

2023 Presentation
for FY2024 Budget



COLLIN COUNTY BENEFITS



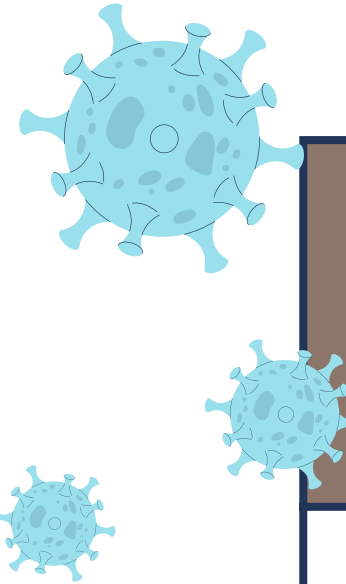
FISCAL YEAR 2022 BENEFITS COSTS

(Does not include stop loss reimbursements)

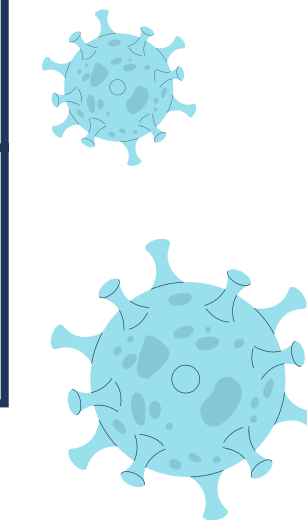
Medical and Prescription	2021 Costs	2022 Costs
Total Claims Cost	\$32,225,980	\$30,917,275
Employees Pay	\$3,328,062 (10%)	\$3,325,212 (11%)
County Pays	\$28,897,918 (90%)	\$27,592,063 (89%)
Average # of Covered Subscribers	1,489	1,470

	2018	2019	2020	2021	2022
Employee Pays	11%	12%	12%	10%	11%
Employer Pays	89%	88%	88%	90%	89%

COVID-19



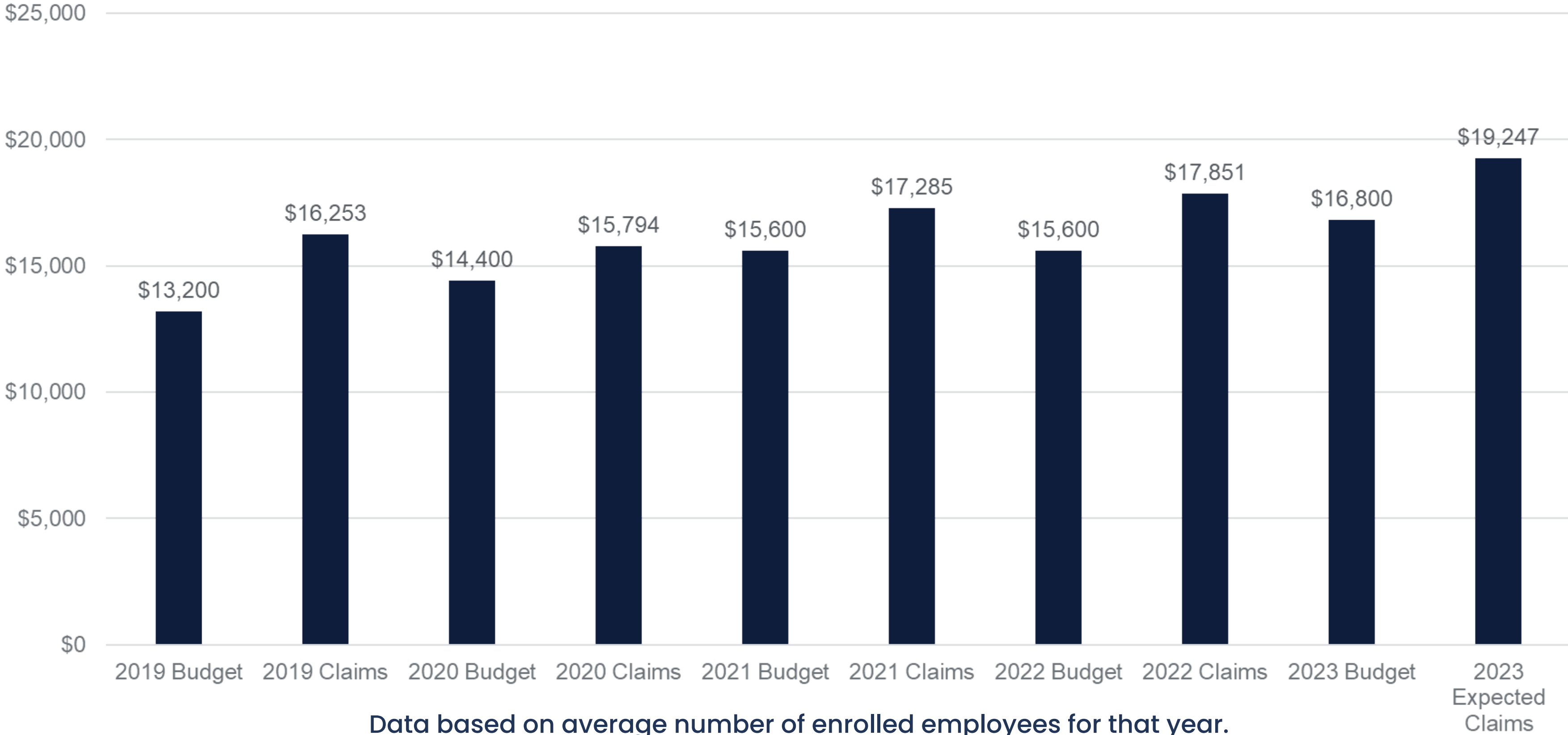
COVID-19 Claim Type	2020	2021	2022	2023 YTD	Total
Vaccines	\$17	\$128,858	\$17,109	\$160	\$146,350
Testing	\$137,247	\$189,512	\$124,321	\$5,642	\$465,815
Confirmed Diagnosis	\$2,118,682*	\$2,852,051*	\$406,000	\$68,758	\$5,452,124
Total	\$2,255,946	\$3,170,421	\$547,430	\$74,560	\$6,064,289



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

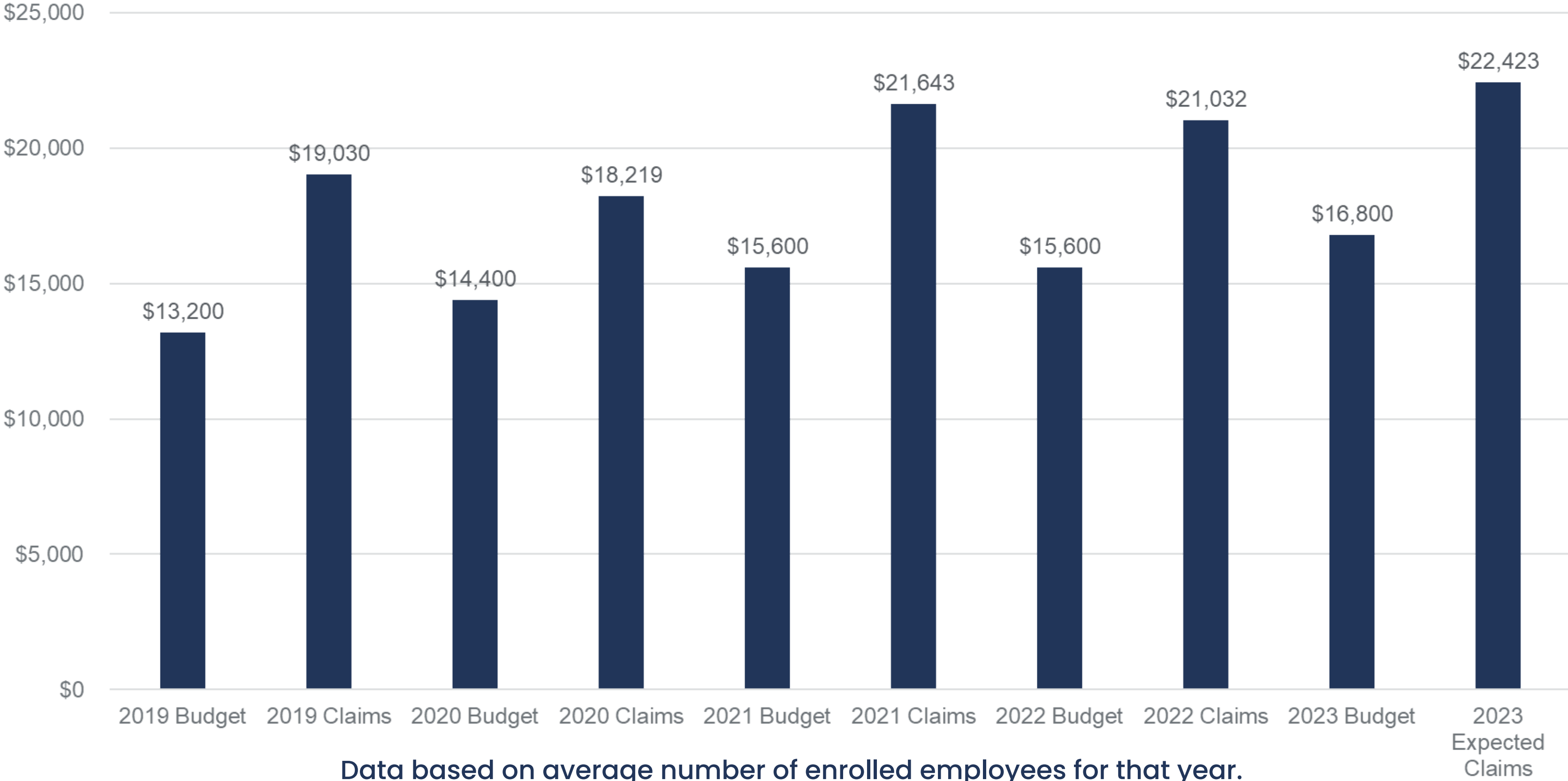
FISCAL YEAR BUDGET VS. CLAIMS PER EMPLOYEE

(with stop loss reimbursements)

