



# COLLIN COUNTY 2022 BENEFITS

2022 Presentation for FY2023 Budget



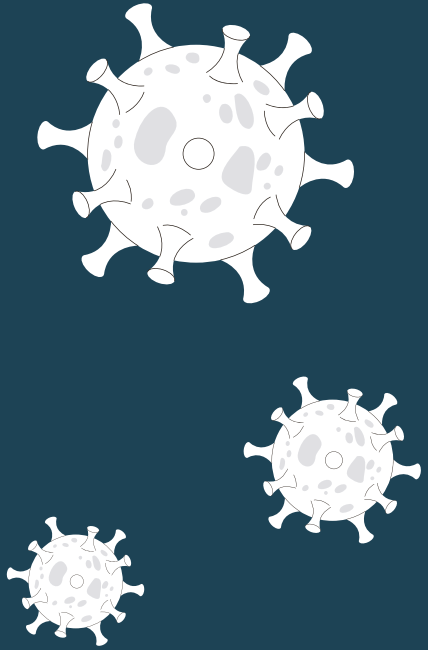
# FISCAL YEAR 2021 BENEFITS COSTS

(Does not include stop loss reimbursements)

Medical and Prescription	2020 Costs	2021 Costs
Total Claims Cost	\$27,023,441	\$32,225,980
Employees Pay	\$3,307,479 (12%)	\$3,328,062 (10%)
County Pays	\$23,715,962 (88%)	\$28,897,918 (90%)
Average # of Covered Subscribers	1,483	1,489

	2017	2018	2019	2020	2021
Employee Pays	13%	11%	12%	12%	10%
Employer Pays	87%	89%	88%	88%	90%

# COVID-19



COVID-19 Claim Type	2020	2021	2022 YTD	Total
Vaccines	\$17	\$128,858	\$14,210	\$143,085
Testing	\$137,247	\$189,512	\$65,092	\$391,851
Confirmed Diagnosis	\$2,118,682*	\$2,852,051*	\$275,427	\$5,246,160
Total	\$2,255,946	\$3,170,421	\$354,729	\$5,781,096

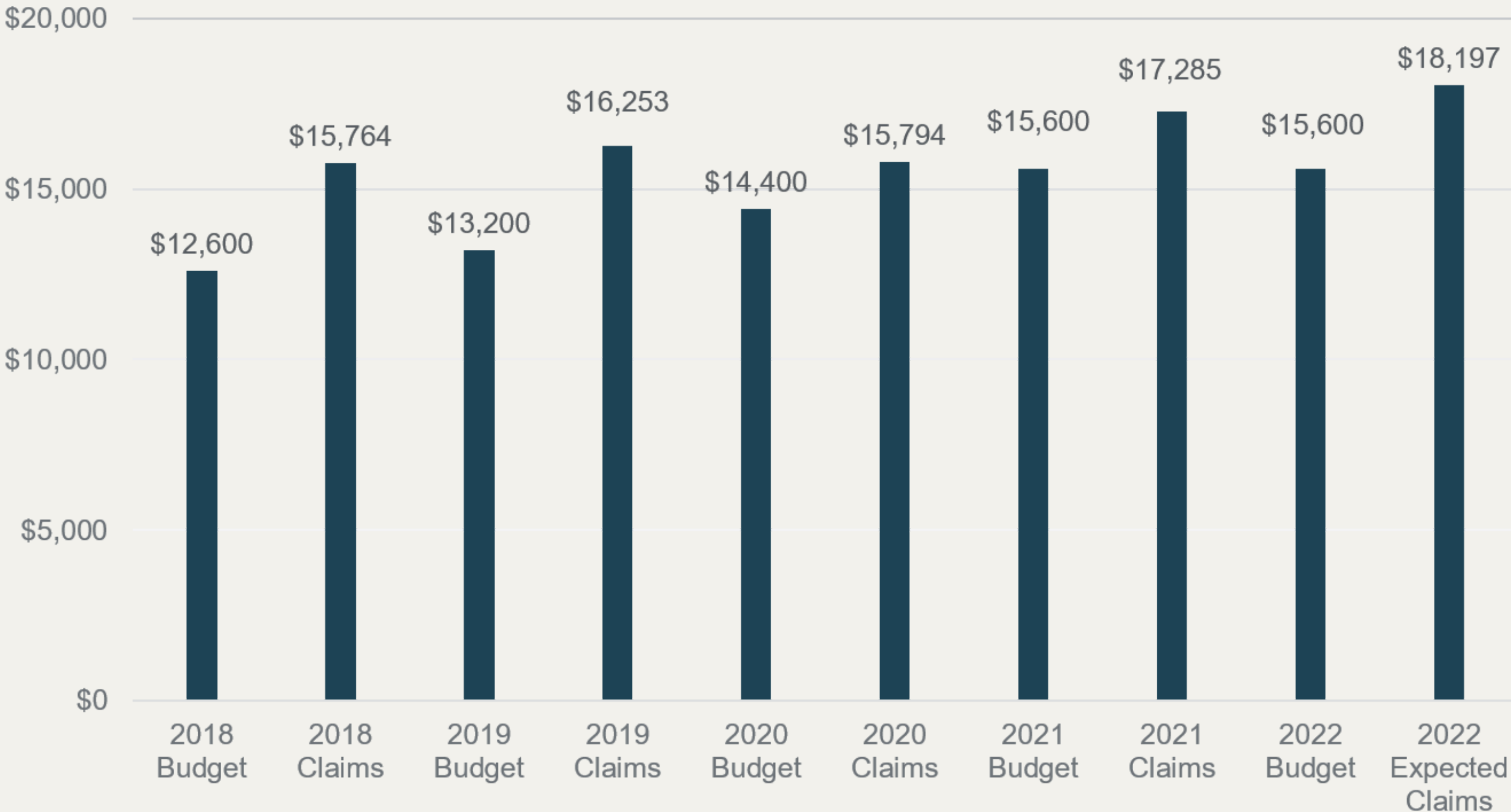
Case Type	Cases	ER Visits	Inpatient	ICU	Ventilator	Deaths
2020 to Date Confirmed Cases	1,013	173	79	39	12	6

- COVID inpatient hospital admissions increased by 23%
- 13% increase in claimants with Behavioral Health Diagnosis
- Overall spend 2020 to current: \$5,781,096

\*2020 and 2021 includes data categorized as possible and probable before the definition of a confirmed case was clearly determined.

# FISCAL YEAR BUDGET VS. CLAIMS PER EMPLOYEE

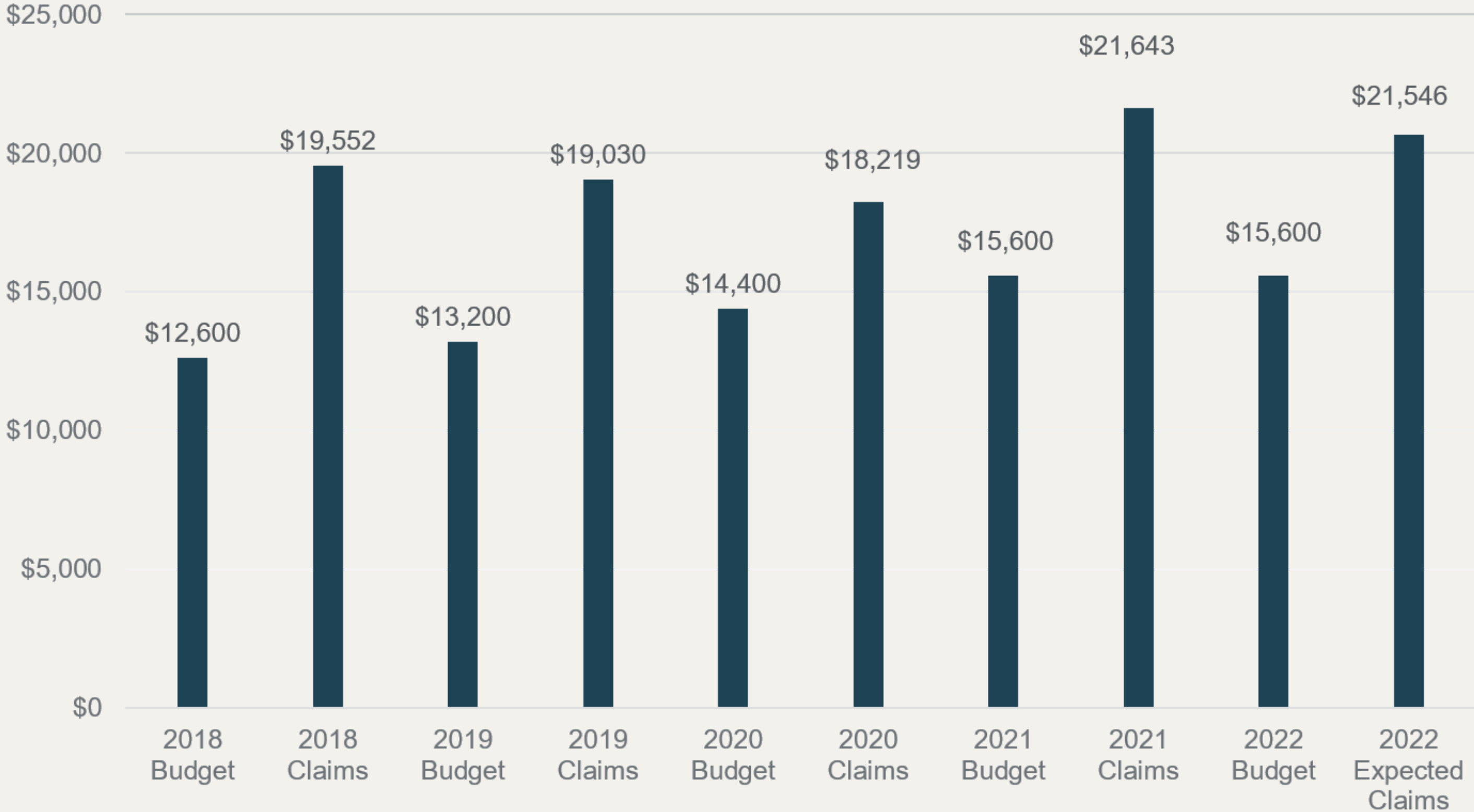
(with stop loss reimbursements)



Data based on average number of enrolled employees for that year.

# FISCAL YEAR BUDGET VS. CLAIMS PER EMPLOYEE

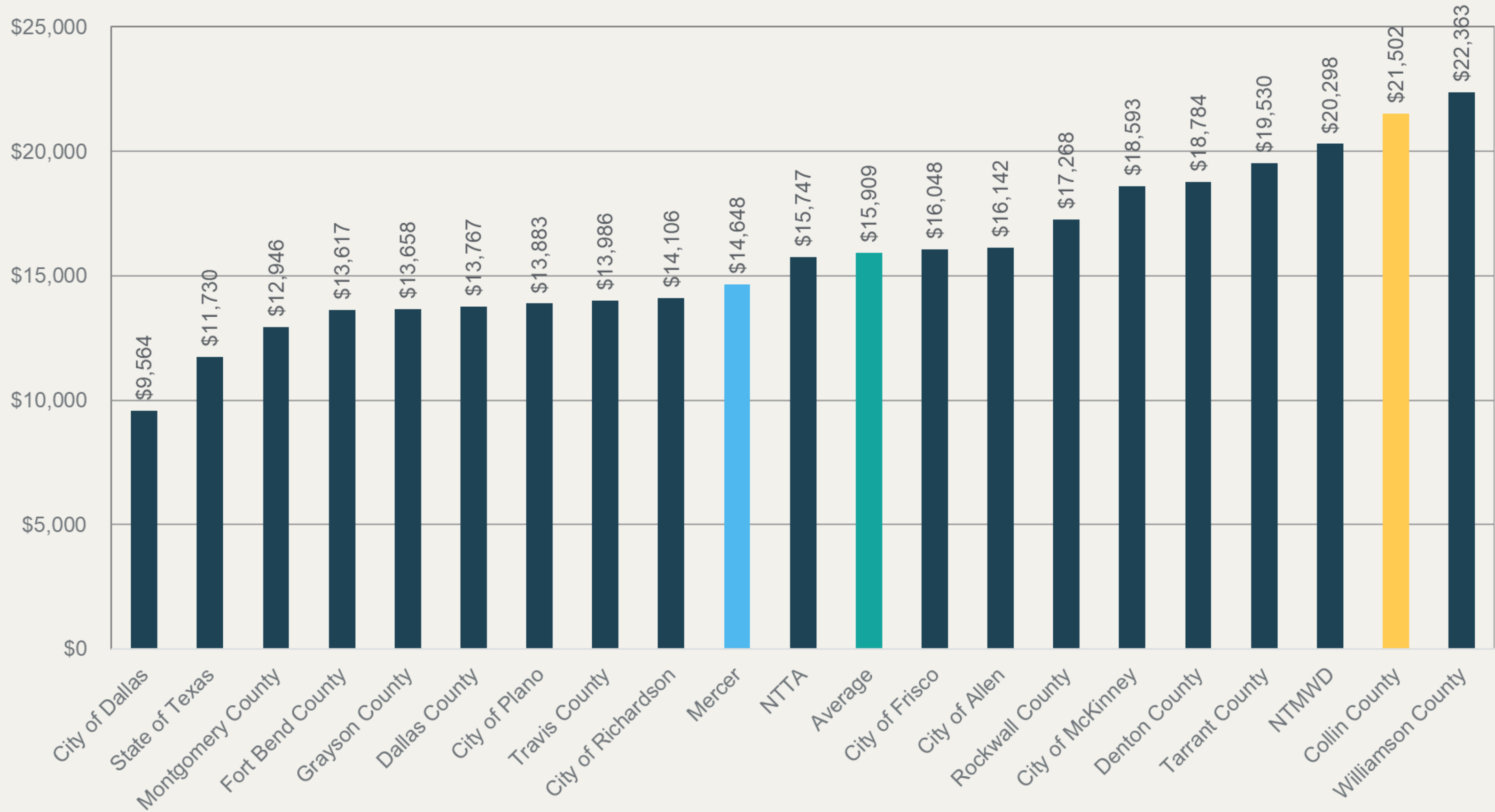
(without stop loss reimbursements)



Data based on average number of enrolled employees for that year.



