



Risk Management SIRC 507 Fund



Alachua County

Self Insurance Review Committee

April 17, 2025

Present Agenda

Fall SIRC Committee Minutes

Health Insurance Performance

Self-Insurance Fund FY24 Claims Review
& Financial Reports

Premium Renewal FY26

Dental Coverage Update

Onsite Pharmacy Update

Chairman Irby

Chairman Irby

Amy Childs, Risk Manager

Todd Hutchison, F&A Director
Deaglan Ryan, AJG

Amy Childs, Risk Manager

Amy Childs, Risk Manager

Amy Childs, Risk Manager

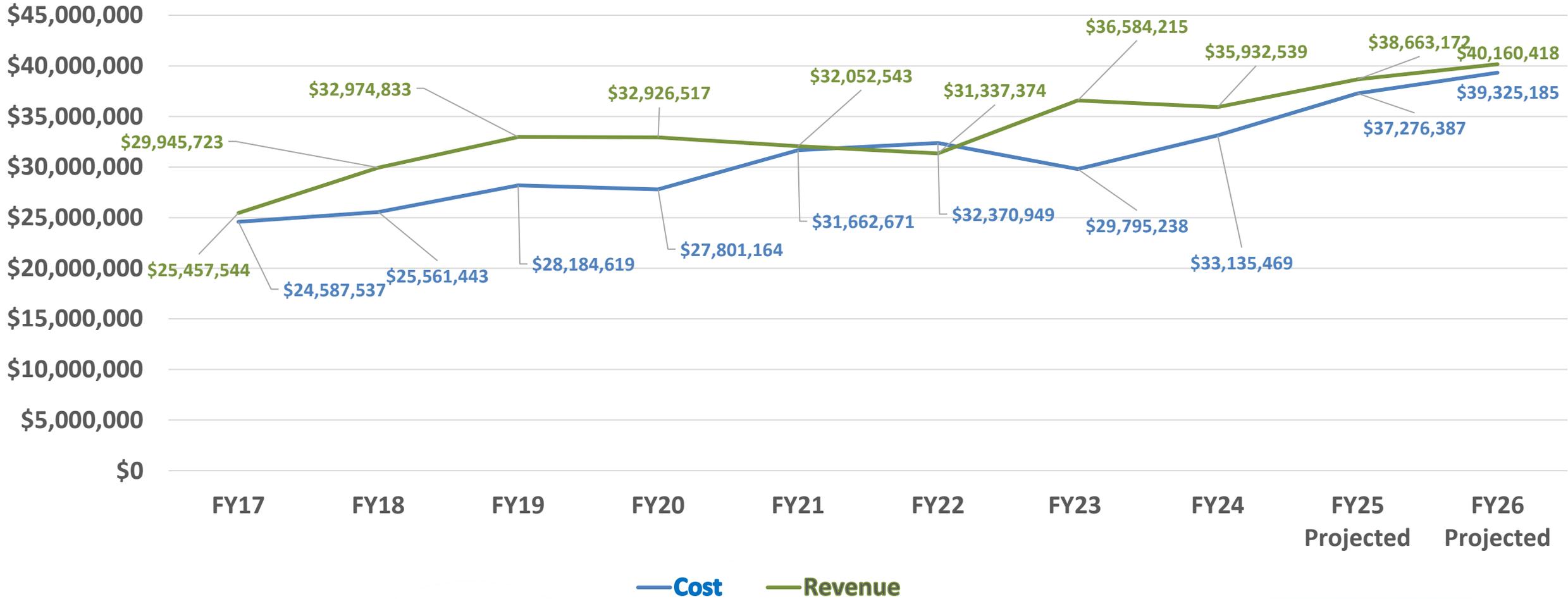


Risk Management Update Alachua County Health Care Plan Performance

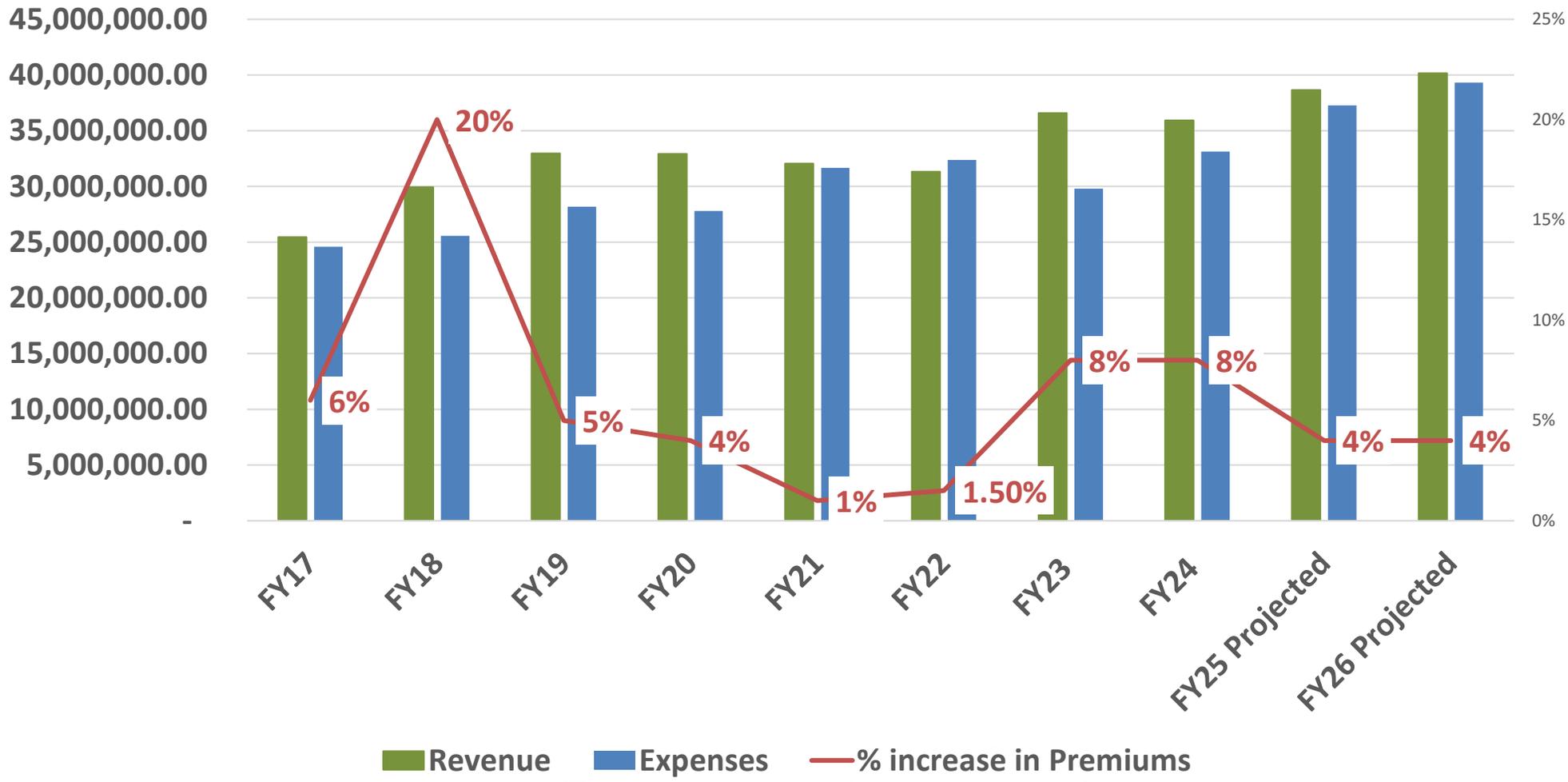
Implemented Strategies during FY25