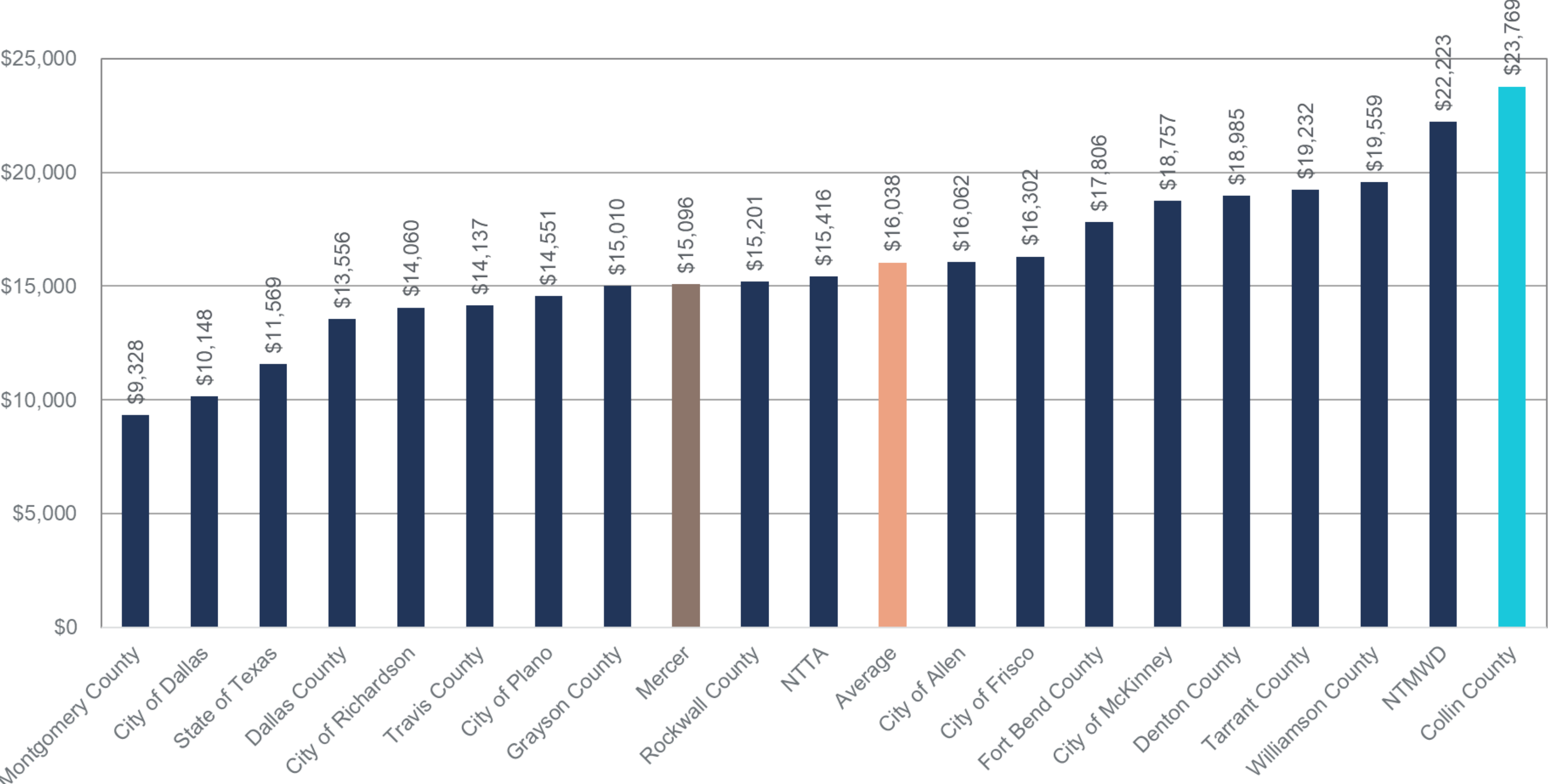


FISCAL YEAR BUDGET VS. CLAIMS PER EMPLOYEE

(without stop loss reimbursements)



2022 AVERAGE PREMIUM COST PER EMPLOYEE



Data based on enrollment counts as of December 2022.

2022 CLAIMS INFORMATION

Average Insured Members: 3,574



0.8% decrease

For every insured employee, we also cover an average of 1.42 dependents.

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



2% decrease

Utilization of medical benefits:

100%

- Catastrophic cases are those that exceed \$50,000.
- 48% of our claims cost was due to high cost claimants, which is 17% higher than the norm. These numbers include pharmacy spend.

- 102 claims were over \$50,000 in 2022.
 - 63 claims were between \$50,000 and \$100,000.
 - 39 claims were over \$100,000. Of those claims, 15 were over \$200,000.

CATASTROPHIC CASES DETAILS

2022: 102 catastrophic cases.

61% were employees.



10% had a diagnosis of diabetes.



35% had no prior health indicators.

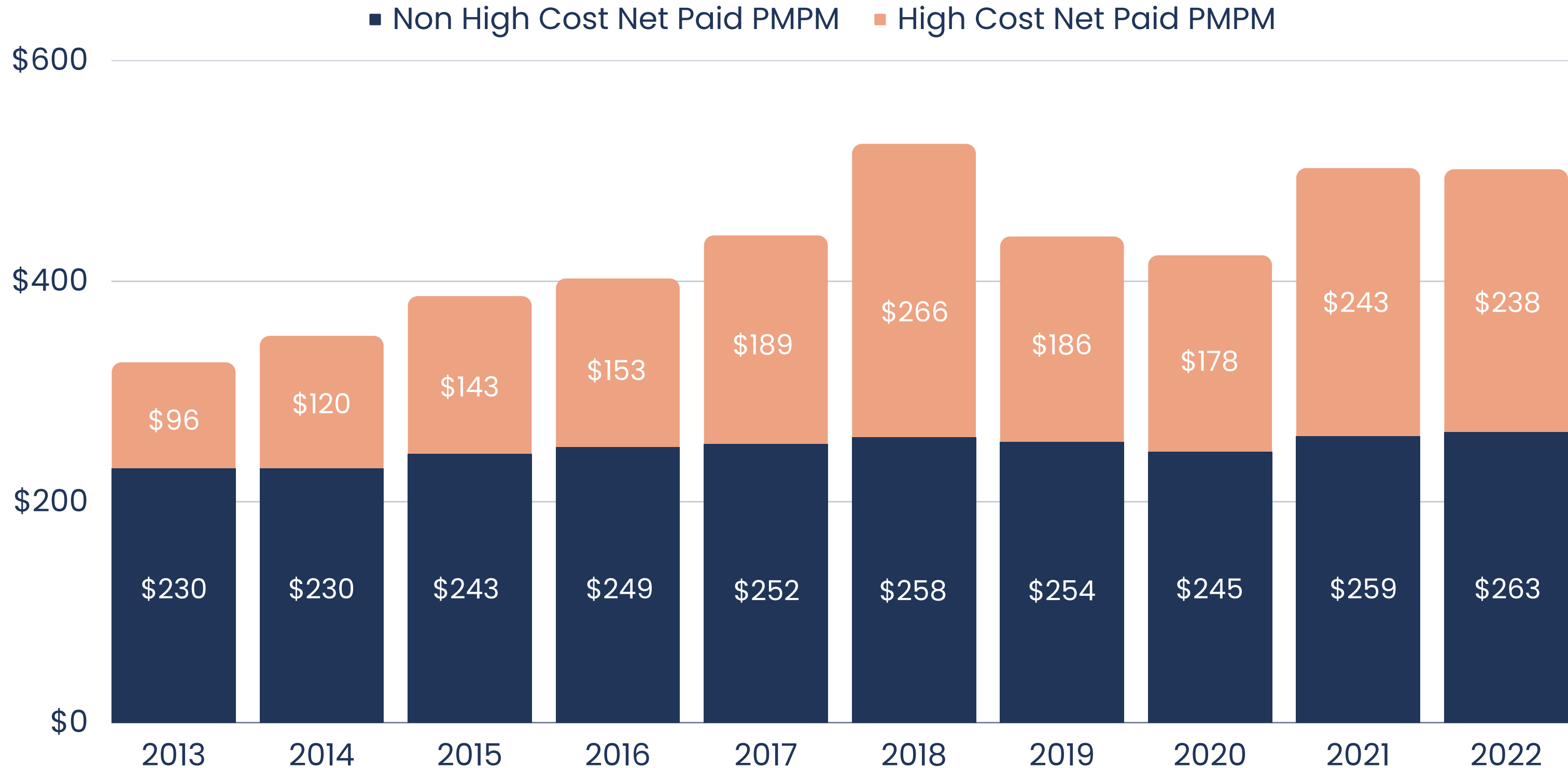


24% were ongoing catastrophic cases from 2021.



3% of members considered as catastrophic and drove 48% of total spend.

MEDICAL NET PAID PMPM HISTORICAL TREND



- High Cost Net Paid PMPM is 148% higher than 10 years ago.
- Non High Cost Net Paid PMPM is 14% higher than 10 years ago.

DIABETES

11%

Insured adults had a diabetes diagnosis.

24%

Pharmacy paid was for adults with diabetes.

24%

Medical paid was for adults with diabetes.

93%

Members with diabetes have other comorbid conditions.

TOP DIAGNOSIS CATEGORIES BY COST

Diagnosis	Claimants	Dollars	Cost/Claimant	Catastrophic Dollars %
Musculoskeletal System	911 ↓	\$3,429,734 ↑	\$3,765 ↑	62% ↑
Digestive System	500 ↑	\$2,604,897 ↑	\$5,210 ↑	66% ↑
Other Conditions	2,632 ↓	\$2,161,364 ↓	\$821 ↓	19% ↑
Injuries & Poisoning	537 ↓	\$1,854,065 ↑	\$3,453 ↑	50% ↑
Circulatory System	668 ↓	\$1,721,977 ↓	\$2,578 ↓	69% ↓

TOP DIAGNOSIS CATEGORIES

Musculoskeletal

- Claimants decreased 10%.
- Cost of claims increased 85%.
- Our number of claimants is 16% lower than our peers and our cost per claim is 73% higher.
- Cost of claims is 16% of total medical paid.

Digestive System

- Claimants increased 5%.
- Cost of claims increased 78%.
- Our number of claimants is 4% lower than our peers and our cost per claim is 123% higher.
- Cost of claims is 12% of total medical paid.

Other Conditions

- Claimants decreased 7%.
- Cost of claims decreased 12%.
- Our number of claimants is 8% higher than our peers and our cost per claim is 36% higher.
- Cost of claims is 10% of total medical paid.

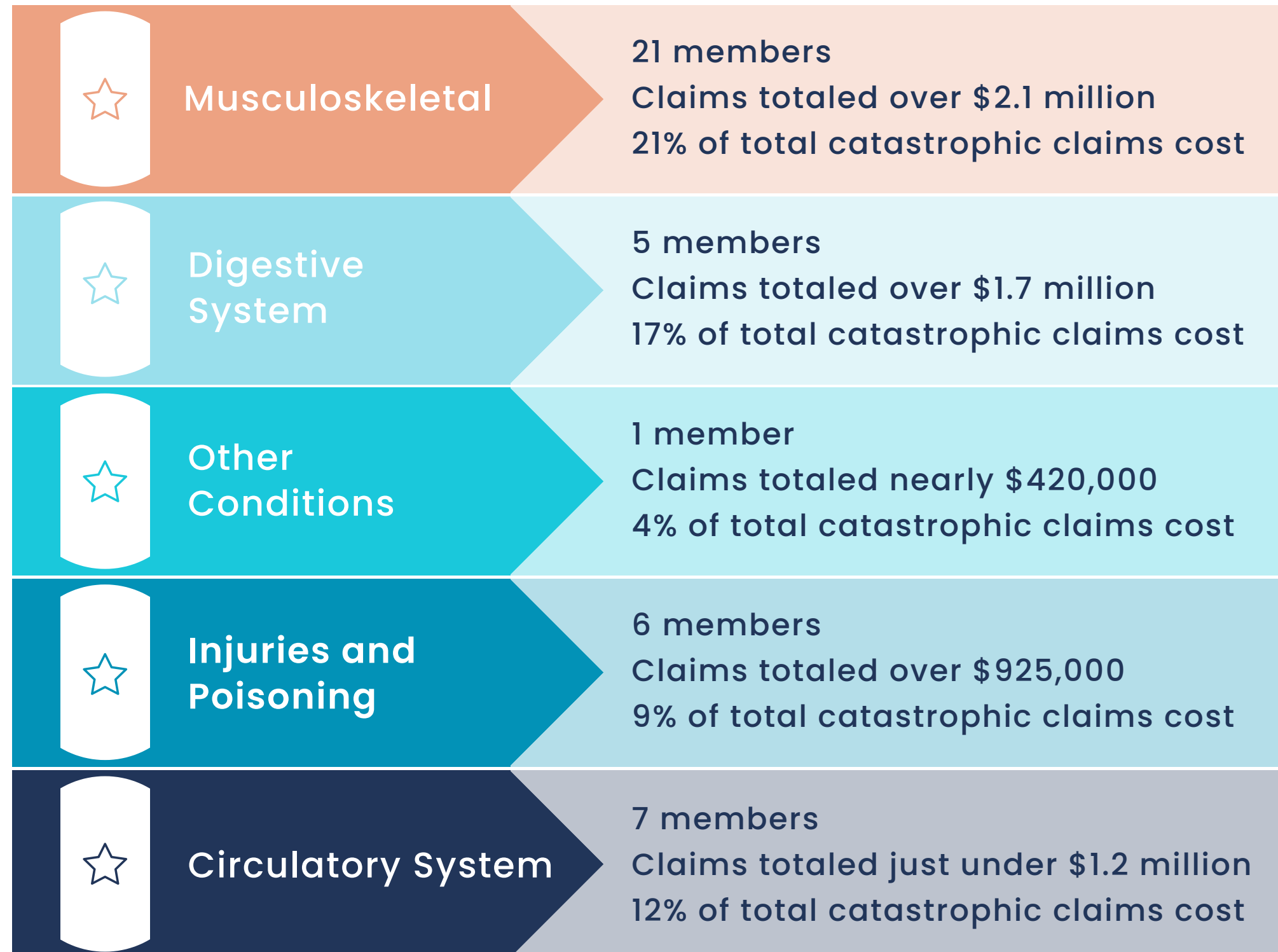
Injuries and Poisoning

- Claimants decreased 2%.
- Cost of claims increased 1%.
- Our number of claimants is 7% lower than our peers and our cost per claim is 47% higher.
- Cost of claims is 9% of total medical paid.