# 2021 AVERAGE PREMIUM COST PER EMPLOYEE



Data based on enrollment counts as of December 2021.

# 2021 CLAIMS INFORMATION

Average Insured Members: 3,602



0.25% decrease

For every insured employee, we also cover an average of 1.44 dependents.

Excluding catastrophic cases, medical net payments increased from prior year.



8% increase

- Catastrophic cases are those that exceed \$50,000.
- 47% of our claims cost was due to high cost claimants, which is an increase of 8% over last year. These numbers include pharmacy spend.

Utilization of medical benefits:

**100%**

- 104 claims were over \$50,000 in 2021
  - 67 claims were between \$50,000 and \$100,000.
  - 37 claims were over \$100,000. Of those claims, 13 were over \$200,000.

# CATASTROPHIC CASES DETAILS

2021: 104 catastrophic cases.

56% were employees.



21% have had a diagnosis of diabetes.



55% had no prior health indicators.



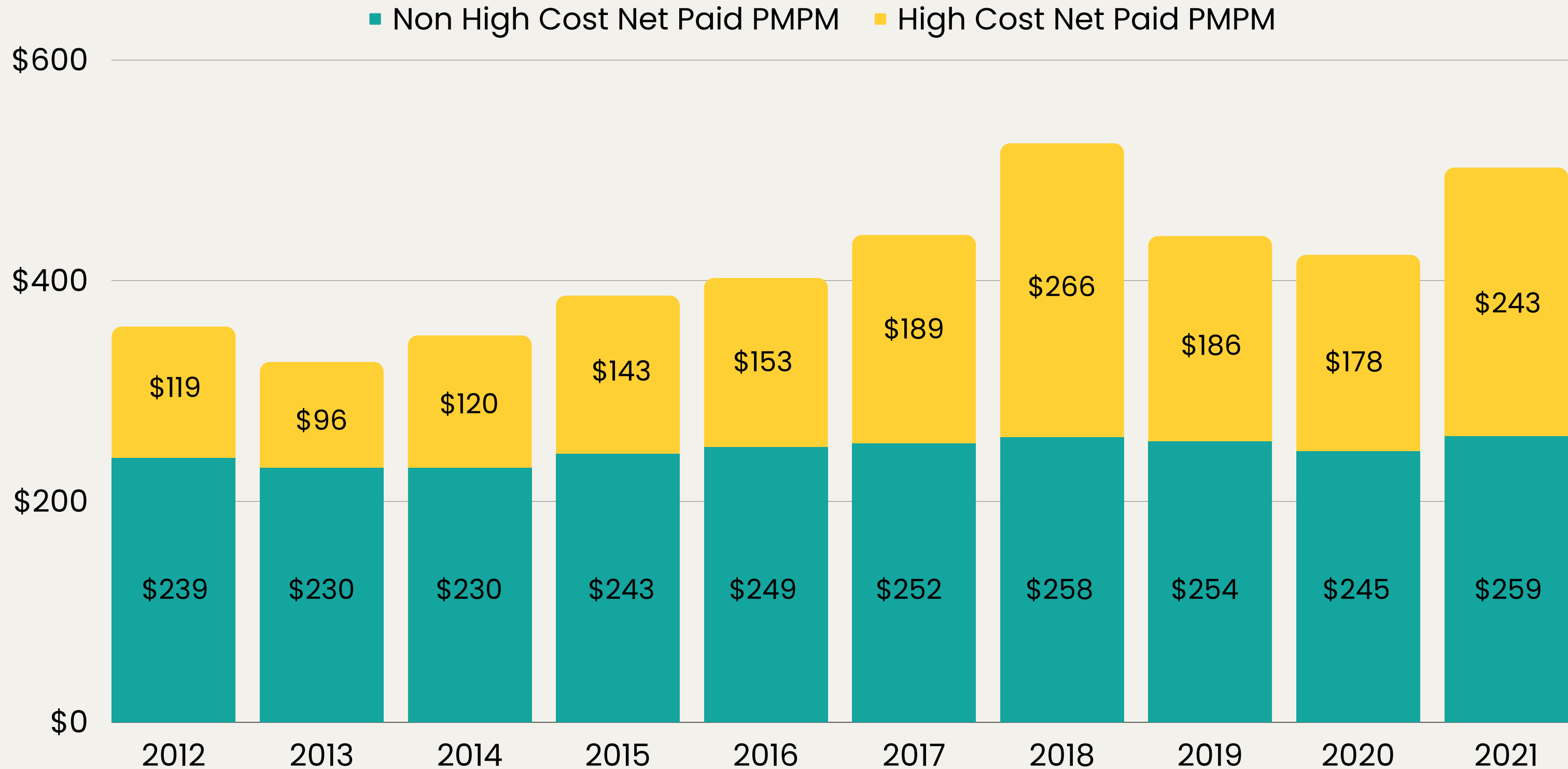
18% were ongoing catastrophic cases from 2020.



4 catastrophic COVID cases accounted for 54% of 2021 total COVID spend.



# MEDICAL NET PAID PMPM HISTORICAL TREND



- High Cost Net Paid PMPM is 104% higher than 10 years ago.
- Non High Cost Net Paid PMPM is 8% higher than 10 years ago.

# DIABETES\*

**10%**

Insured adults  
had a diabetes  
diagnosis.

**30%**

Pharmacy paid  
was for adults  
with diabetes.

**9%**

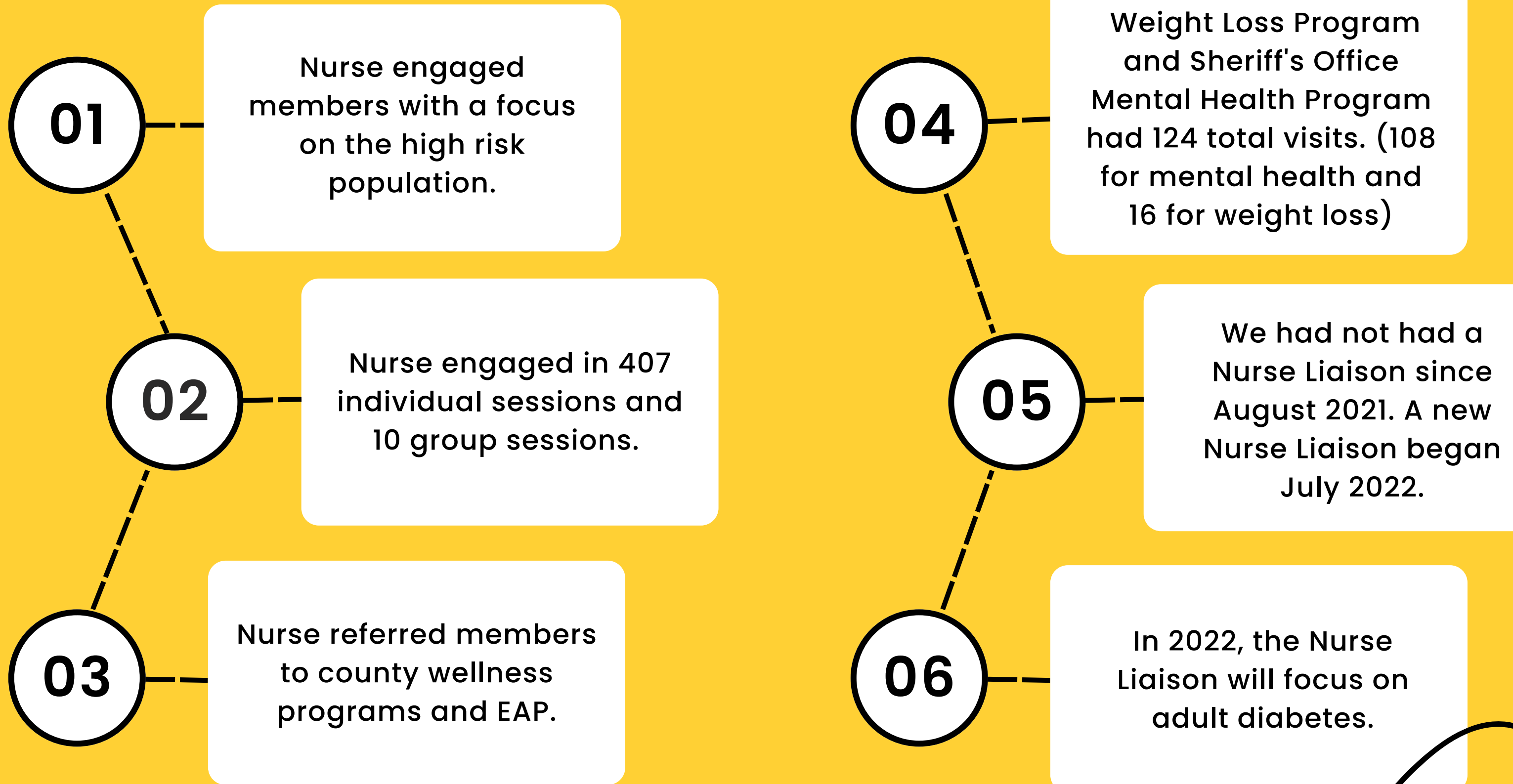
Medical paid  
was for adults  
with diabetes.

**92%**





















Adults with  
diabetes have  
other comorbid  
conditions.

\*Diabetes numbers are not comparable to last year as UHC has changed the methodology for determining a diabetes diagnosis.

# NURSE LIAISON



# TOP DIAGNOSIS CATEGORIES BY COST

Diagnosis	Claimants	Dollars	Cost/Claimant	Catastrophic Dollars %
Infectious & Parasitic Disease	2,119 	\$2,965,599 	\$1,400 	72% 
Circulatory System	710 	\$2,352,250 	\$3,313 	70% 
Musculoskeletal System	1,014 	\$1,859,064 	\$1,833 	35% 
Injuries & Poisoning	549 	\$1,833,130 	\$3,339 	47% 
Cancer	334 	\$1,677,523 	\$5,023 	67% 

# TOP DIAGNOSIS CATEGORIES

## Infectious and Parasitic Diseases

- Claimants increased 11%.
- Cost of claims increased 101%.
- Our number of claimants is 3% higher than our peers and costs per claim is 89% higher.
- 72% of claim dollars were for high cost claims.

## Circulatory System

- Claimants increased 9%.
- Cost of claims increased 64%.
- Our number of claimants is 5% lower than our peers but costs per claim is 42% higher.
- 70% of claim dollars were for high cost claims.

## Musculoskeletal

- Claimants decreased 2%.
- Cost of claims decreased 11%.
- Our number of claimants is 2% lower than our peers and costs per claim is 10% lower.
- 35% of claim dollars were for high cost claims.