- Plan design enhancements including lowering out-of-pocket expenses for advanced imaging copays and 05770 plan deductible and added coverage for certain weight loss medications for qualifying individuals.
- Moved 2.5 million of employer collected premiums to a separate capital reserve account in 507 for future health center cost
- Updated financial policy on 507 fund to allow the option of final year sweep on an as needed basis
- Increased employer paid life insurance from \$10,000 to one-time salary (max \$60,000)
- Doubled dependent life insurance coverage

Revenue vs Cost



Premium Impact



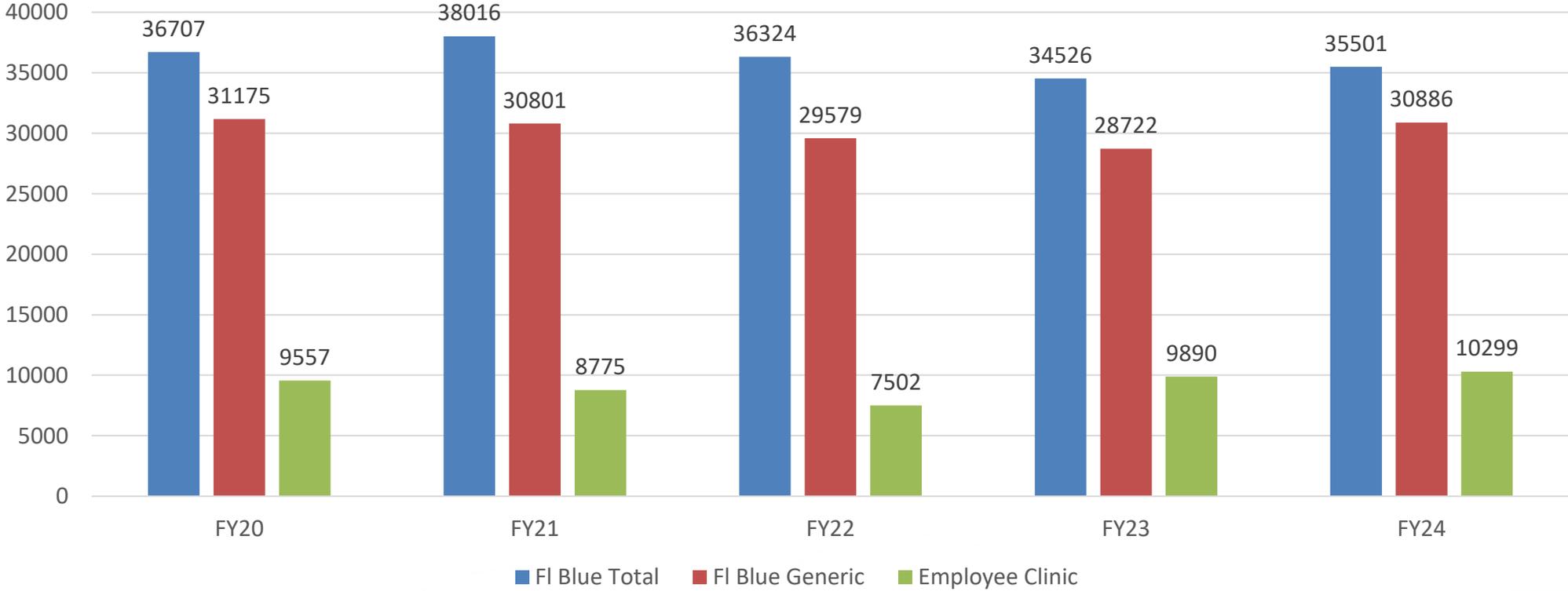
Given the projected economic path, we recommend maintaining a slight increase to hopefully prevent future large increases