Circulatory System

- Claimants decreased 6%.
- Cost of claims decreased 27%.
- Our number of claimants is 22% lower than our peers and our cost per claim is 6% higher.
- Cost of claims is 8% of total medical paid.

Catastrophic cases including pharmacy (those over \$50,000) net paid PMPM decreased less than 1% but net paid is 90% higher than the norm.



MAJOR COST

DRIVERS

Musculoskeletal was the highest cost driver and catastrophic spend increased 197% from last year.

- Those with more than \$50,000 in medical net payments represent 3% of claimants and 47% of medical costs, which is a 2% decrease from 2021.
- Net paid per ER visit increased 15% and is 36% higher than the norm.


CALENDAR YEAR STOP LOSS


	2018	2019	2020	2021	2022
Stop Loss Fee	\$2,838,935	\$4,217,908	\$3,507,705	\$4,324,936	\$5,438,263
Stop Loss Reimbursement	\$5,183,448	\$3,959,561	\$3,655,140	\$6,491,064	\$5,454,147
Carrier Impact	-83%	6%	-4%	-50%	-0.3%

PHARMACY



Over the last five years:

Specialty drug payments:
 **75%**

Non-specialty drug payments:
 **41%**

Plan paid per prescription:
 **102%**

PHARMACY

	2018	2019	2020	2021	2022
Total Spend	\$5,511,478	\$6,004,285	\$7,869,091	\$8,222,934	\$8,424,919
Change in Total Spend	-10%	9%	31%	5%	2%
Employee Pays	\$582,468 (11%)	\$592,451 (10%)	\$686,379 (9%)	\$632,799 (8%)	\$628,738 (7%)
Employer Pays	\$4,929,010 (89%)	\$5,411,834 (90%)	\$7,182,712 (91%)	\$7,590,135 (92%)	\$7,796,181 (93%)

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	Average Cost per Member
HUMIRA PEN*	Inflammatory Conditions	2	12	81	\$659,686	\$8,144	\$54,974
STELARA*	Inflammatory Conditions	2	4	21	\$556,457	\$26,498	\$139,114
OZEMPIC	Diabetes	2	97	505	\$481,671	\$954	\$4,966
SKYRIZI PEN*	Inflammatory Conditions	2	4	14	\$268,174	\$19,155	\$67,044
JARDIANCE	Diabetes	2	65	262	\$261,292	\$997	\$4,020
TRULICITY	Diabetes	2	32	211	\$219,644	\$1,041	\$6,864
STIVARGA*	Oncology	2	2	8	\$166,468	\$20,809	\$83,234
KESIMPTA*	Multiple Sclerosis	2	2	19	\$163,261	\$8,593	\$81,631
TUKYSA*	Oncology	2	1	7	\$156,318	\$22,331	\$156,318
SPRYCEL*	Oncology	3	1	8	\$128,936	\$16,117	\$128,936
ENBREL*	Inflammatory Conditions	3	2	19	\$126,680	\$6,667	\$63,340
XOLAIR*	Asthma / COPD	2	3	48	\$120,862	\$2,518	\$40,287
OTEZLA*	Inflammatory Conditions	2	5	29	\$120,017	\$4,139	\$24,003
CIMZIA*	Inflammatory Conditions	2	3	17	\$103,680	\$6,099	\$34,560
DUPIXENT*	Inflammatory Conditions	2	3	30	\$102,697	\$3,423	\$34,232

*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 2022 that spending on specialty drugs continues to drive up total spending on pharmacy benefits. In 2022, annual average specialty drug cost per employee increased nearly 10%.

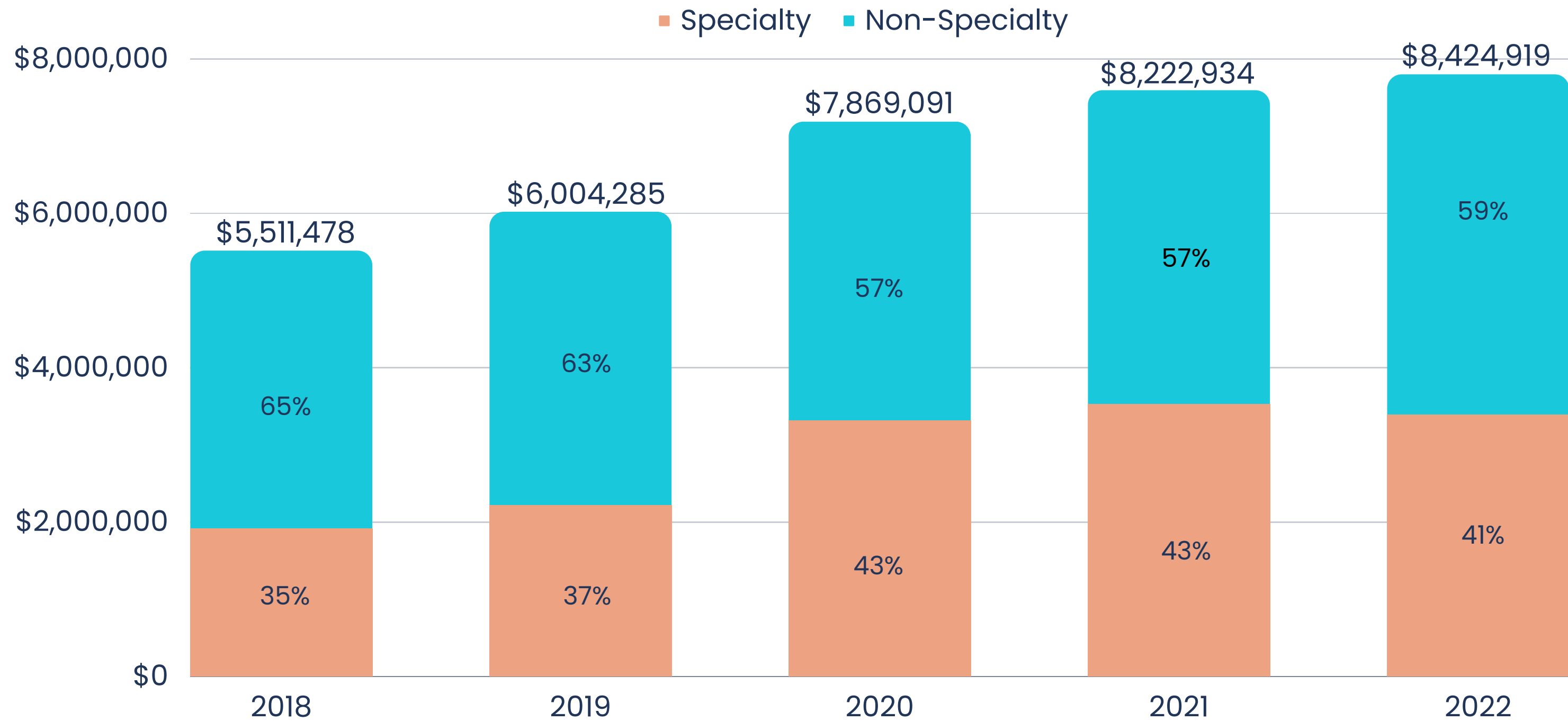
Specialty drug costs for our plan decreased from \$977 to \$948 per member.



- Top 5 specialty conditions represent 39% of total plan paid and 1% of total prescriptions.
- Specialty plan paid per prescription is 12% higher than peer.

Employees contributed 1% of specialty drug costs in 2022.

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.