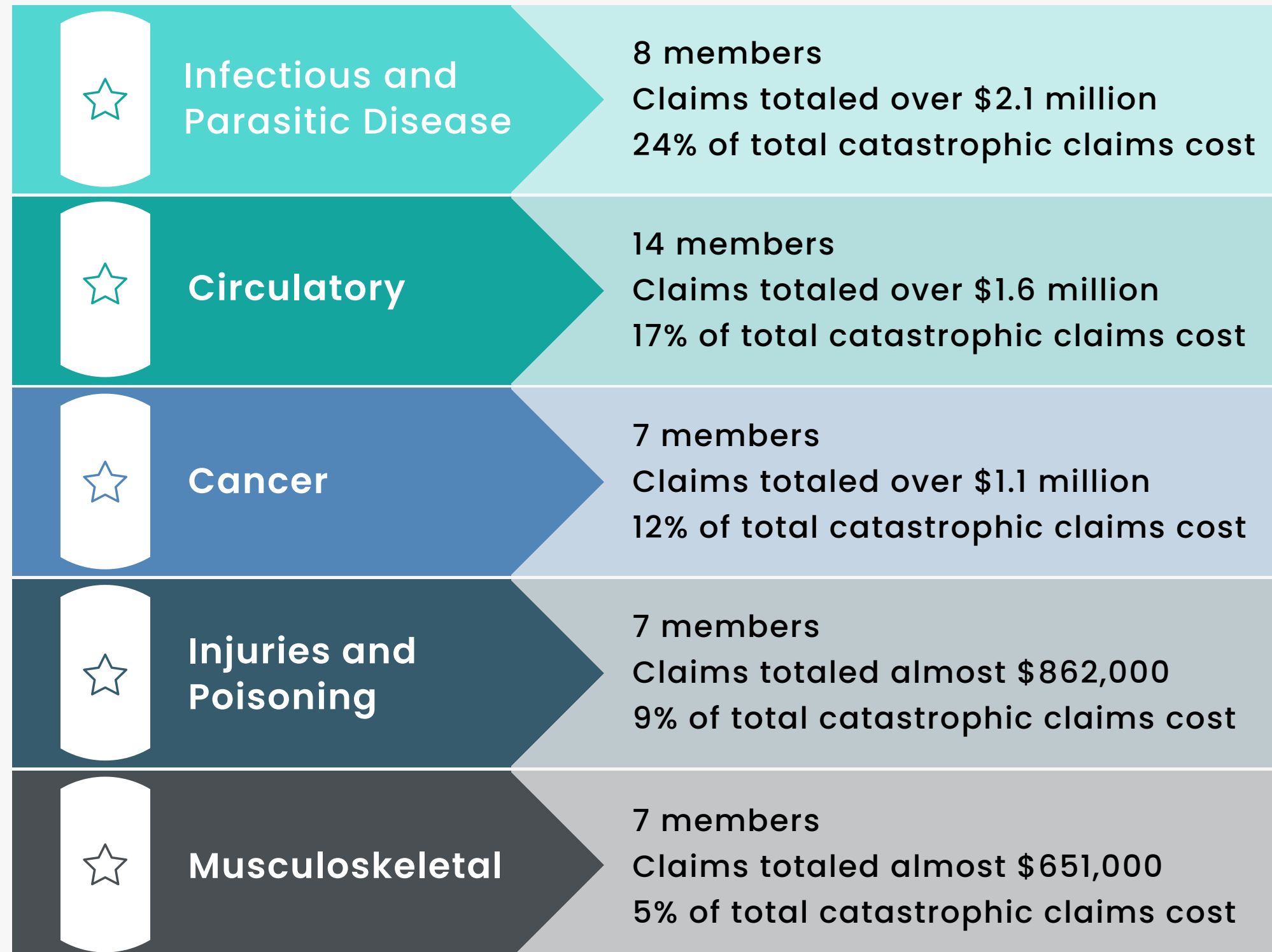
## Injuries and Poisoning

- Claimants increased 4%.
- Cost of claims increased 36%.
- Our number of claimants is essentially equal to our peers but costs per claim is 42% higher.
- 47% of claim dollars were for high cost claims.

## Cancer

- Claimants decreased 5%.
- Cost of claims decreased 32%.
- Our number of claimants is 20% lower than our peers and costs per claim is 28% lower.
- 67% claim dollars were for high cost claims.

Catastrophic cases including pharmacy (those over \$50,000) net paid PMPM increased 24%. Net paid is 27% higher than the norm.



# MAJOR COST DRIVERS

Infectious and Parasitic Diseases were the highest cost driver and spend increased 102% from last year.

- Those with more than \$50,000 in medical net payments represent 2% of claimants and 47% of medical costs, which increased by 37% from 2020.
- Net paid per ER visit increased 2% and is 23% higher than the norm.



# CALENDAR YEAR STOP LOSS

	2017	2018	2019	2020	2021
Stop Loss Fee	\$1,853,947	\$2,838,935	\$4,217,908	\$3,507,705	\$4,324,936
Stop Loss Reimbursement	\$4,100,743	\$5,183,448	\$3,959,561	\$3,655,140	\$6,491,064
Carrier Impact	-121%	-83%	6%	-4%	-50%

# PHARMACY

## Total Pharmacy Costs

\$8,222,934

24% of total costs

 5%

## Top 15 Drug Costs

\$3,571,455

43% of total pharmacy costs

Over the last five years:

Specialty drug payments:

 68%

Non-specialty drug payments:

 7%

Plan paid per prescription:

 62%

# PHARMACY

	2017	2018	2019	2020	2021
Total Spend	\$6,133,097	\$5,511,478	\$6,004,285	\$7,869,091	\$8,222,934
Change in Total Spend	13%	-10%	9%	31%	5%
Employee Pays	\$507,947 (8%)	\$582,468 (11%)	\$592,451 (10%)	\$686,379 (9%)	\$632,799 (8%)
Employer Pays	\$5,625,150 (92%)	\$4,929,010 (89%)	\$5,411,834 (90%)	\$7,182,712 (91%)	\$7,590,135 (92%)

# TOP 15 PRESCRIPTIONS BY NET PAID

Name of Prescription	Use to Treat	Tier	Members Using Prescription	Number of Prescriptions	Annual Cost of Prescription	Cost Per Prescription
HUMIRA PEN*	Inflammatory Conditions	2	8	74	\$603,254	\$8,152
FIRAZYR*	Blood Disorders	2	1	13	\$451,125	\$34,702
TAKHZYRO*	Blood Disorders	2	1	9	\$442,188	\$49,132
STELARA*	Inflammatory Conditions	2	4	17	\$378,902	\$22,288
OZEMPIC	Diabetes	2	69	336	\$347,203	\$1,033
TRULICITY	Diabetes	2	30	196	\$198,328	\$1,012
JARDIANCE	Diabetes	2	54	211	\$192,928	\$914
SPRYCEL*	Oncology	3	1	12	\$185,174	\$15,431
AUBAGIO*	Multiple Sclerosis	3	2	16	\$132,243	\$8,265
OTEZLA*	Inflammatory Conditions	2	5	33	\$128,533	\$3,895
SKYRIZI*	Inflammatory Conditions	2	4	7	\$124,812	\$17,830
INLYTA*	Oncology	3	1	11	\$121,057	\$11,005
DUPIXENT*	Inflammatory Conditions	3	4	29	\$90,410	\$3,118
NERLYNX*	Oncology	2	1	5	\$89,640	\$17,928
KESIMPTA*	Multiple Sclerosis	2	1	10	\$85,658	\$8,566

\*Specialty Medications

# SPECIALTY PHARMACY



Specialty drugs are generally defined as having one or more of the following characteristics:

- Complex to manufacture, requiring special handling and administration.
- Costly both in total, and on a per patient basis (typically > \$600 per dose).
- Taken by a relatively small portion of the population who have rare and complex medical conditions.
- Requires ongoing clinical support.

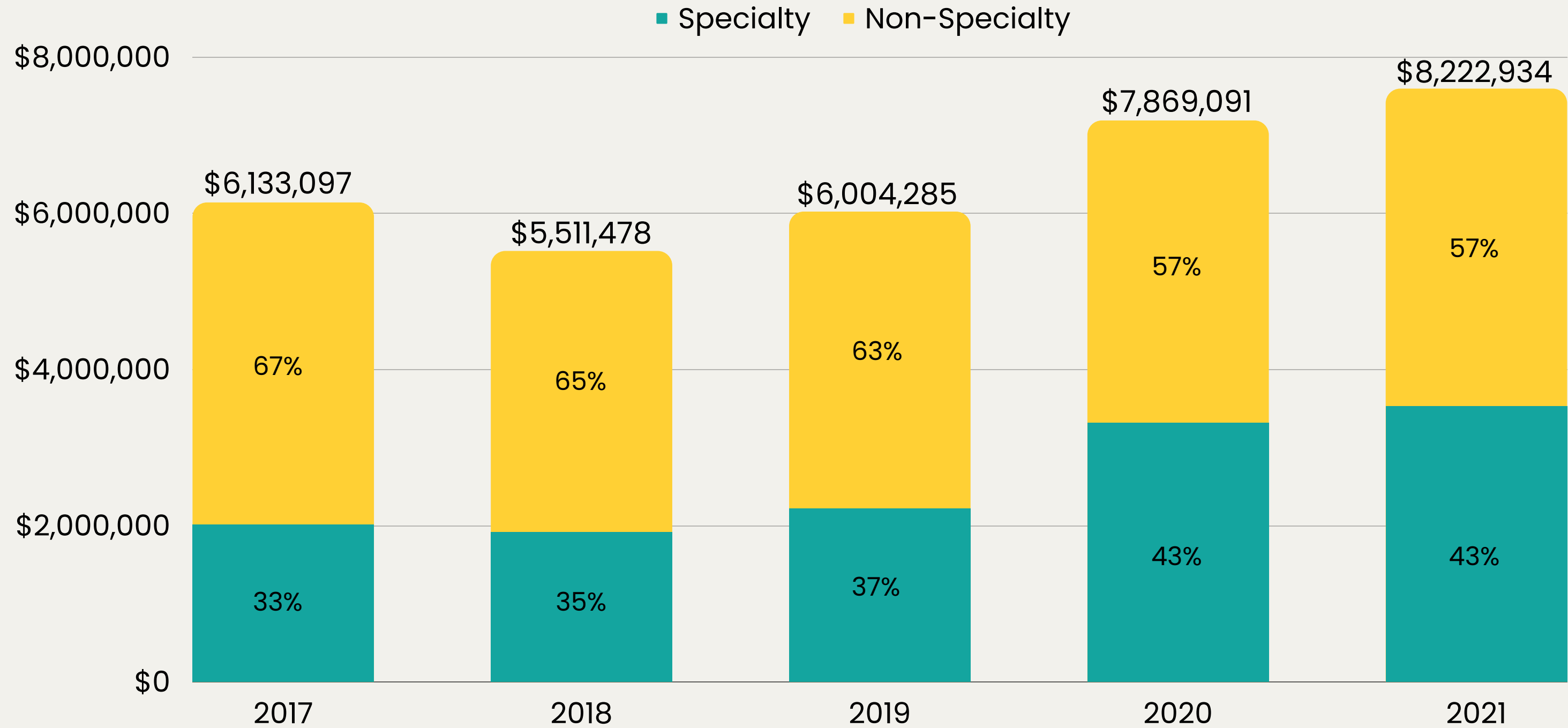
The Mercer survey reported for 2021 that spending on specialty drugs continues to drive up total spending on pharmacy benefits. In 2021, annual average specialty drug cost per employee increased 11.1%.

Specialty drug costs for our plan increased from \$917 per member to \$974 per member.

- Top 5 specialty conditions represent 42% of total plan paid and 1% of total prescriptions.
- Specialty plan paid per prescription is 3% higher than peer.

Employees contributed 1% of specialty drug costs in 2021.

# TOTAL PHARMACY COST





# CARE OPTIONS

Collin County is self-insured. This means the County pays all medical claims itself rather than paying an insurance company to pay for claims.

Collin County's emergency room copay was previously a percentage. The \$500 copay is less than what an employee would pay if the coinsurance percentage was still in place.

If an employee is admitted to the hospital from their emergency room visit, the \$500 copay is waived.

Primary Care Physician



Condition is not an emergency and a visit can be scheduled.

Convenience Care Clinic



Available weekends and after hours with no appointment for minor medical situations.

Urgent Care Clinic



Low-cost option for issues such as severe vomiting, broken bones, sprains and strains.

