12,326,746</b>	<b>\$12,326,746</b>	<b>11%</b>

Net Surplus/(Deficit)- Health Insurance Premiums/HSA	\$1,362,144	\$40,974	\$134,000	\$167,489	\$167,489	
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## Health Insurance Fund

### Overview of Revenues and Expenditures by Program Area

#### *Self-Funded Dental*

Revenues	2022	2023	2023	2024	2024	%
	Actual	Adjusted Budget	Estimate	Request	Recommended	Change
05-Intergovernmental Charges for Services	-	-	\$240,000	\$149,701	\$149,701	
09-Other Revenue	-	-	-	-	-	
11-Fund Balance Applied	-	-	-	-	-	
<b>Total Revenues:</b>	\$0	\$0	\$240,000	\$149,701	\$149,701	

Expenditures	2022	2023	2023	2024	2024	%
	Actual	Adjusted Budget	Estimate	Request	Recommended	Change
01-Regular Wages	-	-	-	-	-	
02-OT Wages	-	-	-	-	-	
03-Payroll Benefits	-	-	-	-	-	
04-Contracted Services	-	-	-	-	-	
05-Supplies & Expenses	-	-	-	-	-	
10-Grants, Contributions, Other	-	-	\$240,000	\$149,701	\$149,701	
12-Fund Transfers	-	-	-	-	-	
<b>Total Expenditures:</b>	\$0	\$0	\$240,000	\$149,701	\$149,701	

<b>Net Surplus/(Deficit)- Self-Funded Dental</b>	\$0	\$0	\$0	\$0	\$0	
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## Health Insurance Fund

### Overview of Revenues and Expenditures by Program Area

#### *Self-Funded Vision*

Revenues	2022	2023	2023	2024	2024	%
	Actual	Adjusted Budget	Estimate	Request	Recommended	Change
05-Intergovernmental Charges for Services	-	-	-	-	\$22,000	
09-Other Revenue	-	-	-	-	-	
11-Fund Balance Applied	-	-	-	-	-	
<b>Total Revenues:</b>	\$0	\$0	\$0	\$0	\$22,000	

Expenditures	2022	2023	2023	2024	2024	%
	Actual	Adjusted Budget	Estimate	Request	Recommended	Change
01-Regular Wages	-	-	-	-	-	
02-OT Wages	-	-	-	-	-	
03-Payroll Benefits	-	-	-	-	-	
04-Contracted Services	-	-	-	-	-	
05-Supplies & Expenses	-	-	-	-	-	
10-Grants, Contributions, Other	-	-	-	-	\$22,000	
12-Fund Transfers	-	-	-	-	-	
<b>Total Expenditures:</b>	\$0	\$0	\$0	\$0	\$22,000	

<b>Net Surplus/(Deficit)- Self-Funded Vision</b>	\$0	\$0	\$0	\$0	\$0	
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# Health Insurance Fund

## Program Summary

Revenues	2022	2023	2023	2024	2024	%
	Actual	Adjusted Budget	Estimate	Request	Recommended	Change
Benefit Administration	-	-	-	-	-	
Self-Funded Health Claims	-	-	-	-	-	
Health Insurance Premiums/HSA	\$9,329,174	\$11,102,274	\$10,910,000	\$12,494,235	\$12,494,235	13%
Self-Funded Dental	-	-	\$240,000	\$149,701	\$149,701	
Self-Funded Vision	-	-	-	-	\$22,000	
<b>Total Revenues:</b>	<b>\$9,329,174</b>	<b>\$11,102,274</b>	<b>\$11,150,000</b>	<b>\$12,643,936</b>	<b>\$12,665,936</b>	<b>14%</b>

Expenditures	2022	2023	2023	2024	2024	%
	Actual	Adjusted Budget	Estimate	Request	Recommended	Change
Benefit Administration	\$200,121	\$40,974	\$167,114	\$167,489	\$167,489	309%
Self-Funded Health Claims	\$858,763	-	(\$3,000)	-	-	
Health Insurance Premiums/HSA	\$7,967,030	\$11,061,300	\$10,776,000	\$12,326,746	\$12,326,746	11%
Self-Funded Dental	-	-	\$240,000	\$149,701	\$149,701	
Self-Funded Vision	-	-	-	-	\$22,000	
<b>Total Expenditures:</b>	<b>\$9,025,914</b>	<b>\$11,102,274</b>	<b>\$11,180,114</b>	<b>\$12,643,936</b>	<b>\$12,665,936</b>	<b>14%</b>