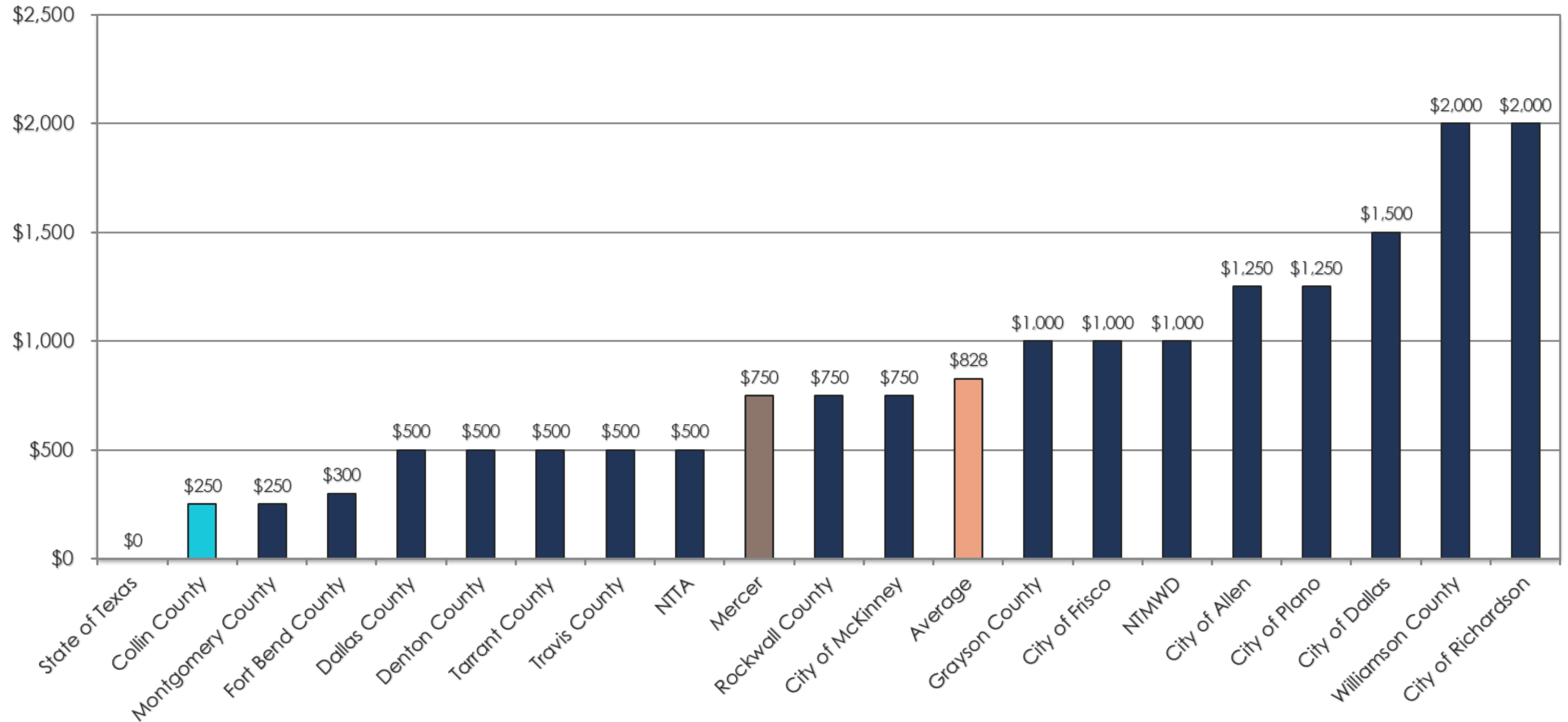
Emergency
Room



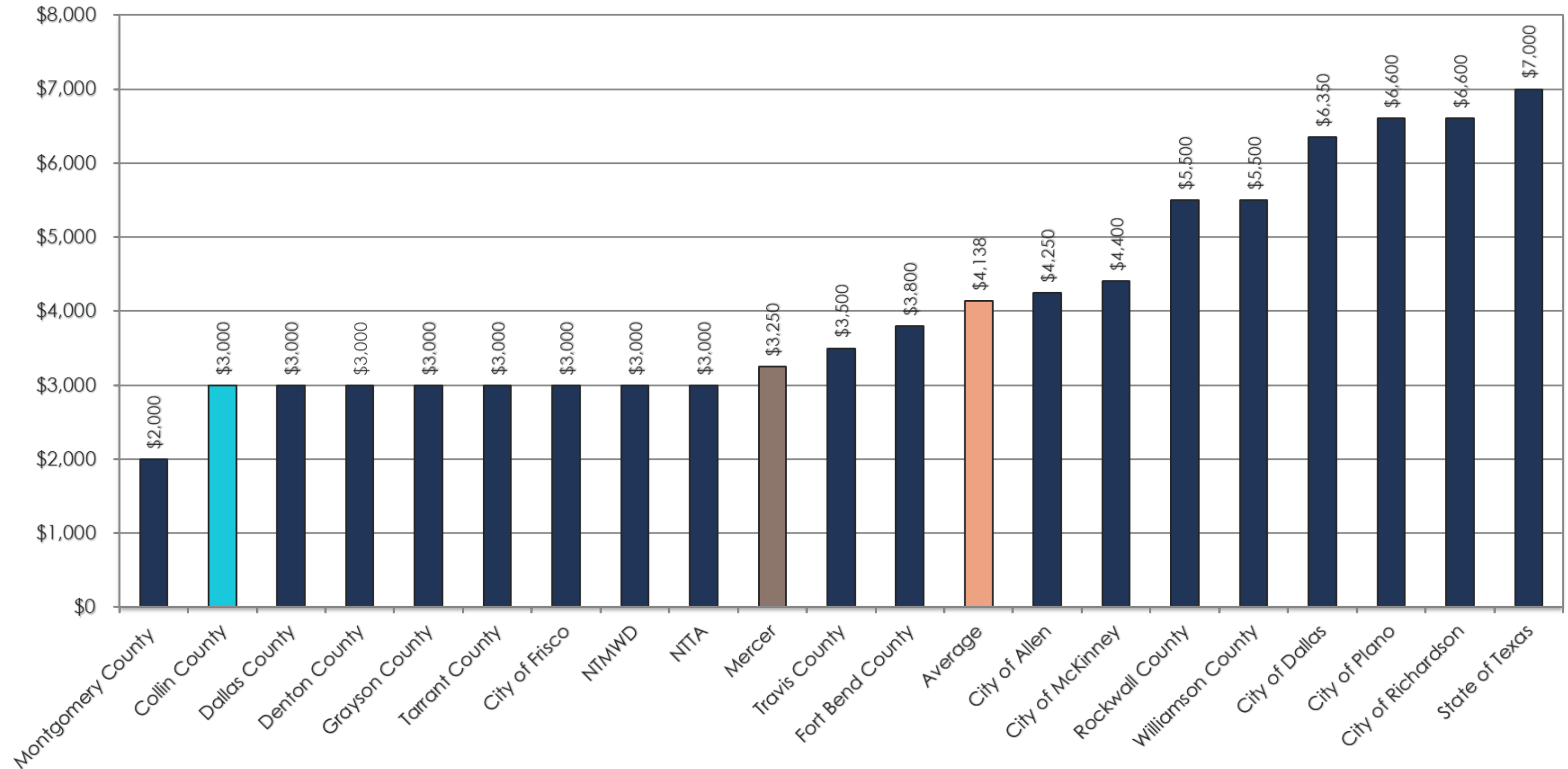
Should be used for true emergencies like head injury, chest pain, or heavy bleeding.

MEDICAL AND DENTAL BENEFIT COMPARISONS

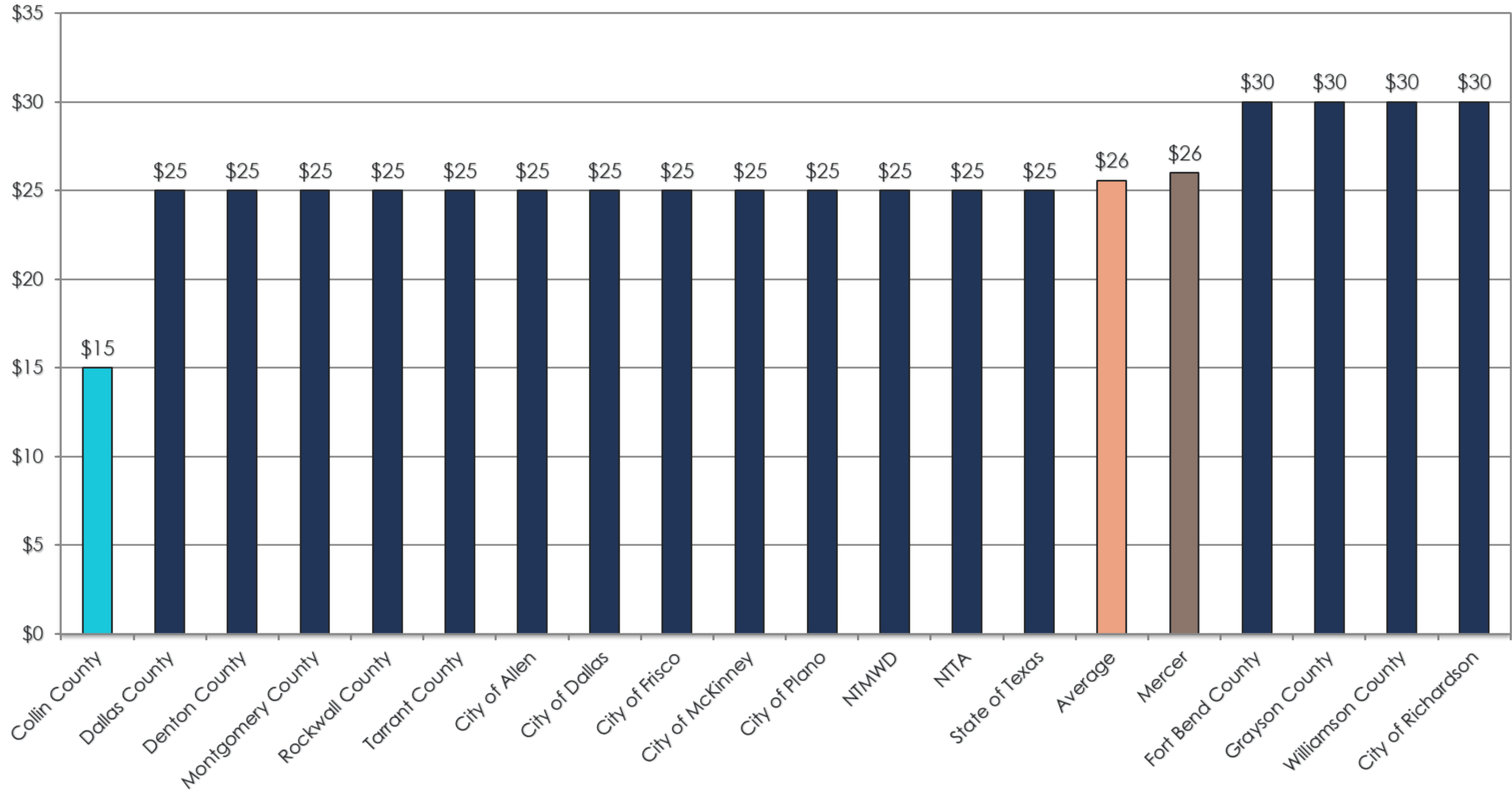
PREMIUM MEDICAL PLAN DEDUCTIBLES



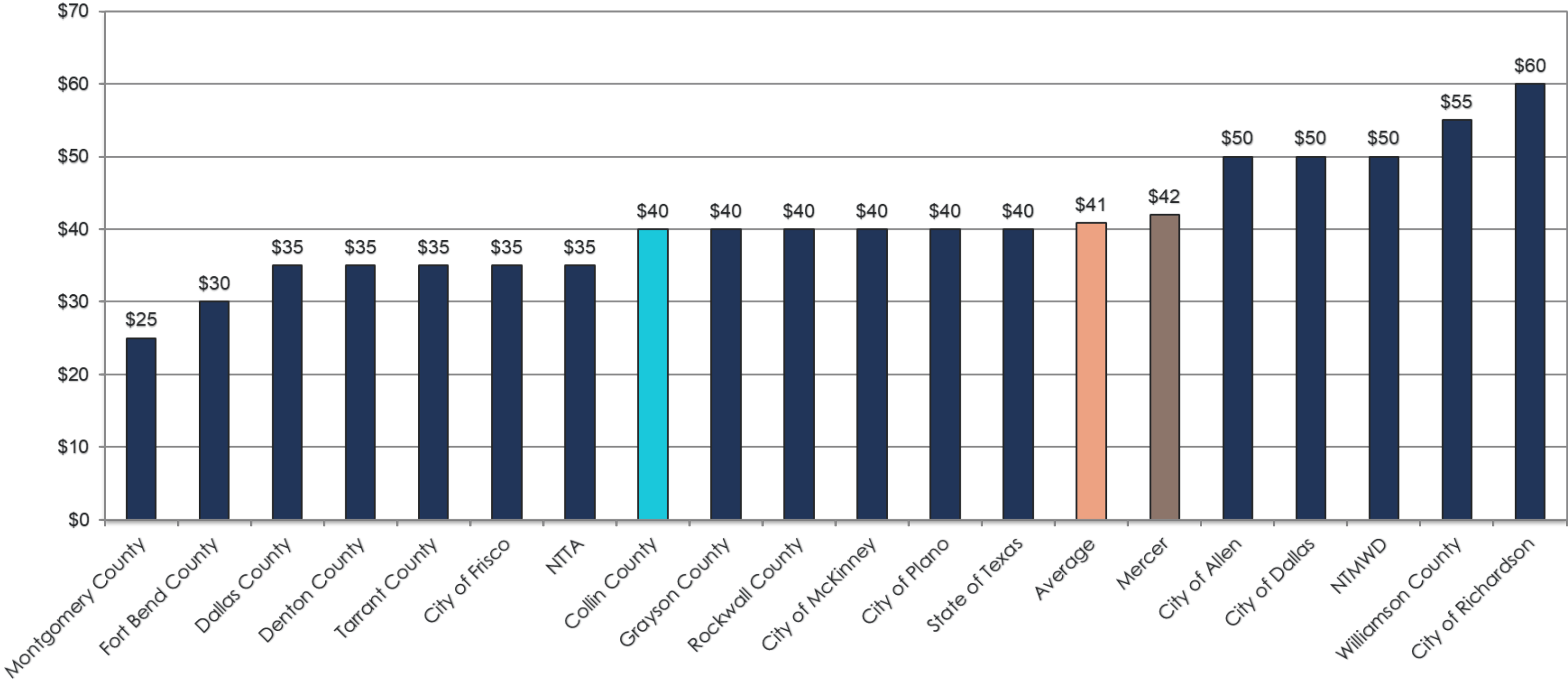
PREMIUM MEDICAL PLAN OUT-OF-POCKET EXPENSES (IN-NETWORK)