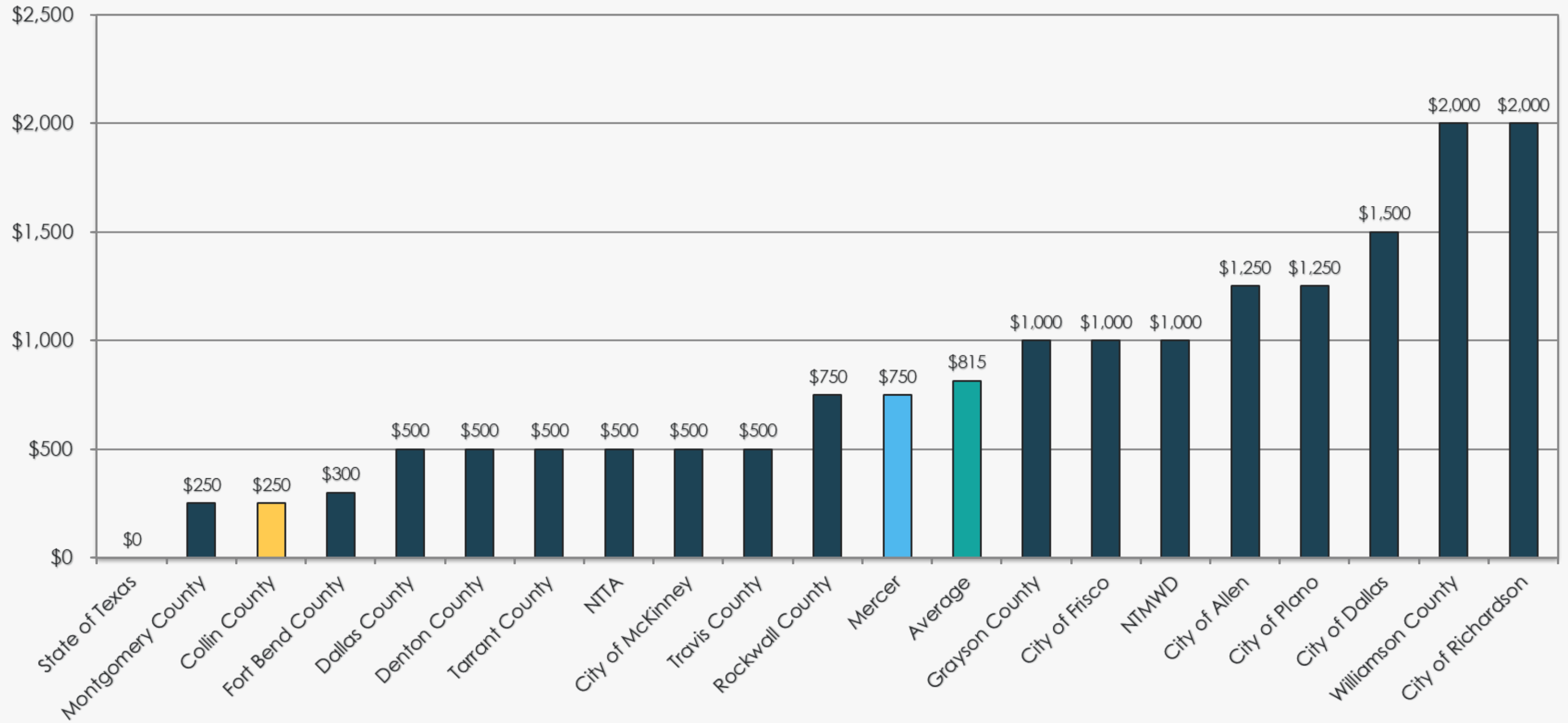
Emergency Room



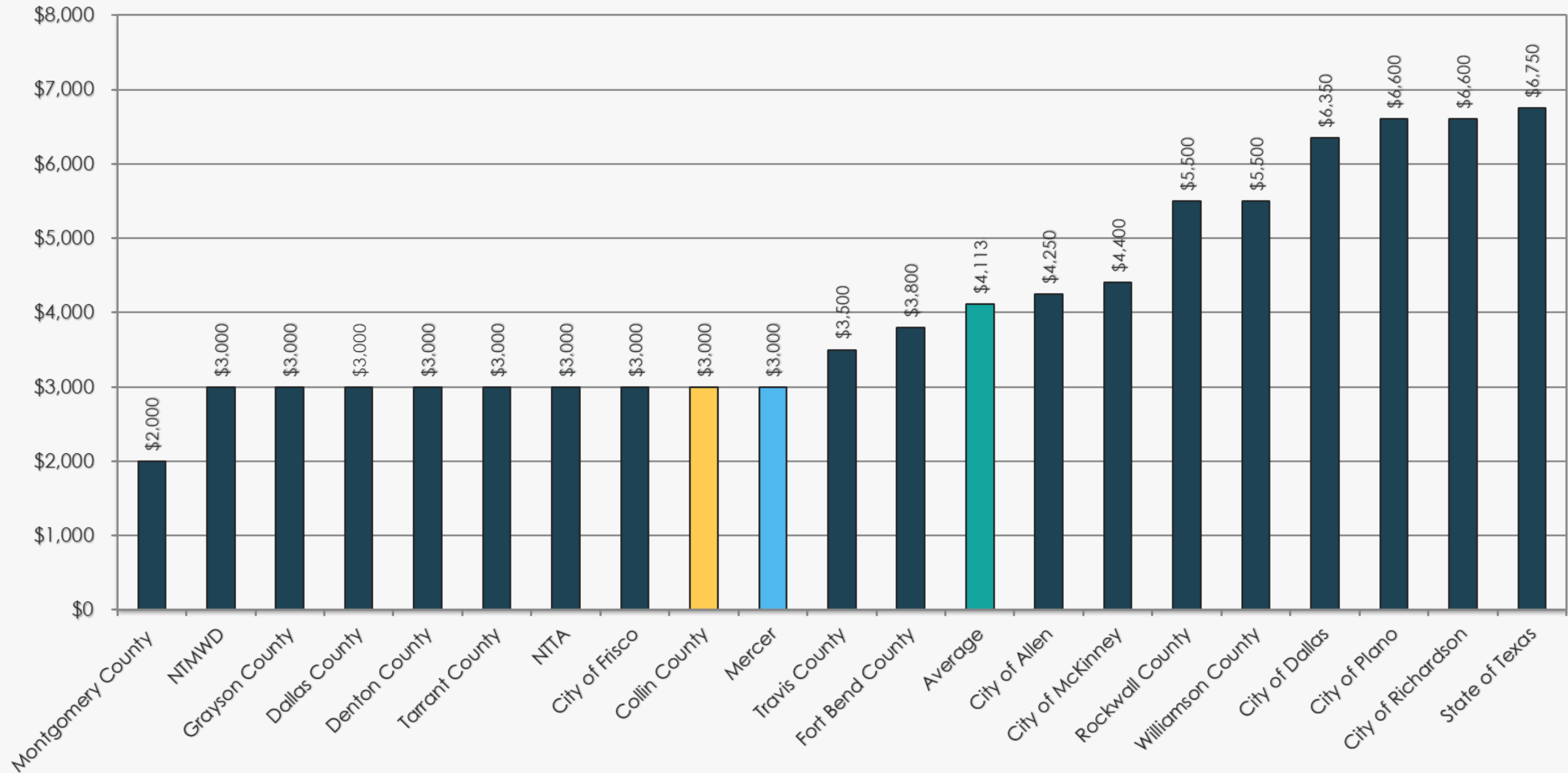
Should be used for true emergencies like head injury, chest pain, or heavy bleeding.

# **MEDICAL AND DENTAL BENEFIT COMPARISONS**

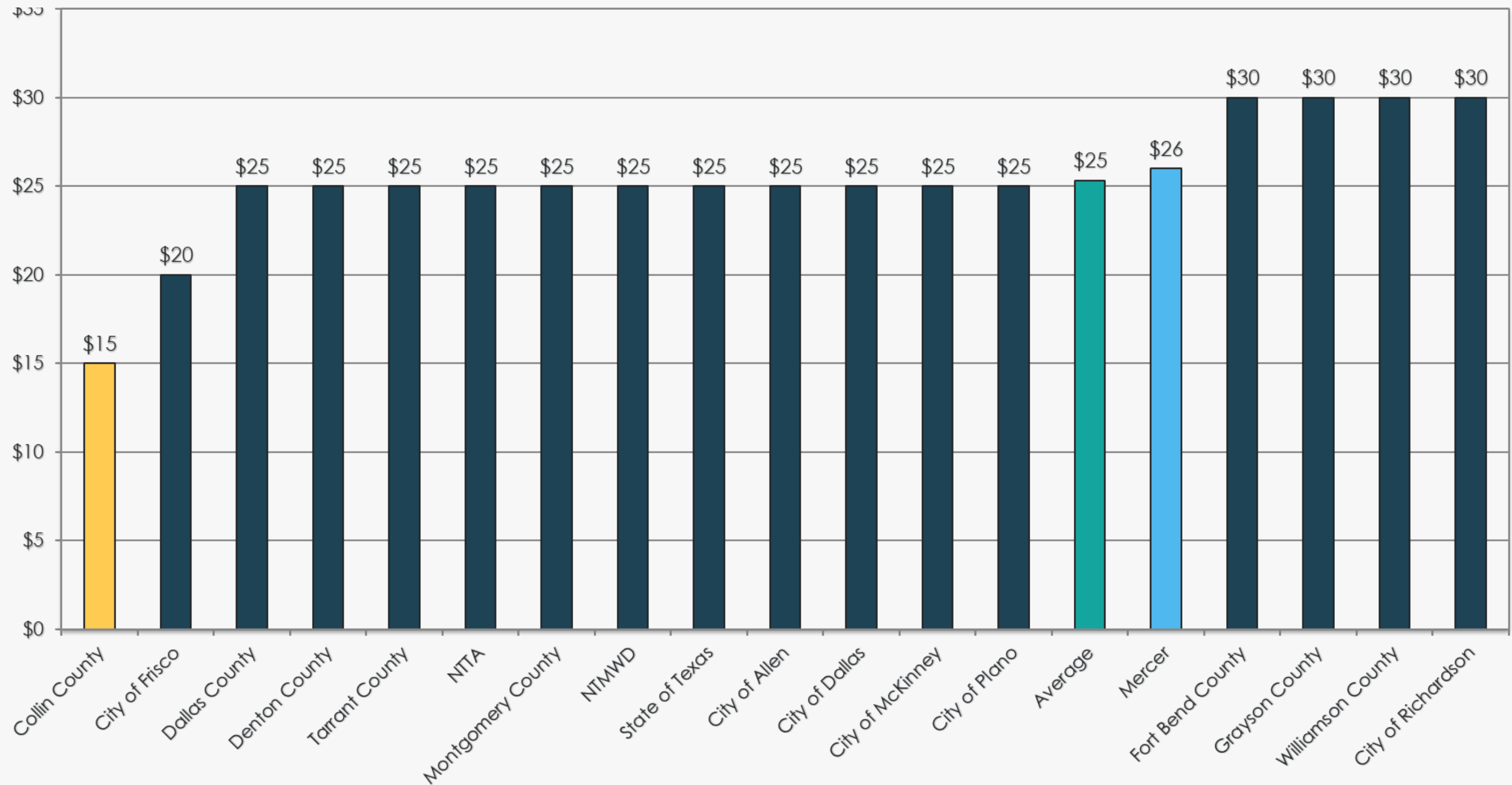
# PREMIUM MEDICAL PLAN DEDUCTIBLES



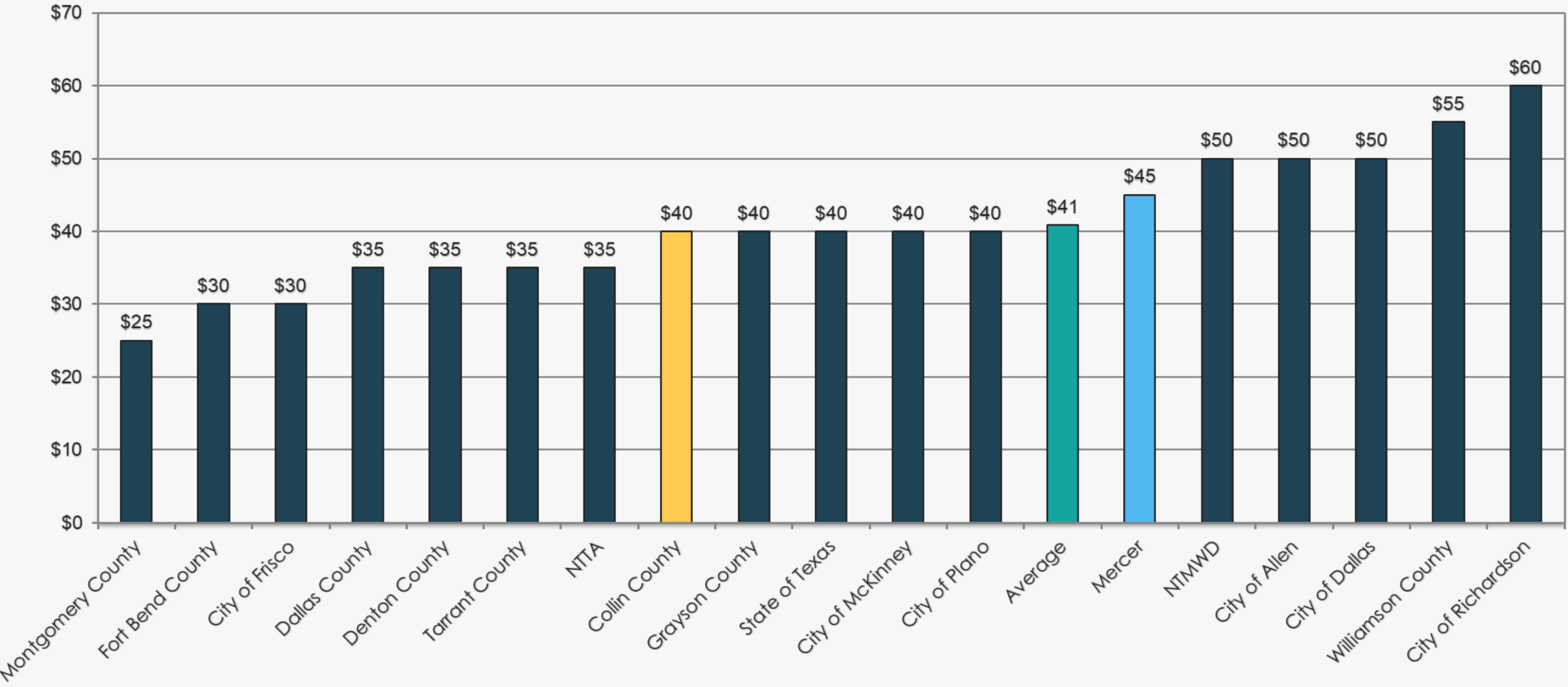
# PREMIUM MEDICAL PLAN OUT-OF-POCKET EXPENSES (IN-NETWORK)