Net	2022	2023	2023	2024	2024	%
	Actual	Adjusted Budget	Estimate	Request	Recommended	Change
Benefit Administration	(\$200,121)	(\$40,974)	(\$167,114)	(\$167,489)	(\$167,489)	309%
Self-Funded Health Claims	(\$858,763)	-	\$3,000	-	-	
Health Insurance Premiums/HSA	\$1,362,144	\$40,974	\$134,000	\$167,489	\$167,489	309%
Self-Funded Dental	-	-	-	-	-	
Self-Funded Vision	-	-	-	-	-	
<b>Total Net</b>	<b>\$303,260</b>	<b>\$0</b>	<b>(\$30,114)</b>	<b>\$0</b>	<b>\$0</b>	

# Health Insurance Fund

## Budget Analysis

	2023 Adjusted Budget	Cost to Continue Operations in 2024	2024 Requested Budget
05-Intergovernmental Charges for Services	\$10,902,274	\$1,741,662	\$12,643,936
09-Other Revenue	-	-	-
11-Fund Balance Applied	\$200,000	(\$200,000)	-
<b>Total Revenues</b>	<b>\$11,102,274</b>	<b>\$1,541,662</b>	<b>\$12,643,936</b>

01-Regular Wages	\$25,448	(\$2)	\$25,446
02-OT Wages	-	-	-
03-Payroll Benefits	\$15,526	\$828	\$16,354
04-Contracted Services	-	\$125,689	\$125,689
05-Supplies & Expenses	-	-	-
10-Grants, Contributions, Other	\$10,861,300	\$1,615,147	\$12,476,447
12-Fund Transfers	\$200,000	(\$200,000)	-
<b>Total Expenditures</b>	<b>\$11,102,274</b>	<b>\$1,541,662</b>	<b>\$12,643,936</b>

# Health Insurance Fund

## Revenue Assumptions

	2022	2023	2023	2024	2024
Revenue Source	Actual	Budget	Estimate	Request	Recommended
Insurance Premiums From Depts	9,326,483	10,902,274	10,910,000	12,494,235	12,494,235
Dental Ins Prem From Dept	-	-	240,000	149,701	149,701
Vision Ins Prem From Dept	-	-	-	-	22,000
Misc Revenue	2,691	-	-	-	-
Fund Balance Applied	-	200,000	-	-	-
<b>TOTAL</b>	<b>\$9,329,174</b>	<b>\$11,102,274</b>	<b>\$11,150,000</b>	<b>\$12,643,936</b>	<b>\$12,665,936</b>

# Health Insurance Fund

## Contracted Services Summary

	2022	2023	2023	2024	2024
Expenditure Type	Actual	Budget	Estimate	Request	Recom- mended
Professional Services	178,570	-	434,000	125,689	125,689
Utility Services	-	-	-	-	-
Repairs And Maintenance	-	-	-	-	-
Other Contracted Services	-	-	-	-	-
<b>Total</b>	<b>\$178,570</b>	<b>\$0</b>	<b>\$434,000</b>	<b>\$125,689</b>	<b>\$125,689</b>

## Health Insurance Fund

### Contracted Services Detail

	2022	2023	2023	2024	2024		
Expenditure	Actual	Budget	Estimate	Request	Recom- mended	Description	Expenditure Type
Hra Admin Fees	20,528	-	-	-	-	Administration fees	Professional Services
Benefit Administration Fees	155,695	-	134,000	123,628	123,628	Administration fees	Professional Services
Audit Fees	2,348	-	-	2,061	2,061	External audit	Professional Services
Near Site Clinic	-	-	300,000	-	-	Medical	Professional Services
<b>TOTAL</b>	<b>\$178,570</b>	<b>\$0</b>	<b>\$434,000</b>	<b>\$125,689</b>	<b>\$125,689</b>		