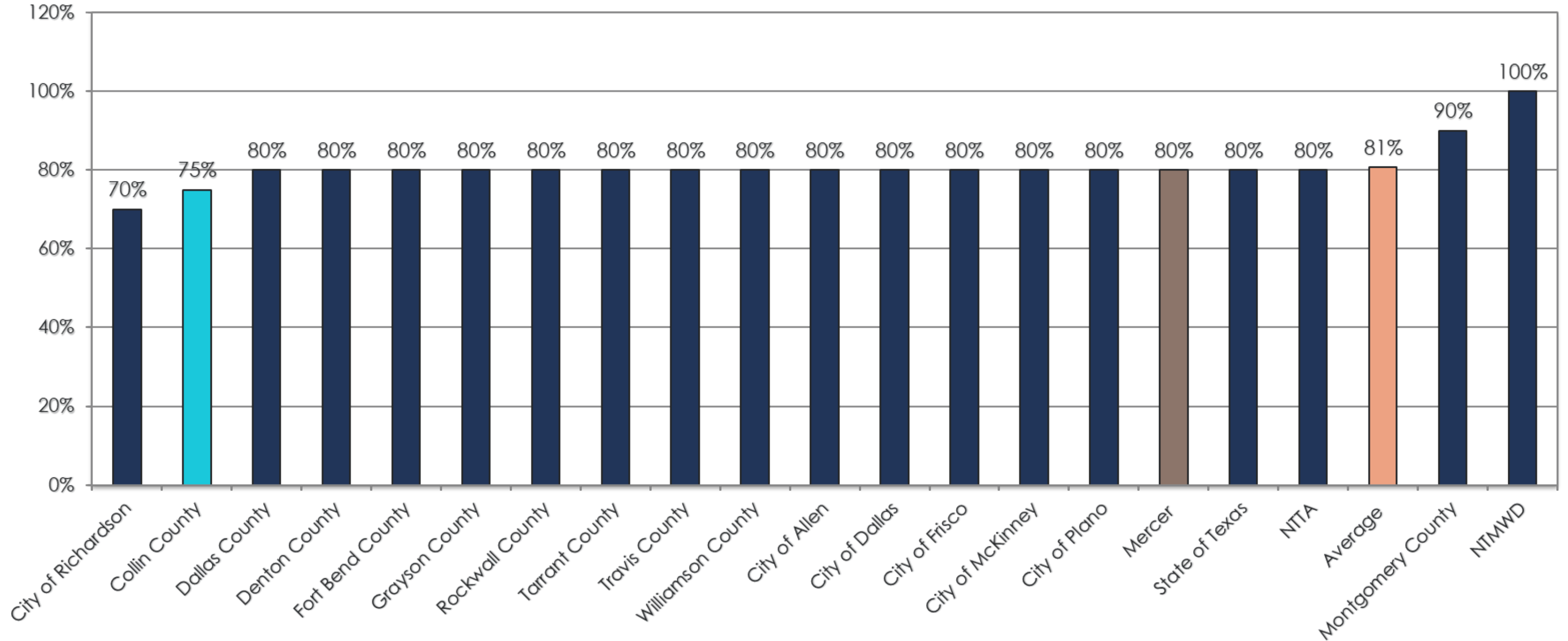
PREMIUM MEDICAL PLAN PRIMARY CARE PHYSICIAN CO-PAY



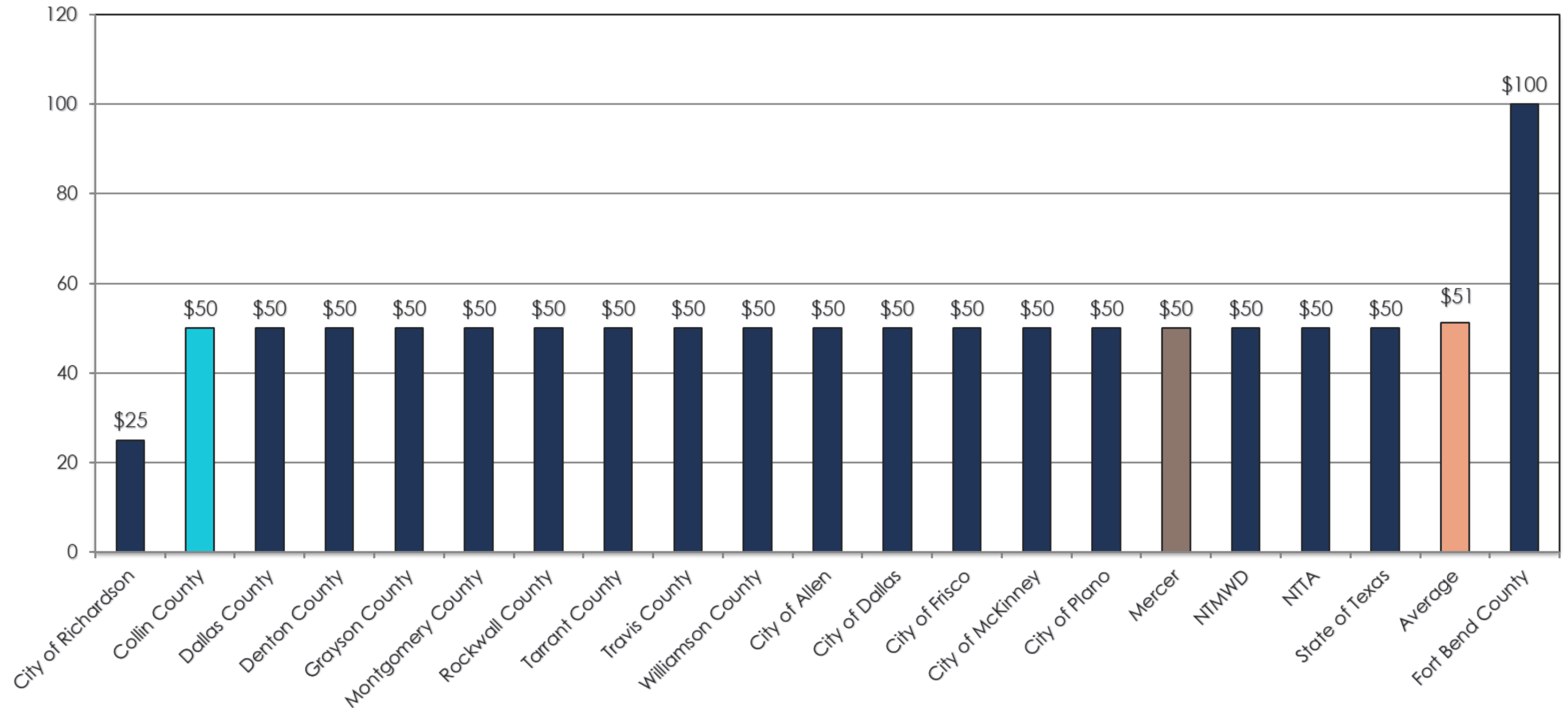
PREMIUM MEDICAL PLAN SPECIALIST CO-PAY



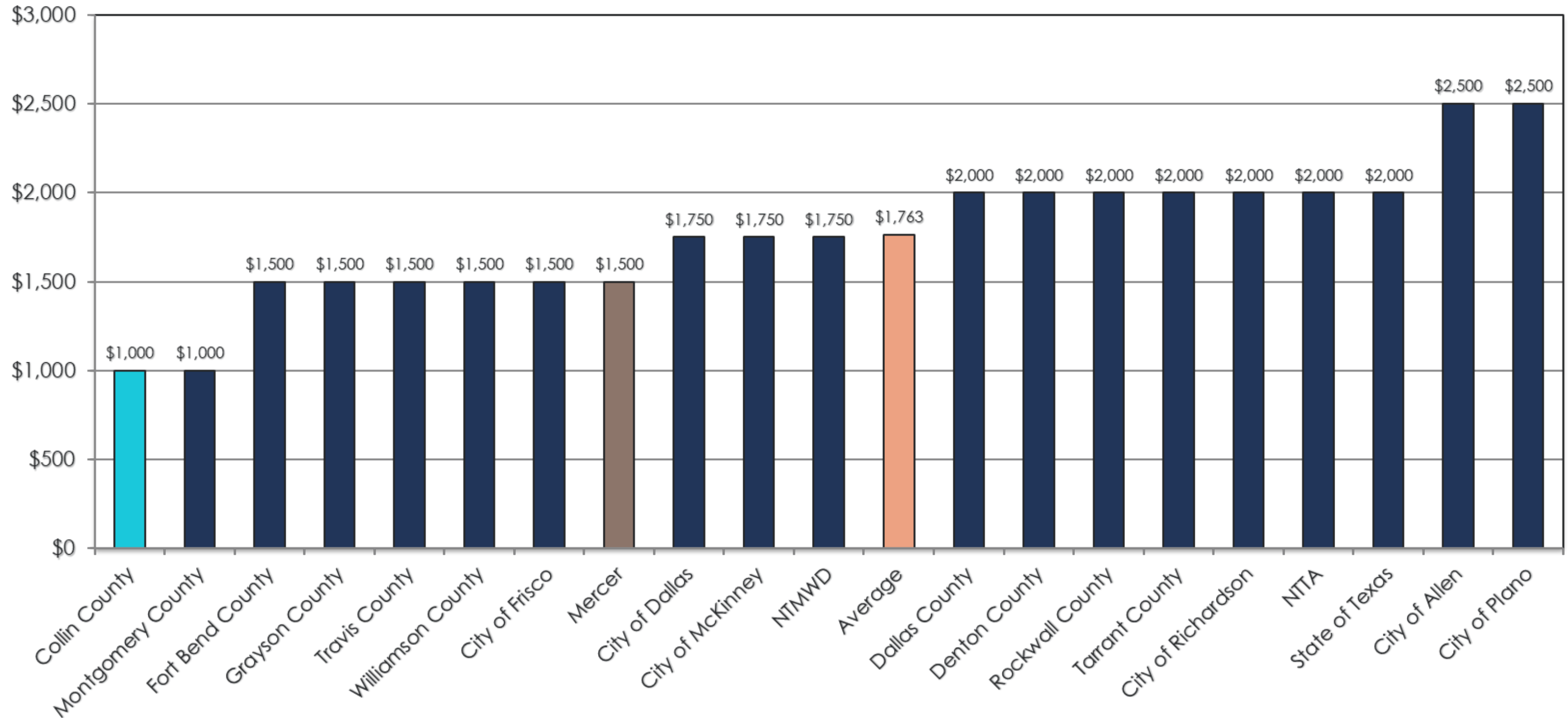
PREMIUM MEDICAL PLAN COINSURANCE % PAID – IN-NETWORK