# PREMIUM MEDICAL PLAN PRIMARY CARE PHYSICIAN CO-PAY

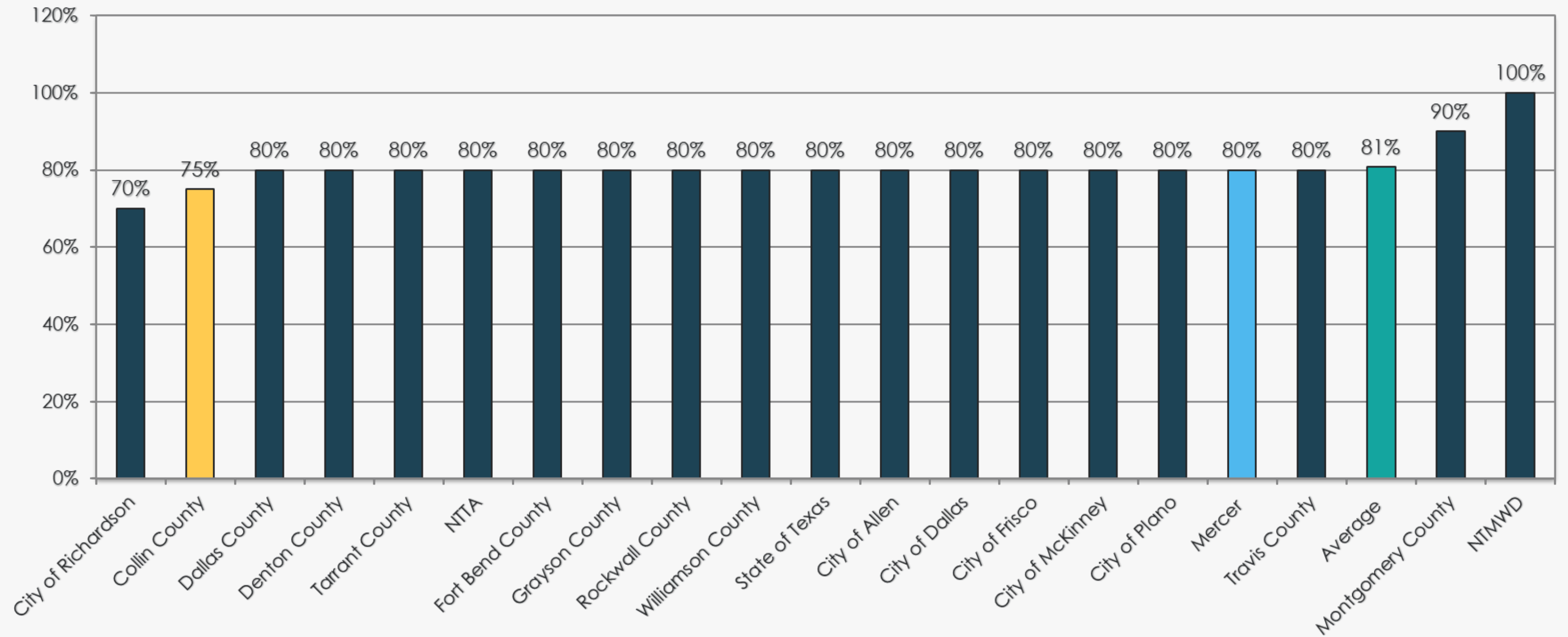


# PREMIUM MEDICAL PLAN SPECIALIST CO-PAY

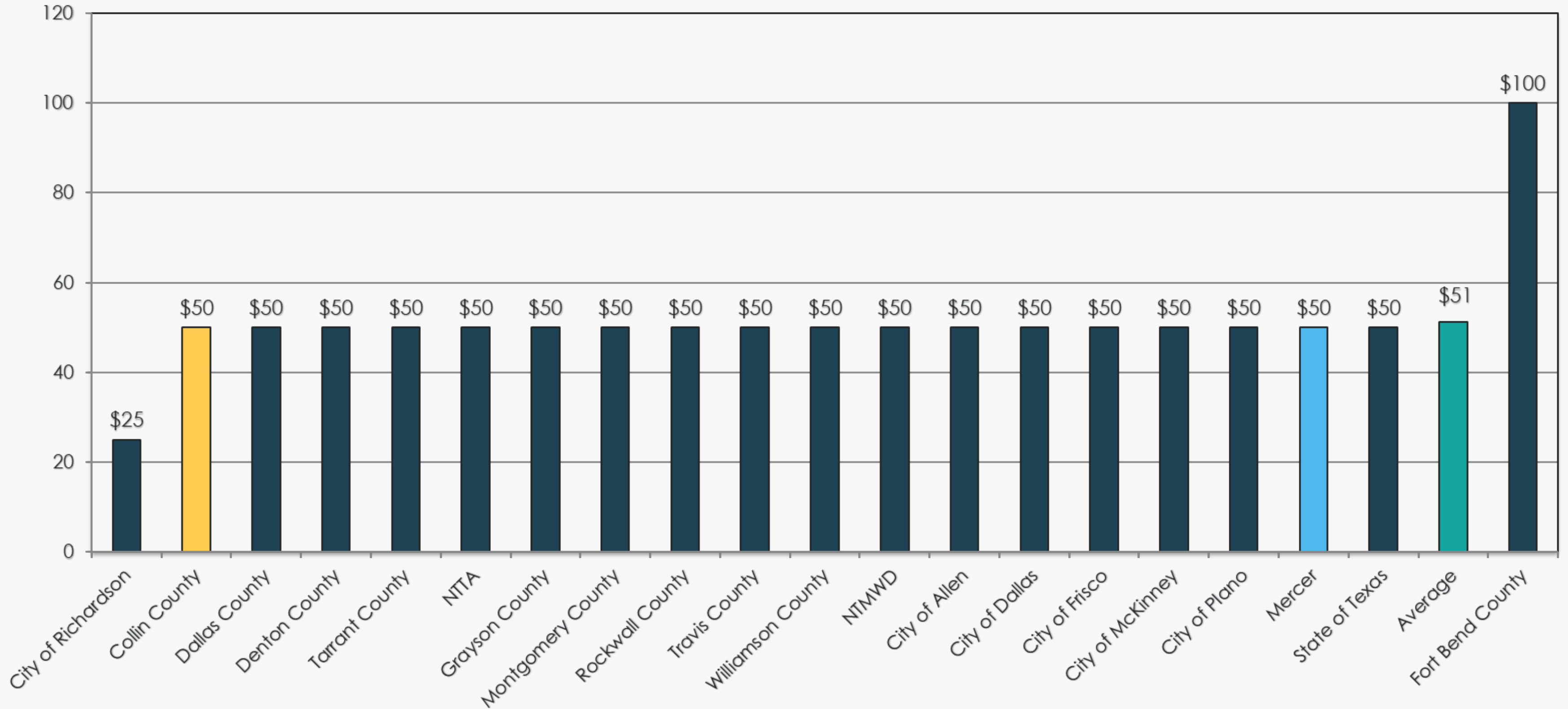




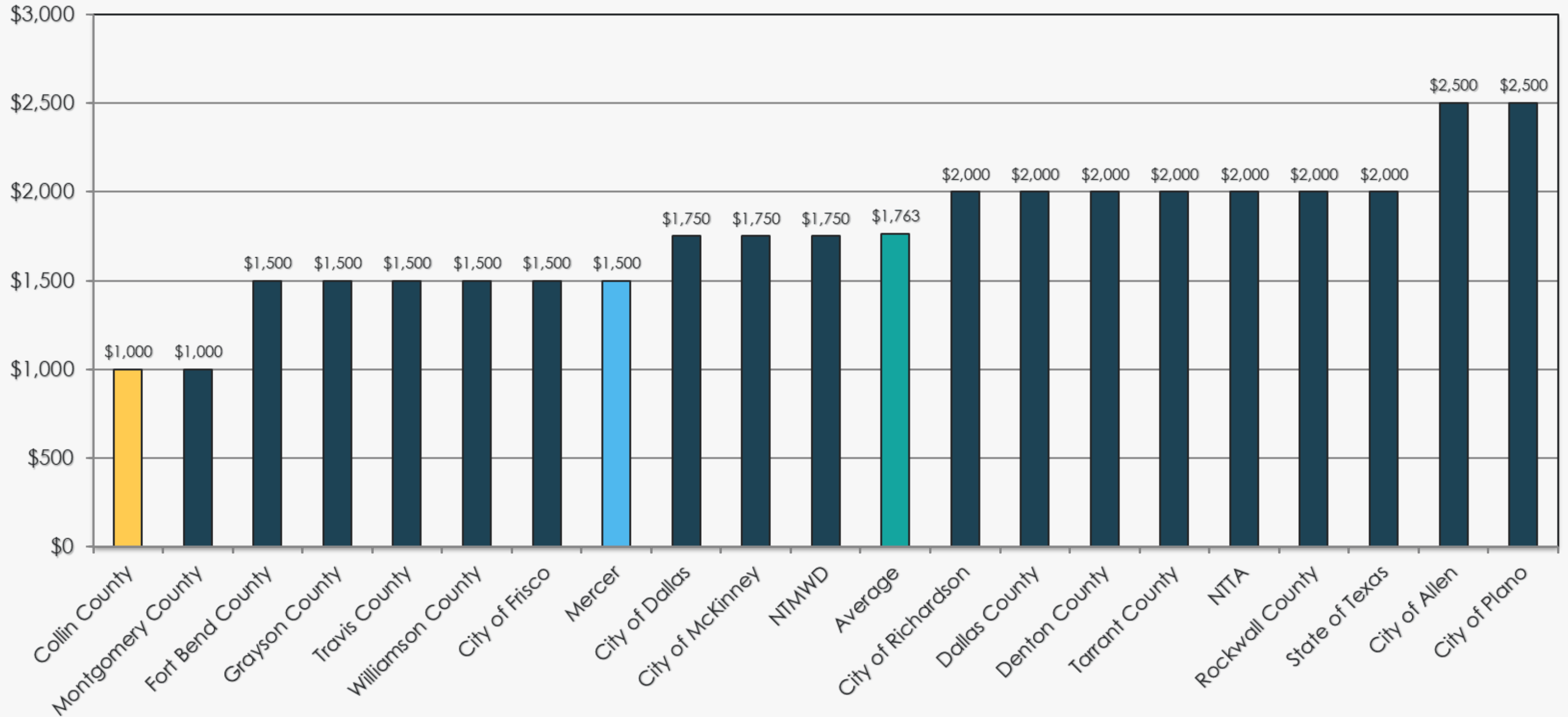
# PREMIUM MEDICAL PLAN COINSURANCE % PAID – IN-NETWORK



# DENTAL PLAN DEDUCTIBLES

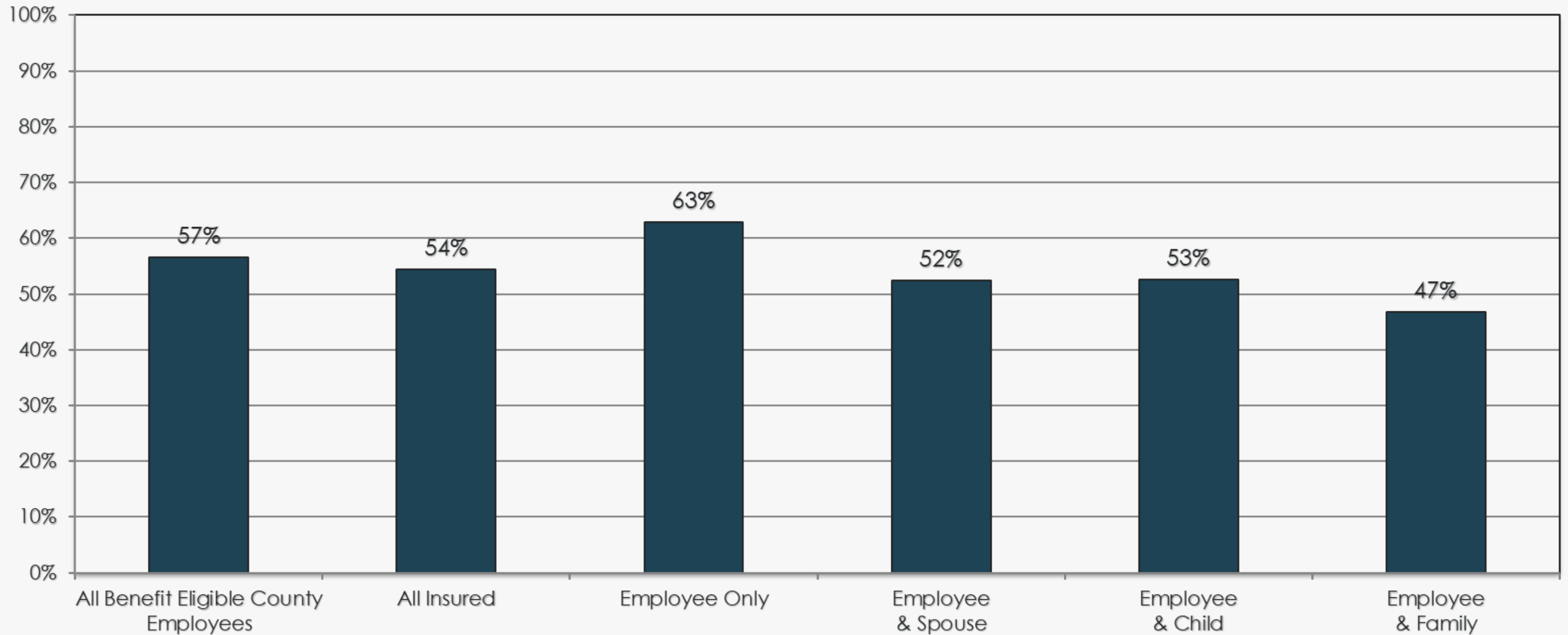


# DENTAL PLAN MAXIMUMS

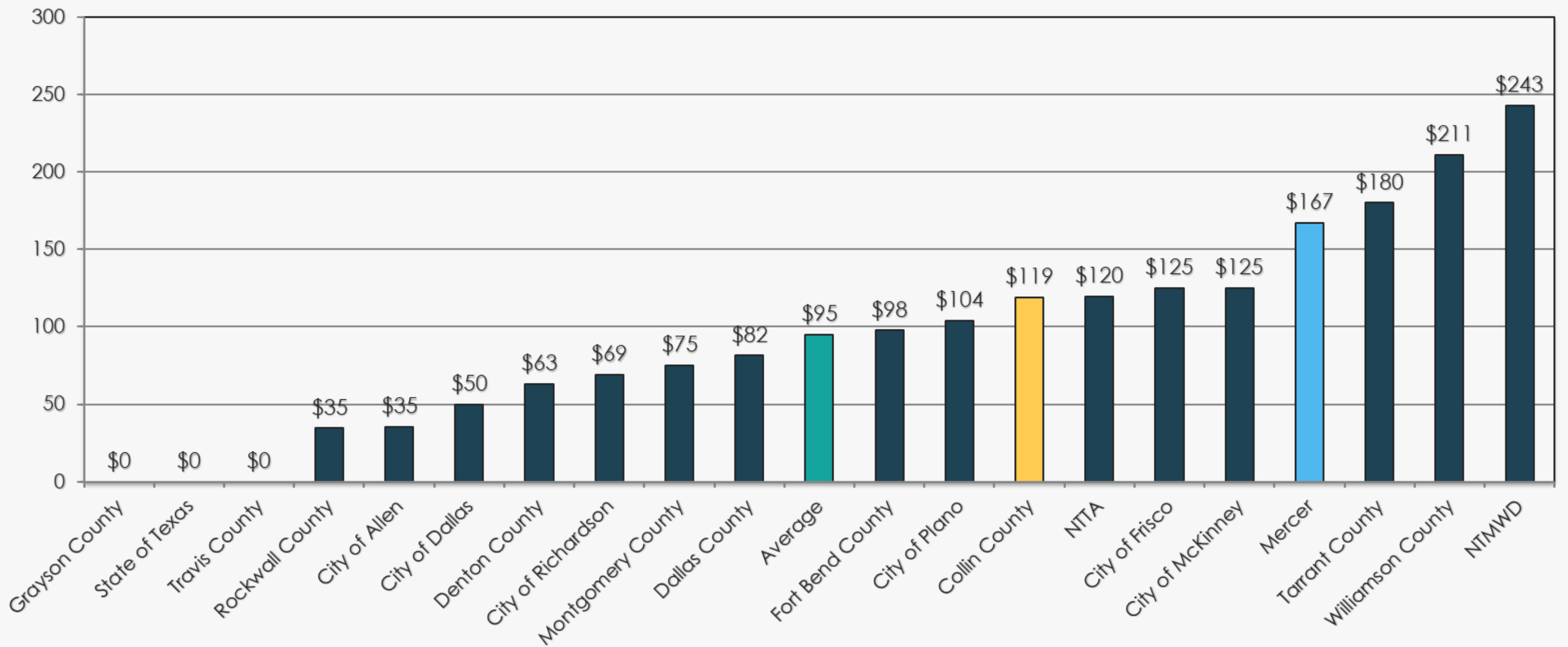


# **MEDICAL AND DENTAL EMPLOYEE PREMIUM COMPARISONS**

# PERCENTAGE OF EMPLOYEES WITH SALARIES UNDER \$60,000

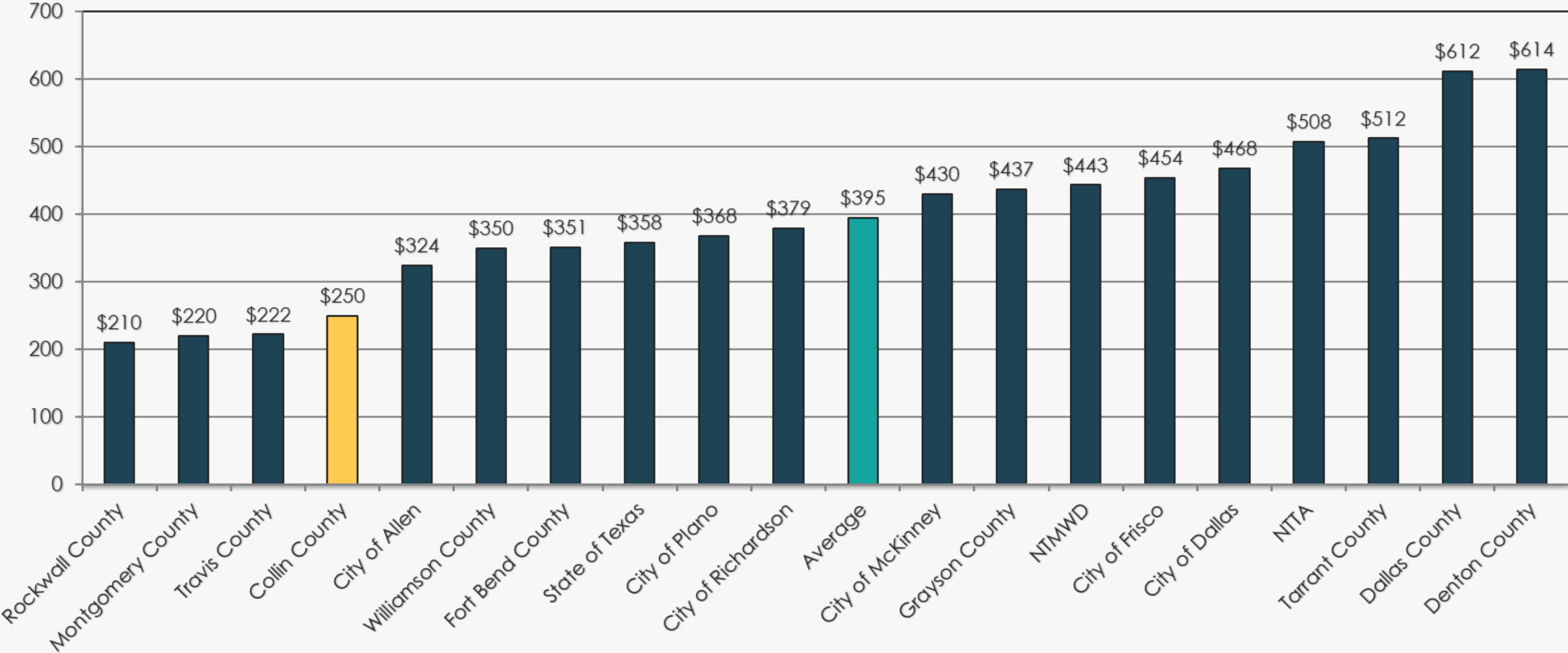


# PREMIUM MEDICAL PLAN EMPLOYEE ONLY COVERAGE COST/MONTH

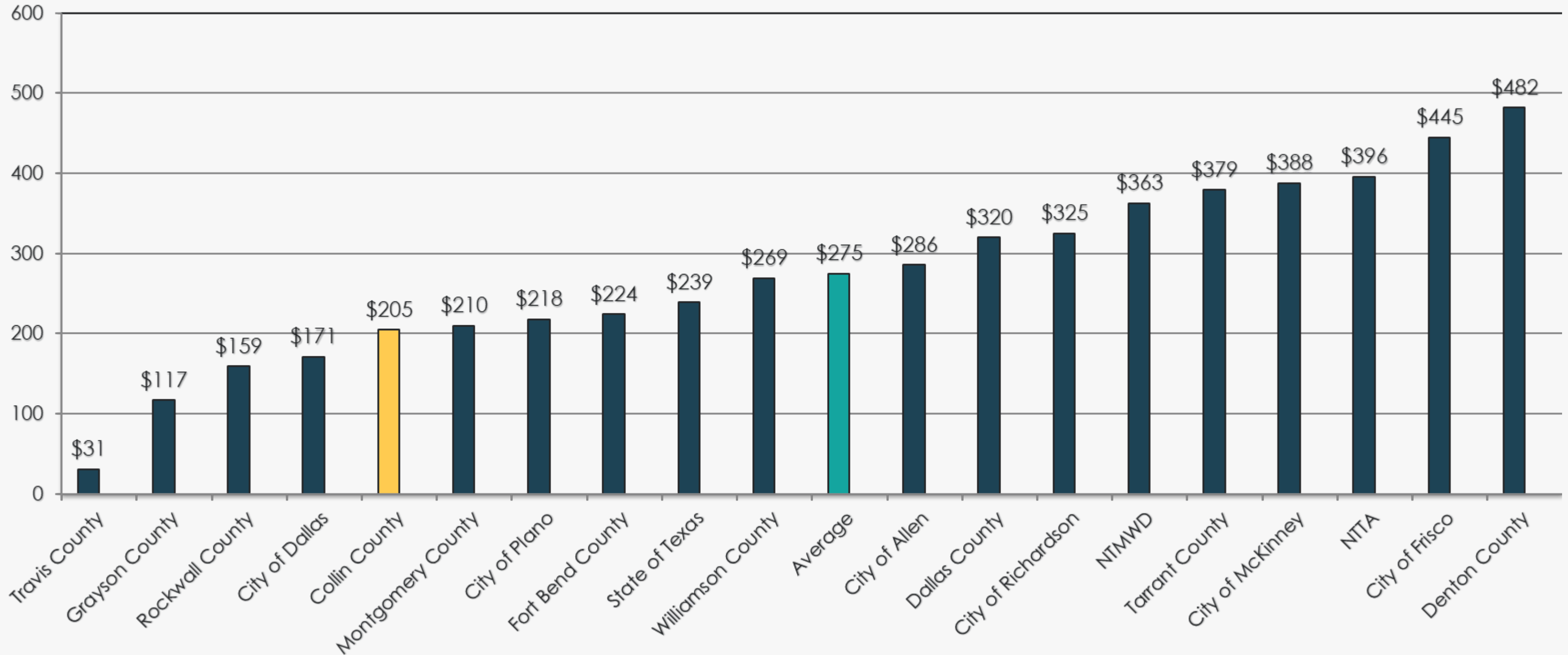




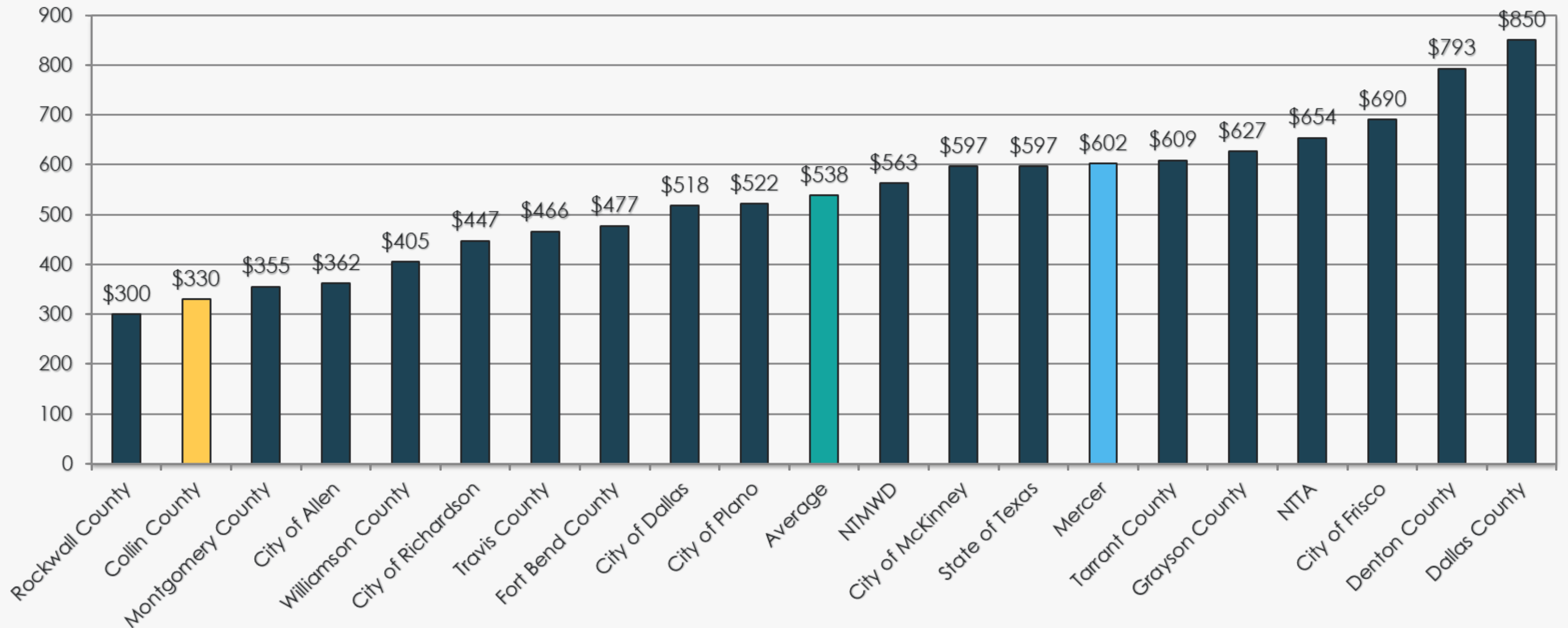
# PREMIUM MEDICAL PLAN EMPLOYEE & SPOUSE COVERAGE COST/MONTH



# PREMIUM MEDICAL PLAN EMPLOYEE & CHILD(REN) COVERAGE COST/MONTH

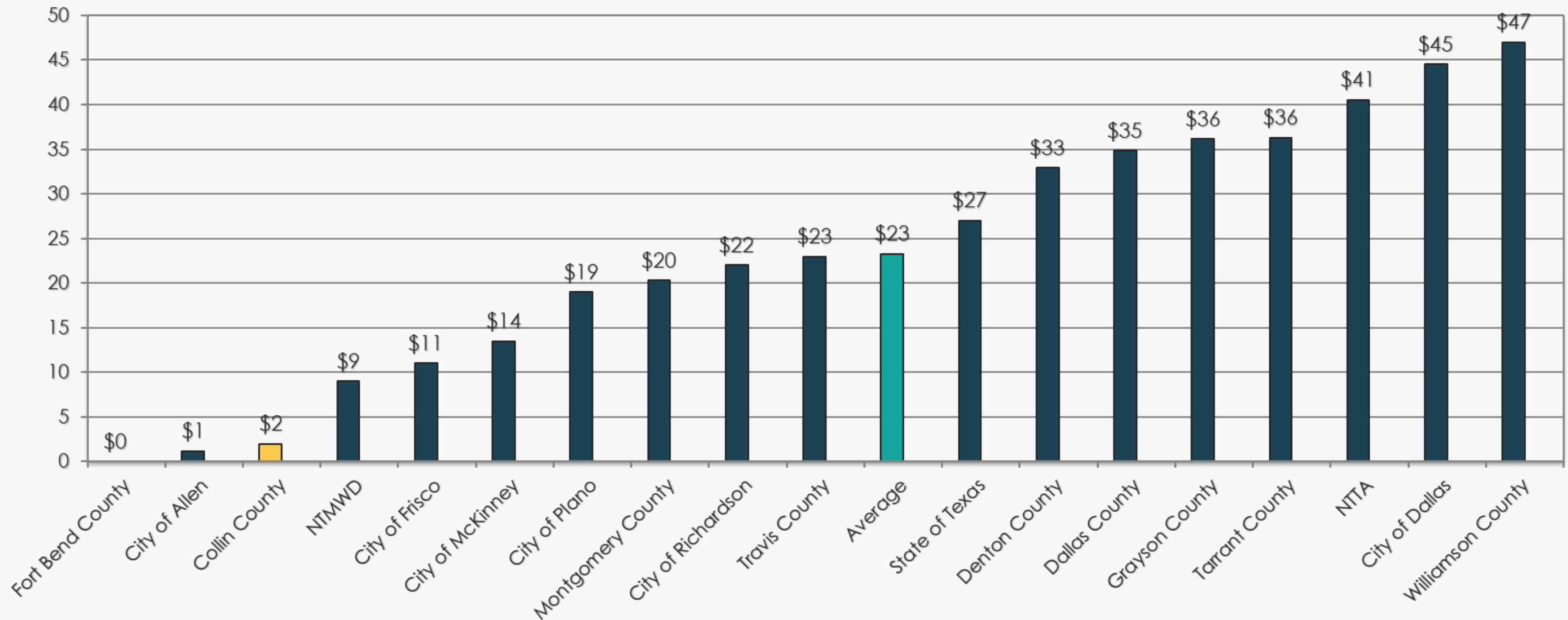


# PREMIUM MEDICAL PLAN EMPLOYEE & FAMILY COVERAGE COST/MONTH



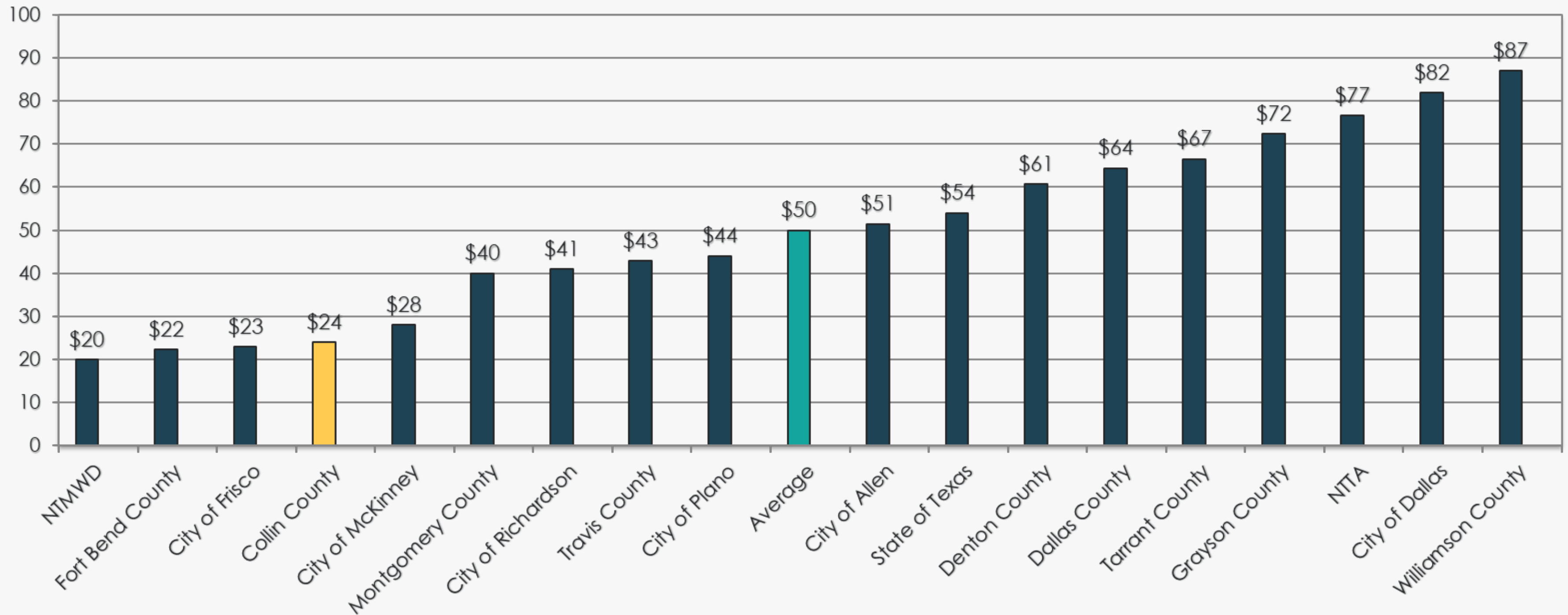
# DENTAL PLAN

## EMPLOYEE ONLY COVERAGE COST/MONTH



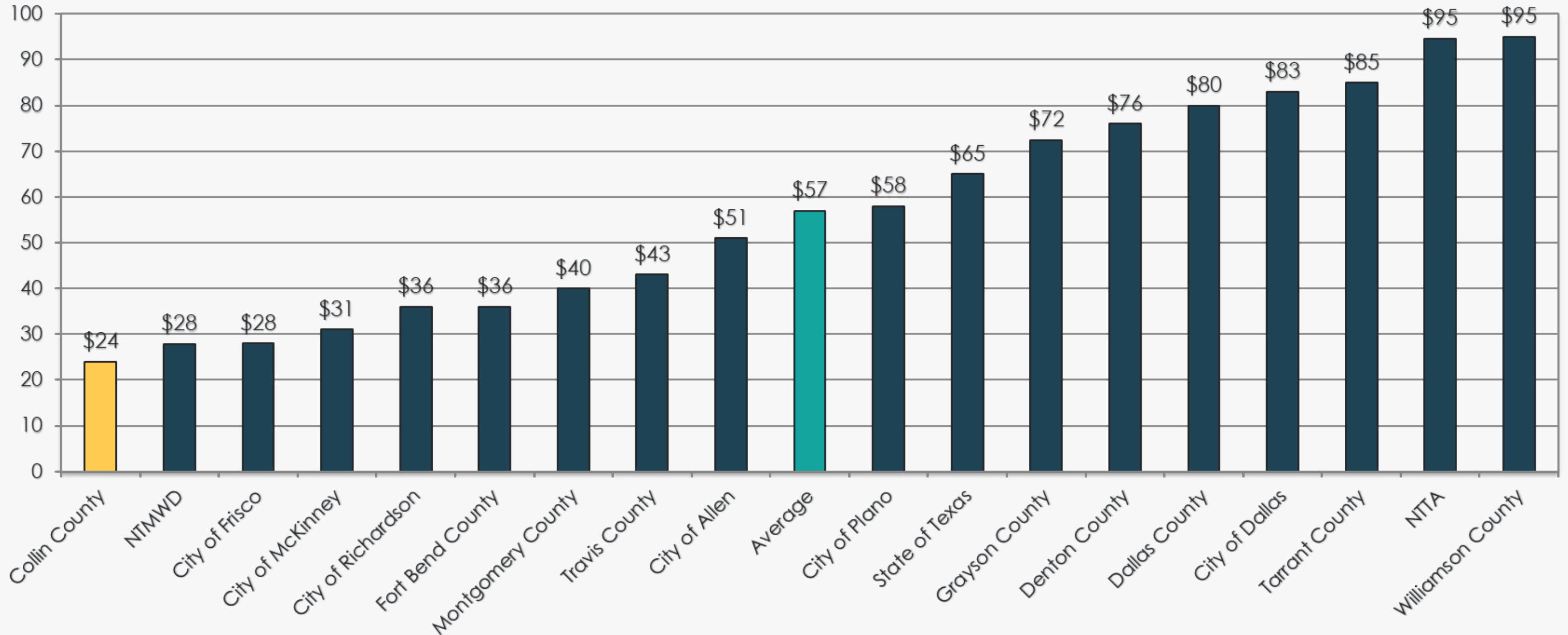
# DENTAL PLAN

## EMPLOYEE & SPOUSE COVERAGE COST/MONTH



# DENTAL PLAN

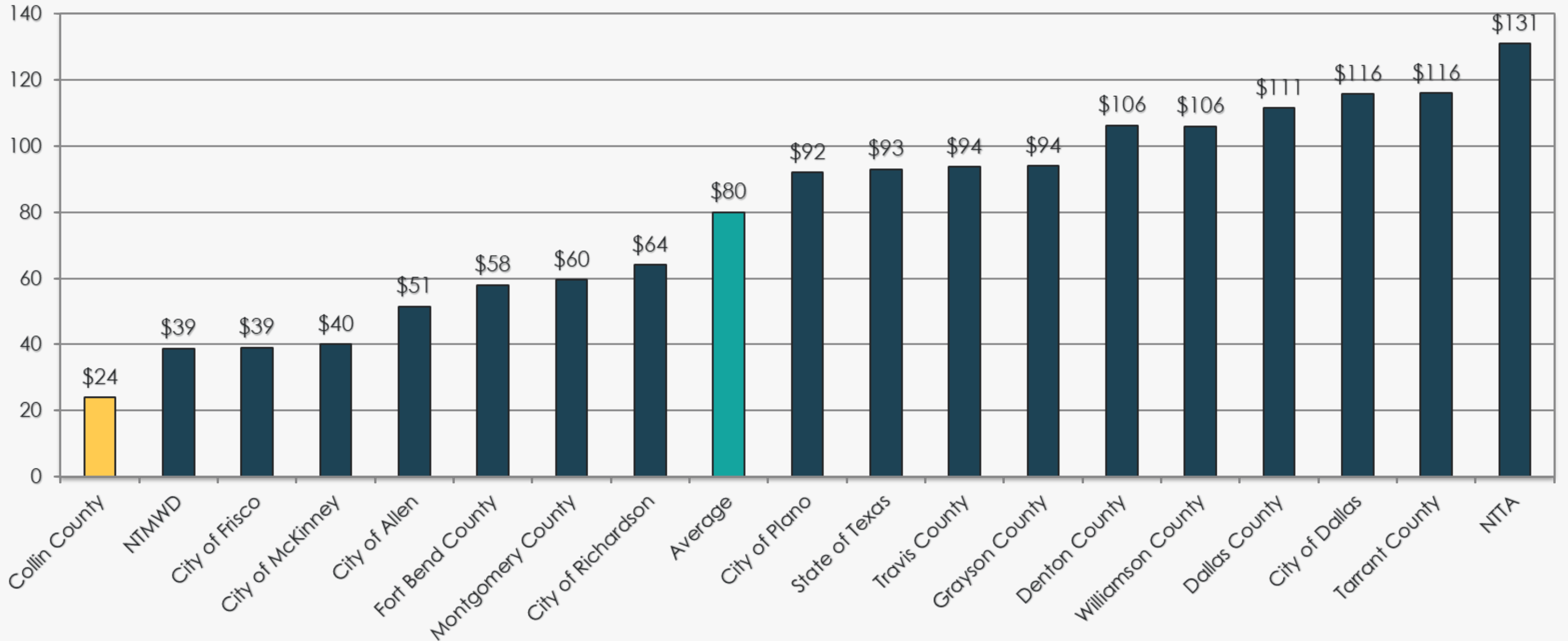
## EMPLOYEE & CHILD(REN) COVERAGE COST/MONTH





# DENTAL PLAN

## EMPLOYEE & FAMILY COVERAGE COST/MONTH





**MEDICAL PLAN PREMIUM  
AND  
ENROLLMENT INFORMATION**

# 2021 ACTIVE FULL-TIME EMPLOYEE MONTHLY INSURANCE PLAN RATES AND ENROLLMENT\*

Medical Coverage Level	Advantage Premium Discount EE Cost	Advantage Standard Premium EE Cost	Advantage Premium Surcharge EE Cost	Advantage Plus Premium Discount EE Cost	Advantage Plus Standard Premium EE Cost	Advantage Plus Premium Surcharge EE Cost
EE Only	\$65 (115)	\$90 (111)	\$90 (0)	\$94 (194)	\$119 (31)	\$144 (76)
EE & Spouse	\$160 (35)	\$185 (13)	\$210 (13)	\$225 (85)	\$250 (14)	\$275 (45)
EE & Child(ren)	\$120 (57)	\$145 (15)	\$170 (27)	\$180 (122)	\$205 (4)	\$230 (26)
EE & Family	\$220 (93)	\$245 (19)	\$270 (59)	\$305 (205)	\$330 (16)	\$355 (79)
<b>Total</b>	<b>300</b>	<b>158</b>	<b>99</b>	<b>606</b>	<b>65</b>	<b>226</b>

\*As of December 2021

# ADVANTAGE PLAN PREMIUM HISTORY

## FOR FULL-TIME EMPLOYEES

Plan	Medical Coverage Level	2014	2015	2016	2017	2018	2019	2020	2021	2022
Advantage Premium Discount (Wellness Physical)	EE Only	\$65	\$65	\$65	\$65	\$65	\$65	\$65	\$65	\$65
	EE & Spouse	\$160	\$160	\$160	\$160	\$160	\$160	\$160	\$160	\$160
	EE & Child(ren)	\$120	\$120	\$120	\$120	\$120	\$120	\$120	\$120	\$120
	EE & Family	\$220	\$220	\$220	\$220	\$220	\$220	\$220	\$220	\$220
Advantage Standard Premium (New Hire)	EE Only	\$90	\$90	\$90	\$90	\$90	\$90	\$90	\$90	\$90
	EE & Spouse	\$185	\$185	\$185	\$185	\$185	\$185	\$185	\$185	\$185
	EE & Child(ren)	\$145	\$145	\$145	\$145	\$145	\$145	\$145	\$145	\$145
	EE & Family	\$245	\$245	\$245	\$245	\$245	\$245	\$245	\$245	\$245
Advantage Premium Surcharge (No Wellness Physical)	EE Only	\$90	\$90	\$90	\$90	\$90	\$90	\$90	\$90	\$90
	EE & Spouse	\$210	\$210	\$210	\$210	\$210	\$210	\$210	\$210	\$210
	EE & Child(ren)	\$170	\$170	\$170	\$170	\$170	\$170	\$170	\$170	\$170
	EE & Family	\$270	\$270	\$270	\$270	\$270	\$270	\$270	\$270	\$270

# ADVANTAGE PLUS PLAN PREMIUM HISTORY

## FOR FULL-TIME EMPLOYEES

Plan	Medical Coverage Level	2014	2015	2016	2017	2018	2019	2020	2021	2022