DENTAL PLAN DEDUCTIBLES

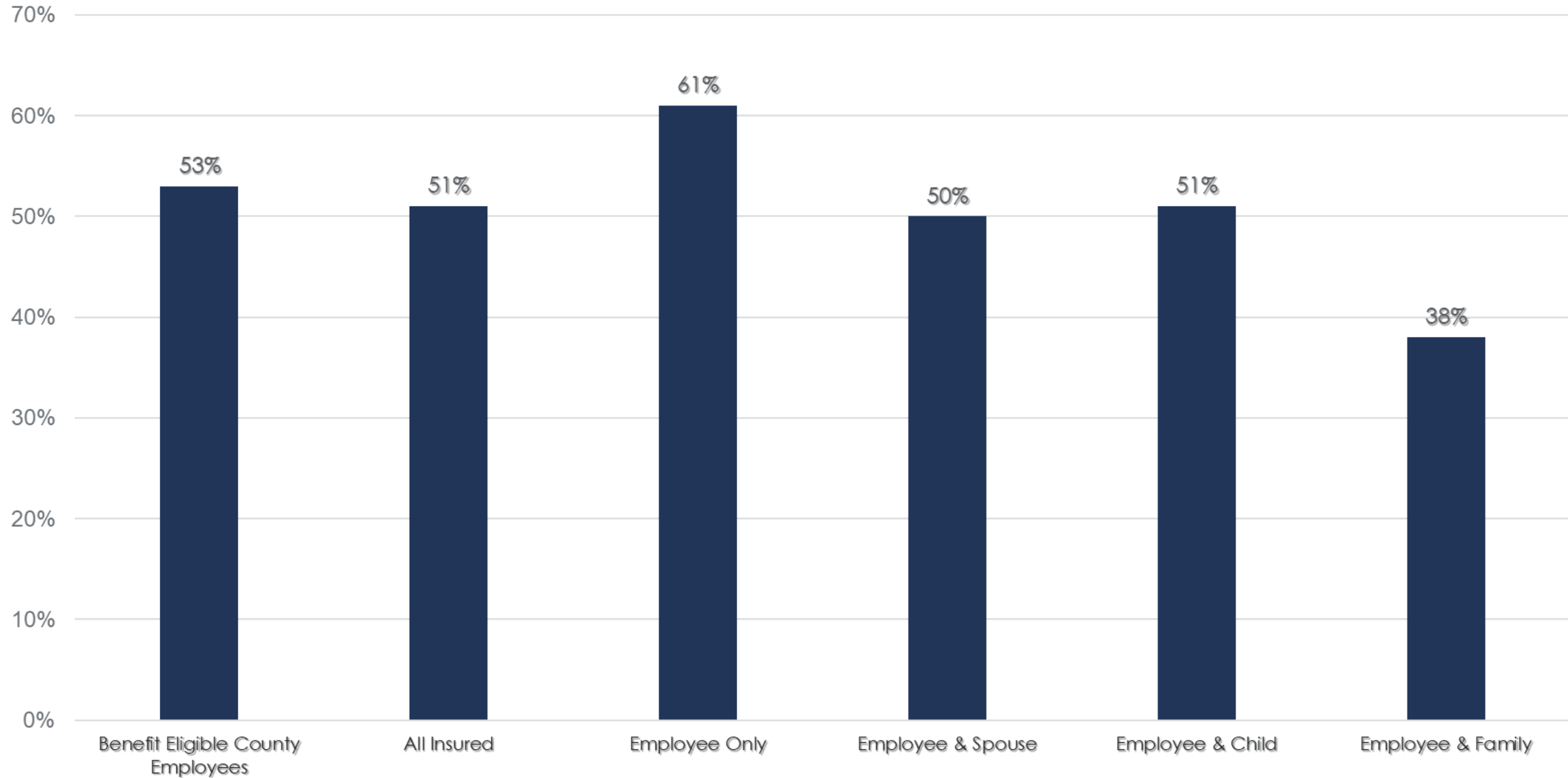


DENTAL PLAN MAXIMUMS

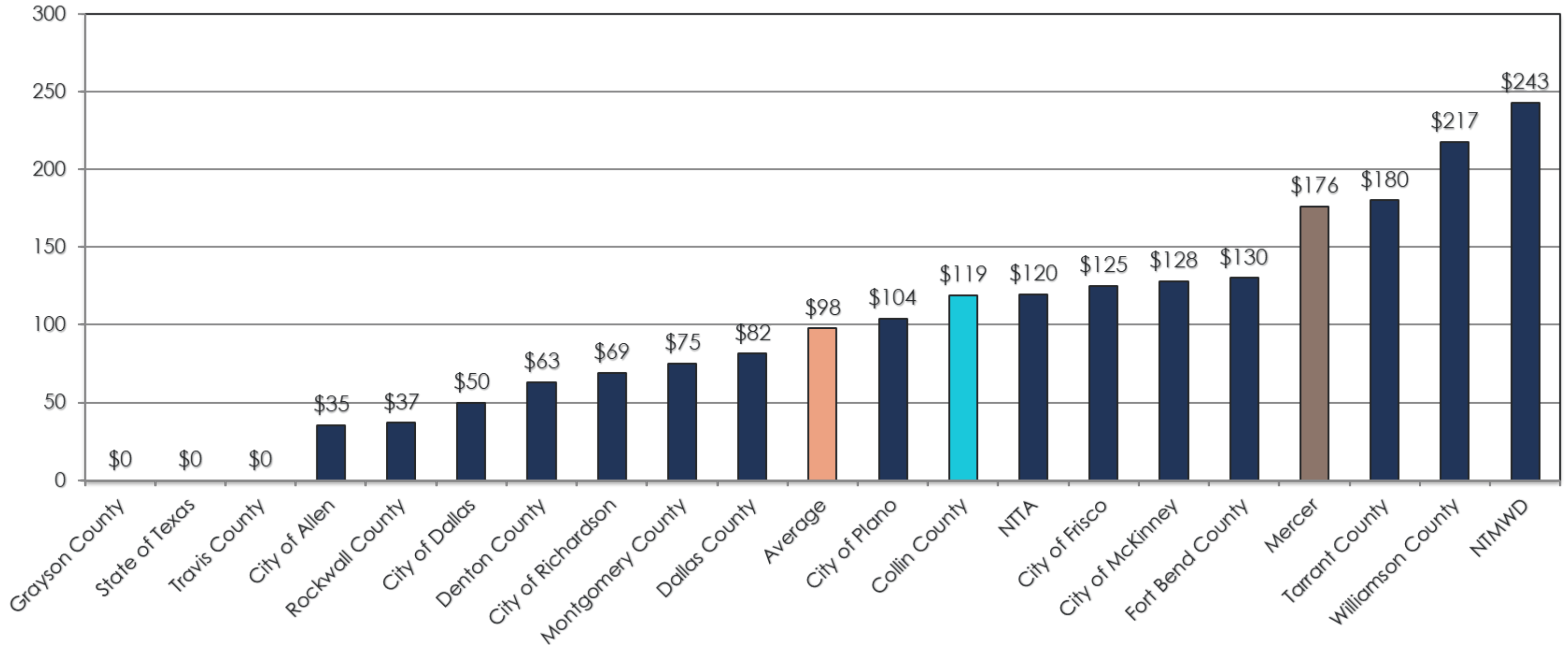


MEDICAL AND DENTAL EMPLOYEE PREMIUM COMPARISONS

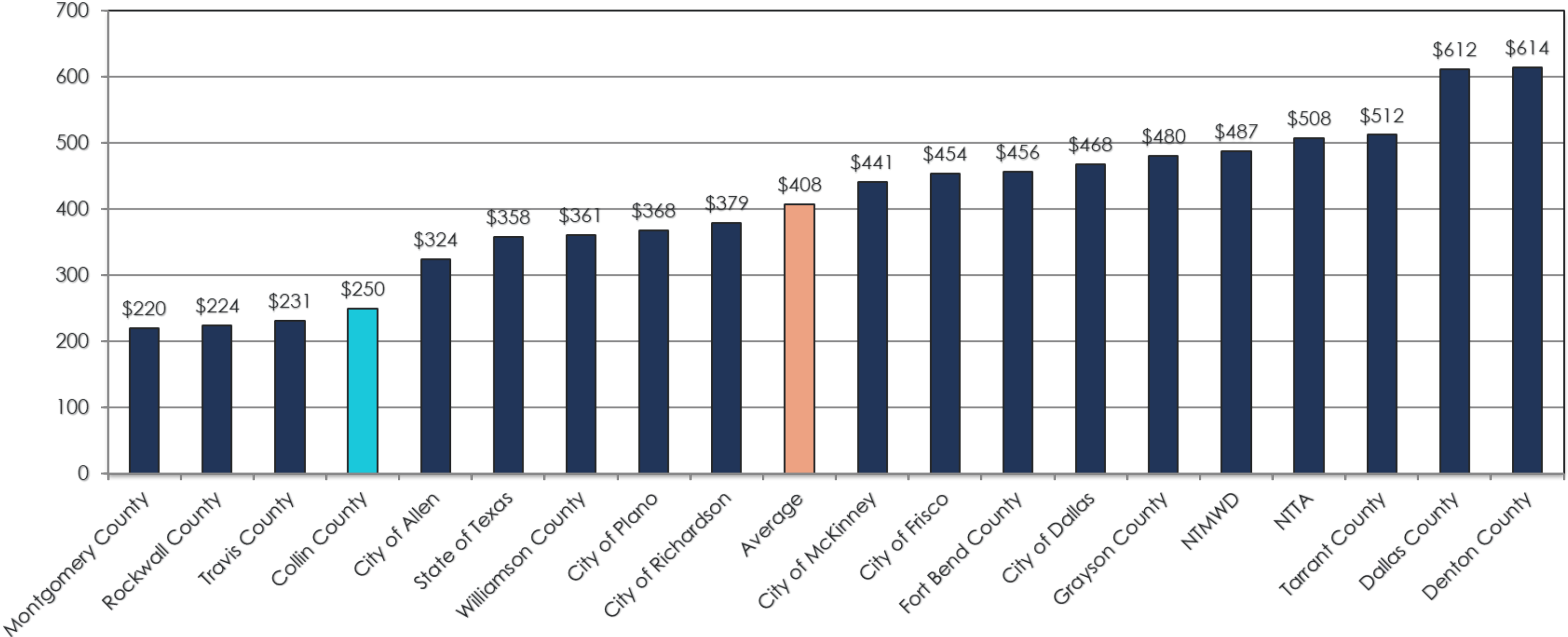
PERCENTAGE OF EMPLOYEES WITH SALARIES UNDER \$60,000