Advantage Plus Premium Discount (Wellness Physical)	EE Only	\$94	\$94	\$94	\$94	\$94	\$94	\$94	\$94	\$94
	EE & Spouse	\$225	\$225	\$225	\$225	\$225	\$225	\$225	\$225	\$225
	EE & Child(ren)	\$180	\$180	\$180	\$180	\$180	\$180	\$180	\$180	\$180
	EE & Family	\$305	\$305	\$305	\$305	\$305	\$305	\$305	\$305	\$305
Advantage Plus Standard Premium (New Hire)	EE Only	\$119	\$119	\$119	\$119	\$119	\$119	\$119	\$119	\$119
	EE & Spouse	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250
	EE & Child(ren)	\$205	\$205	\$205	\$205	\$205	\$205	\$205	\$205	\$205
	EE & Family	\$330	\$330	\$330	\$330	\$330	\$330	\$330	\$330	\$330
Advantage Plus Premium Surcharge (No Wellness Physical)	EE Only	\$144	\$144	\$144	\$144	\$144	\$144	\$144	\$144	\$144
	EE & Spouse	\$275	\$275	\$275	\$275	\$275	\$275	\$275	\$275	\$275
	EE & Child(ren)	\$230	\$230	\$230	\$230	\$230	\$230	\$230	\$230	\$230
	EE & Family	\$355	\$355	\$355	\$355	\$355	\$355	\$355	\$355	\$355

# **ADDITIONAL INFORMATION**

# PLAN DEMOGRAPHICS\*

		Advantage Medical Plan	Advantage Plus Medical Plan	Total
<b>Total Enrolled</b>		566	897	1463
<b>Gender</b>	Male	271 (48%)	460 (51%)	731 (50%)
	Female	295 (52%)	437 (49%)	732 (50%)
<b>Salary Level</b>	Under \$60,000	370 (65%)	426 (47%)	796 (54%)
	Over \$60,000	196 (35%)	471 (53%)	667 (46%)
<b>Age</b>	30 and younger	164 (29%)	107 (12%)	271 (19%)
	31 - 40	155 (27%)	178 (20%)	333 (23%)
	41 - 50	131 (23%)	282 (31%)	413 (28%)
	51 - 60	97 (17%)	245 (27%)	342 (23%)
	61+	19 (3%)	85 (10%)	104 (7%)

\*As of December 2021

# EMPLOYEE CONTRIBUTION PERCENTAGE SURVEY

	% Paid by Employee for Employee Coverage	% Paid by Employee for Employee & Spouse Coverage	% Paid by Employee for Employee & Child Coverage	% Paid by Employee for Family Coverage
<b><u>City</u></b>				
City of Allen	5%	22%	23%	18%
City of Dallas	8%	36%	15%	30%
City of Frisco	12%	23%	26%	28%
City of McKinney	16%	25%	25%	23%
City of Plano	17%	24%	20%	23%
City of Richardson	7%	28%	25%	31%
<b>Average</b>	<b>11%</b>	<b>26%</b>	<b>22%</b>	<b>26%</b>
<b><u>County</u></b>				
Collin County	9%	11%	10%	13%
Dallas County	9%	36%	22%	37%
Denton County	5%	25%	25%	25%
Fort Bend County	9%	26%	18%	31%
Grayson County	0%	25%	10%	29%
Montgomery County	7%	17%	16%	24%
Rockwall County	3%	10%	9%	10%
State of Texas	0%	25%	20%	31%
Tarrant County	16%	22%	21%	22%
Travis County	0%	14%	3%	19%
Williamson County	27%	17%	15%	13%
NTMWD	25%	24%	24%	24%
NTTA	12%	24%	24%	24%
<b>Average</b>	<b>9%</b>	<b>21%</b>	<b>17%</b>	<b>23%</b>
Private	23%			



# CHANGES IN BENEFITS

## 2021 Changes

### Pharmacy

- Removed third month discount from retail.

### Mental Health Services

- Outpatient Mental Health Services reduced to a \$15 co-pay for in and out of network.
- Sanvello and Talkspace became available to United Healthcare Members.



# RETIREE INSURANCE

- Employers are required to report employer contributions to retiree benefits on their Comprehensive Annual Financial Report as a liability due to GASB rules.