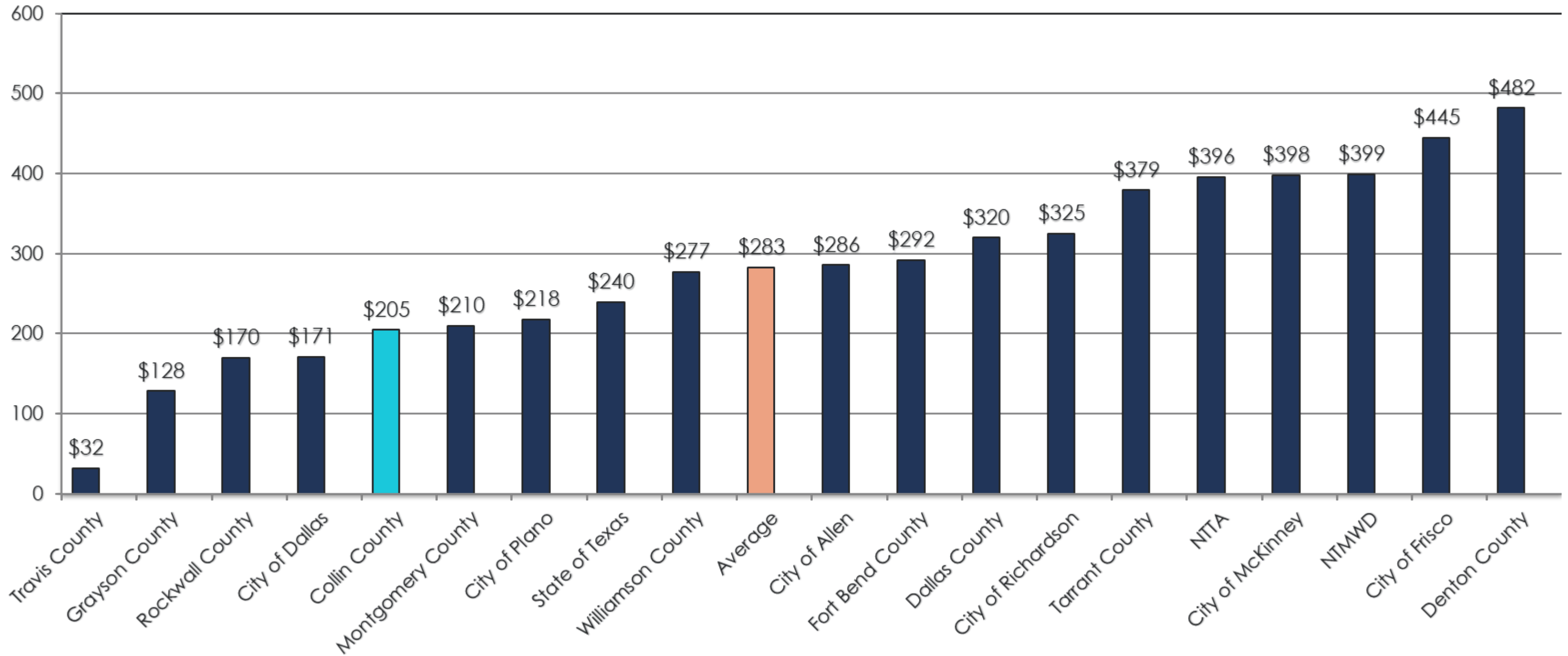
PREMIUM MEDICAL PLAN EMPLOYEE ONLY COVERAGE COST/MONTH



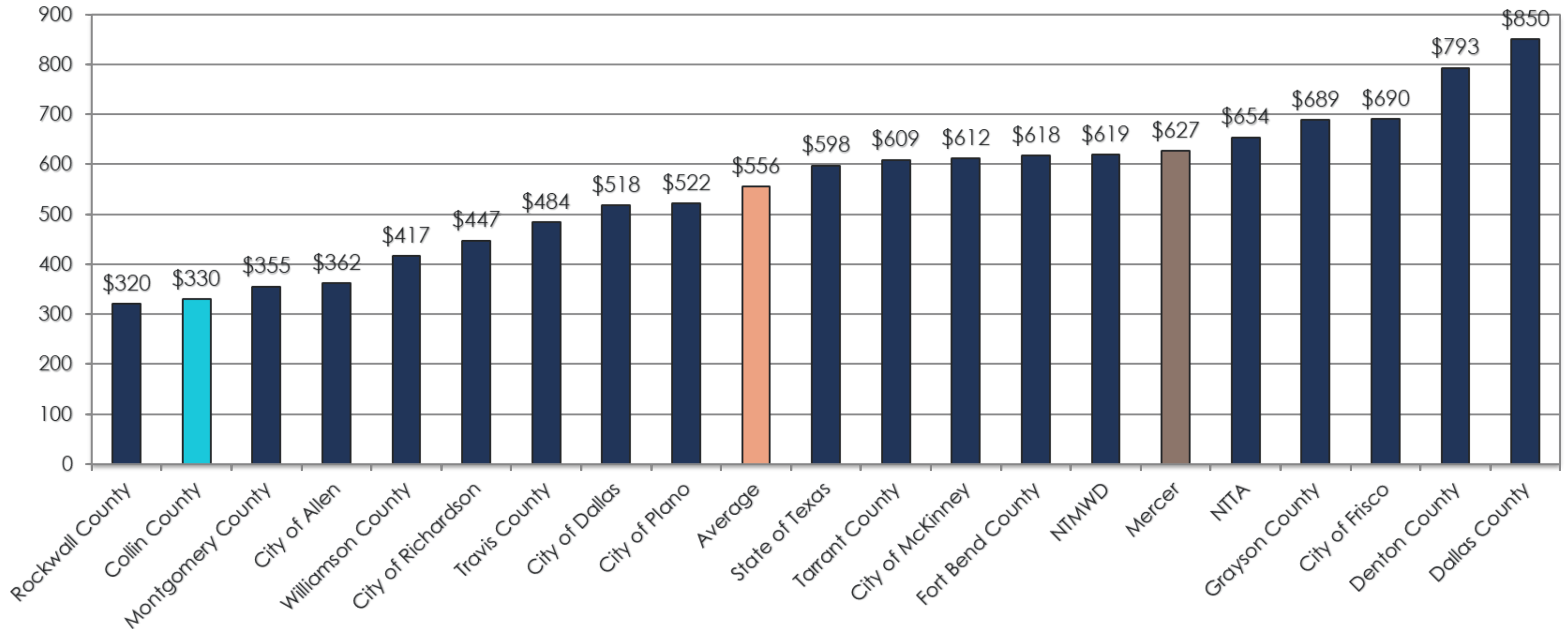
PREMIUM MEDICAL PLAN EMPLOYEE & SPOUSE COVERAGE COST/MONTH



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

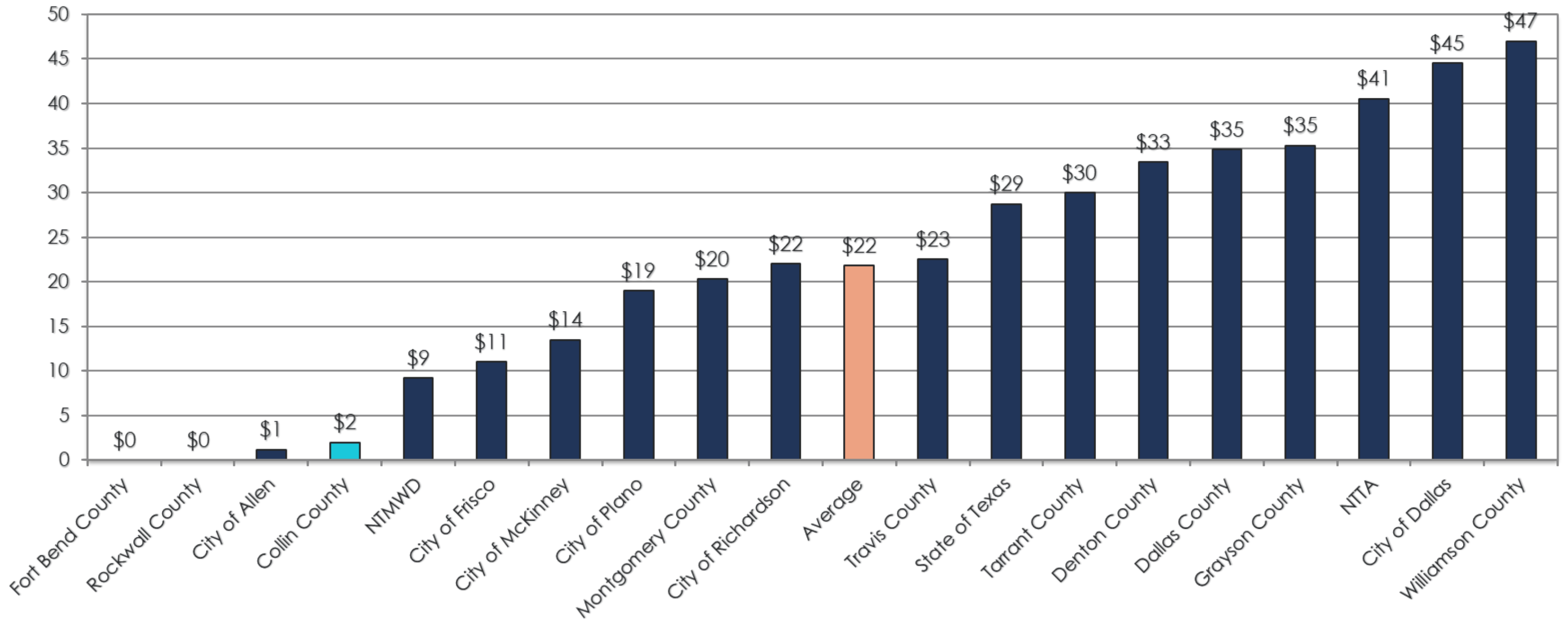


PREMIUM MEDICAL PLAN EMPLOYEE & FAMILY COVERAGE COST/MONTH



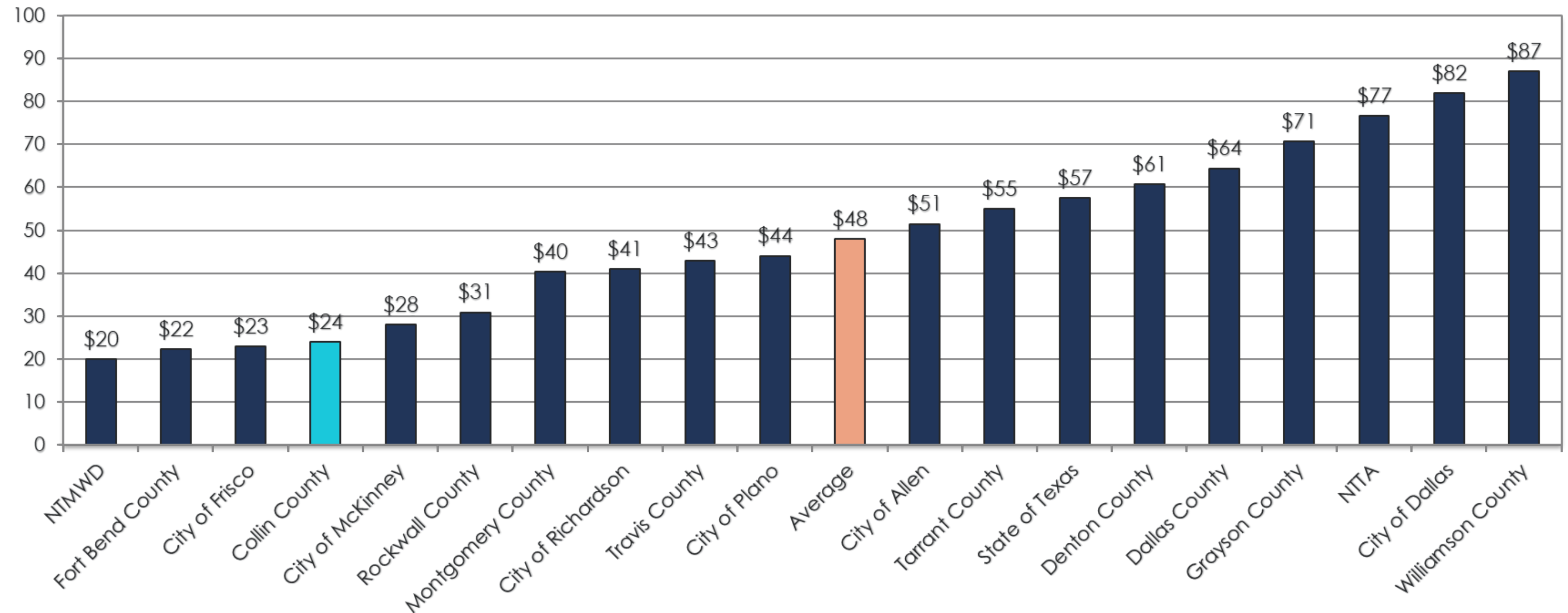
DENTAL PLAN

EMPLOYEE ONLY COVERAGE COST/MONTH



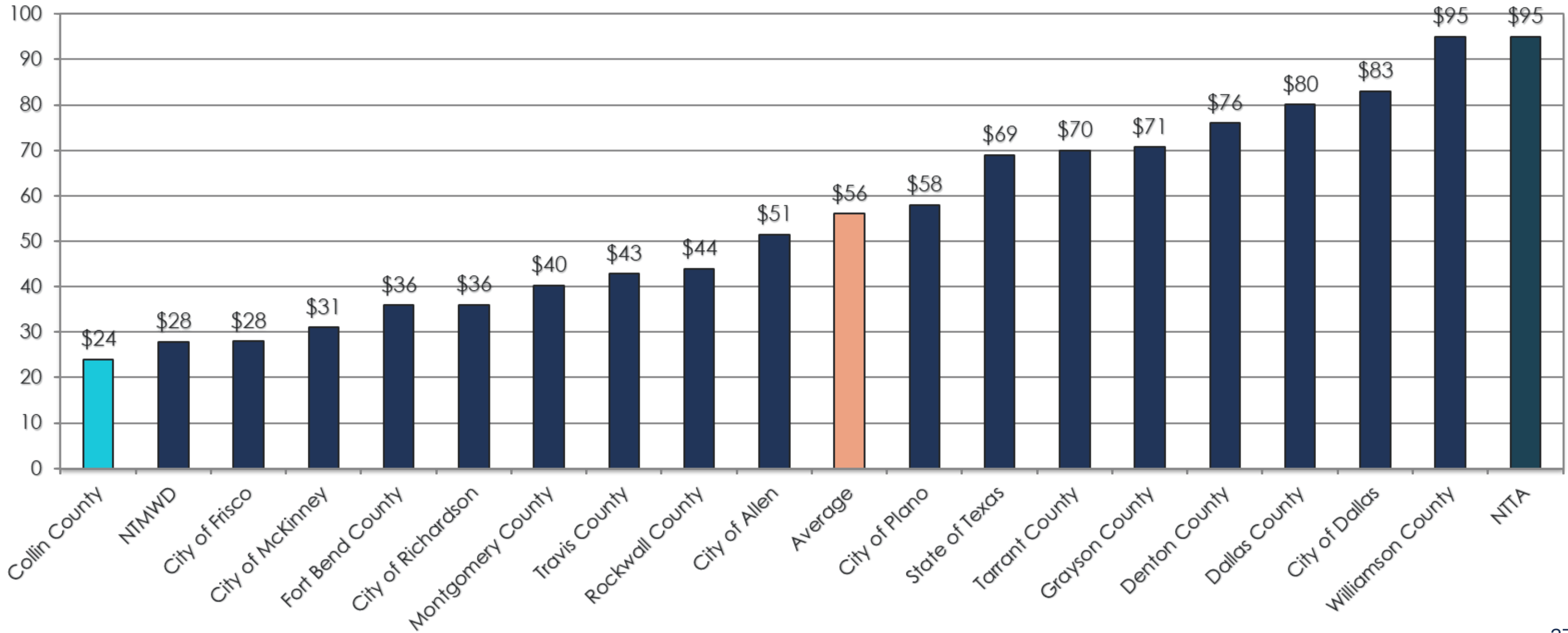
DENTAL PLAN

EMPLOYEE & SPOUSE COVERAGE COST/MONTH



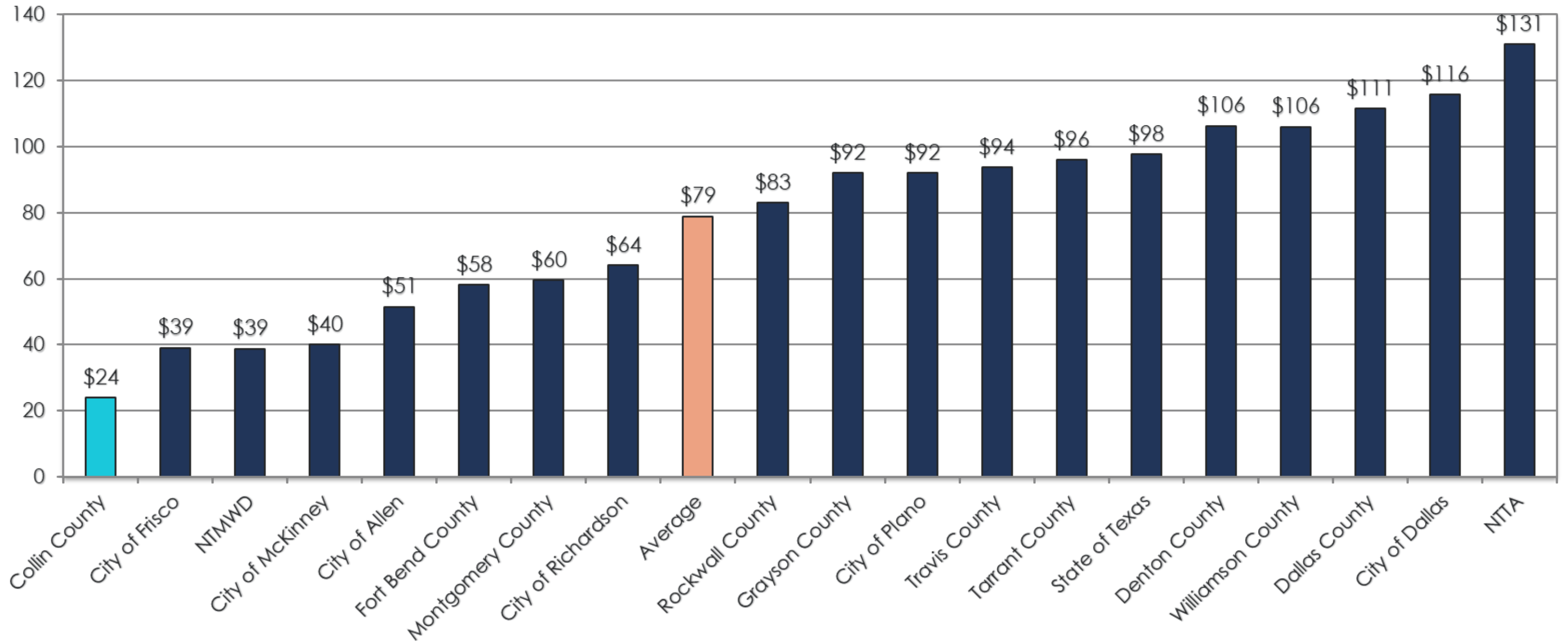
DENTAL PLAN

EMPLOYEE & CHILD(REN) COVERAGE COST/MONTH



DENTAL PLAN

EMPLOYEE & FAMILY COVERAGE COST/MONTH



**MEDICAL PLAN PREMIUM
AND
ENROLLMENT INFORMATION**

2022 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 (124)	\$90 (141)	\$90 (0)	\$94 (195)	\$119 (44)	\$144 (63)
EE & Spouse	\$160 (34)	\$185 (12)	\$210 (9)	\$225 (87)	\$250 (14)	\$275 (45)
EE & Child(ren)	\$120 (56)	\$145 (22)	\$170 (28)	\$180 (110)	\$205 (11)	\$230 (27)
EE & Family	\$220 (96)	\$245 (20)	\$270 (42)	\$305 (191)	\$330 (32)	\$355 (83)
Total	310	195	79	583	101	218

*As of December 2022

ADVANTAGE PLAN PREMIUM HISTORY

FOR FULL-TIME EMPLOYEES

Plan	Medical Coverage Level	2015	2016	2017	2018	2019	2020	2021	2022	2023
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	\$115
	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	2015	2016	2017	2018	2019	2020	2021	2022	2023
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
Total Enrolled		588	910	1,498
Gender	Male	289 (49%)	461 (51%)	750 (50%)
	Female	299 (51%)	449 (49%)	748 (50%)
Salary Level	Under \$60,000	362 (62%)	396 (44%)	758 (51%)
	Over \$60,000	226 (38%)	514 (56%)	740 (49%)
Age	30 and younger	165 (28%)	104 (11%)	269 (18%)
	31 - 40	148 (25%)	163 (18%)	311 (21%)
	41 - 50	143 (24%)	259 (28%)	402 (27%)
	51 - 60	104 (18%)	265 (29%)	369 (25%)
	61+	28 (5%)	119 (13%)	147 (10%)

*As of December 2022

EMPLOYEE CONTRIBUTION PERCENTAGE SURVEY

Percent Paid by Employee for Employee Coverage

Collin County: 9%
County Average: 10%
City Average: 11%
Other Entity Average: 12%

Percent Paid by Employee for Employee and Spouse Coverage

Collin County: 10%
County Average: 24%
City Average: 27%
Other Entity Average: 26%

Percent Paid by Employee for Employee and Child Coverage

Collin County: 9%
County Average: 18%
City Average: 23%
Other Entity Average: 24%

Percent Paid by Employee for Employee and Family Coverage

Collin County: 11%
County Average: 27%
City Average: 26%
Other Entity Average: 28%

Private Sector Average: 24%

County average does not include Collin County.

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
2022	\$1,029	\$2,055	\$1,890	\$2,489
2021	\$932	\$1,862	\$1,713	\$2,256
2020	\$924	\$1,848	\$1,668	\$2,179

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.

1 new enrollment in retiree medical coverage in 2022.

A total of 7 retirees were enrolled in medical insurance as of 12/1/2022.

Retiree costs increased from 2021 to 2022 by an average of 10%.

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.

Minimum coverage requires a plan to cover 60% of health care costs. The Advantage plan covers 79.2% of health care costs.

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

1094/1095 IRS Tax Forms

Subject to penalties of up to \$209 per return with a maximum penalty of \$3,532,500

Additional Fees

PCORI - \$2.79 per covered member fee for 2022. Payment was made in May 2023 for \$7,602.75.

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



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)

WELLNESS



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 2022
Wellness Utilization:

71%



3%

Above the norm

2022 BMI STATISTICS*

Category	BMI	Employee		Spouse		Total	
		Counts	% of Total Employees	Counts	% of Total Spouses	Counts	% of Total
Underweight	Below 18.5	8	0.7%	2	0.4%	10	0.6%
Normal	18.5 – 24.99	169	15%	82	17%	251	16%
Overweight	25.0 – 29.99	352	32%	156	33%	508	32%
Obese	30+	583	52%	239	50%	822	52%
Total		1,112		479		1,591	

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

COLLIN COUNTY, TEXAS AND U.S. BMI COMPARISON

Category	BMI	U.S. 2021	Texas 2021	Collin County 2022	Difference U.S.	Difference Texas
Underweight	Below 18.5	2%	2%	1%	-1%	-1%
Normal	18.5 - 24.99	30%	28%	16%	-14%	-12%
Overweight	25.0 - 29.99	34%	34%	32%	-2%	-2%
Obese	30+	34%	36%	52%	18%	16%