Monthly Premium	Employee Only	Employee/ Spouse	Employee/ Child(ren)	Employee/ Family
2021	\$932	\$1,862	\$1,713	\$2,256
2020	\$924	\$1,848	\$1,668	\$2,179
2019	\$18,125	\$36,249	\$32,624	\$42,593

Collin County charges the actuarial cost for all retirees that elected coverage after 5/31/2010.

Retiree insurance costs are based on retirees claim experience only.

6 new enrollments in retiree medical coverage in 2021.

A total of 7 retirees were enrolled in medical insurance as of 12/1/2021.

Retiree costs increased from 2020 to 2021 by an average of 2%.

# AFFORDABLE CARE ACT

Collin County's Advantage plan meets affordability and coverage requirements; must re-evaluate annually.

A plan is considered affordable if the employee's required contribution for self-only coverage does not exceed the affordability percentage index set by the IRS each year. Collin County's plans meet this requirement.

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Minimum coverage requires a plan to cover 60% of health care costs.  
The Advantage plan covers 80% of health care costs.

In-network deductibles, in-network co-pays, and prescription costs apply to annual out-of-pocket expense limits.

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## 1094/1095 IRS Tax Forms

Subject to penalties of up to \$270 per return with a maximum penalty of \$3,275,500.

## Additional Fees

PCORI - \$2.66 per covered member fee for 2021. Payment was made in May 2022 for \$7,280.

The Secure Act extended the fee for 10 years and is set to go through 2029.





# WELLNESS

Eligible employees can receive a \$200 wellness payment and \$25 monthly insurance discount if they complete all of the following requirements:



Annual Physical



Cholesterol Screening



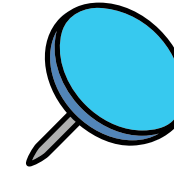
Well Man/Woman Exam



Physician-Identified  
Body Mass Index (BMI)



UHC Online Health  
Assessment (Rally)



Our wellness program is currently ACA and HIPAA compliant as it is participatory, not contingent upon achieving a particular health status, and incentives are below the maximum allowable threshold.

Per UnitedHealthcare,  
Collin County's 2021  
Wellness Utilization:

**81%**

**14%**  
Above the norm

# 2021 BMI STATISTICS\*

		Employee		Spouse		Total	
Category	BMI	Counts	% of Total Employees	Counts	% of Total Spouses	Counts	% of Total
Underweight	Below 18.5	4	0.4%	4	0.9%	8	0.5%
Normal	18.5 - 24.99	173	16%	80	17%	253	17%
Overweight	25.0 - 29.99	320	30%	150	32%	470	31%
Obese	30+	561	53%	230	50%	791	52%
Total		1058		464		1522	

\*Numbers are based on members who participated in the wellness discount program

# COLLIN COUNTY, TEXAS AND U.S. BMI COMPARISON

Category	BMI	U.S. 2020	Texas 2020	Collin County 2021	Difference U.S.	Difference Texas
Underweight	Below 18.5	2%	2%	0.5%	-1.5%	-1.5%
Normal	18.5 - 24.99	31%	28%	17%	-14%	-11%
Overweight	25.0 - 29.99	35%	34%	31%	-4%	-3%
Obese	30+	32%	36%	52%	20%	16%