Pharmacy Impact

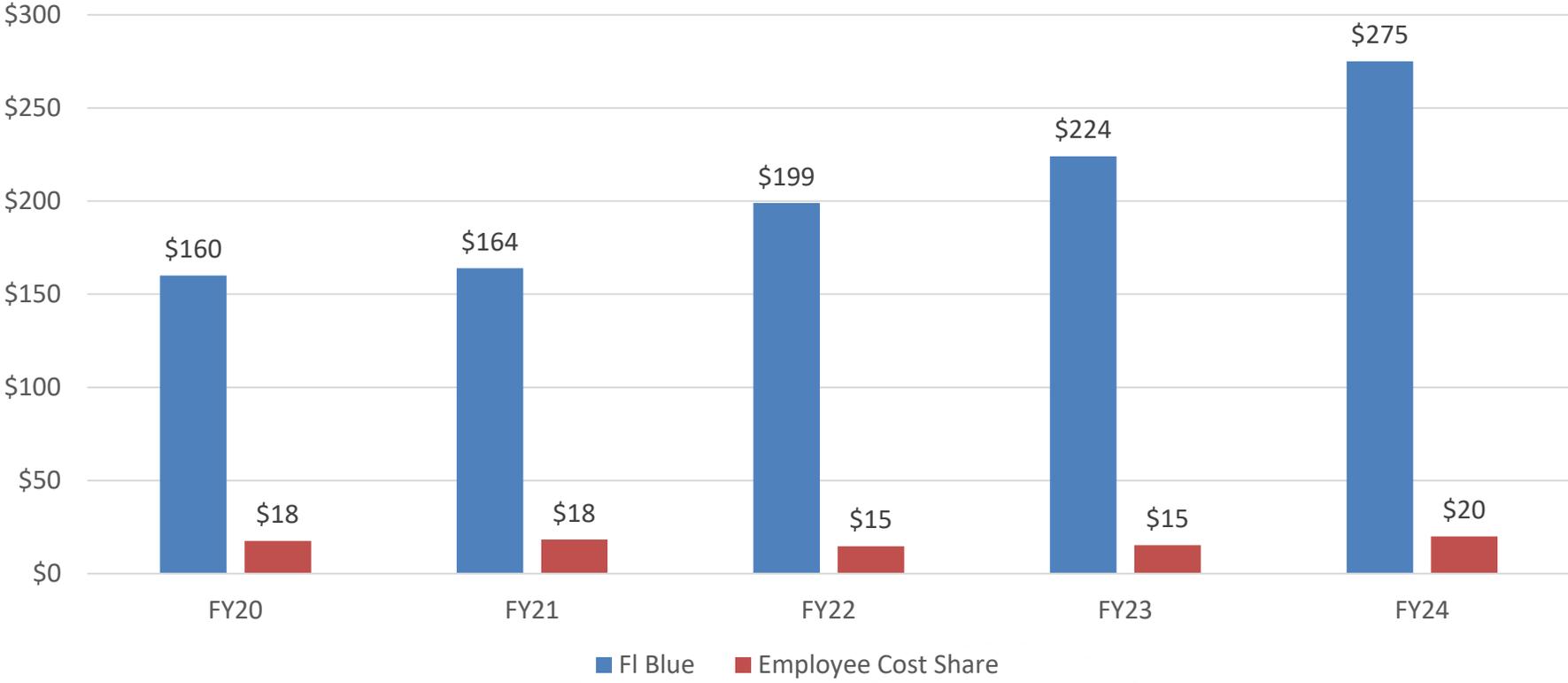
Pharmacy Spend

Total Number of Prescriptions Filled



The Employee Health Center is currently filling a quarter of our total generic Rx

Average Cost Per Prescription



Despite the steady increase in pharmacy costs, we have managed to minimize the impact on our employees.



Employee Health Center

Impacts on Health Claim Data

Employee Health Annual Report

Financial Report

Marketplace Savings
\$1,108,592

Co Pay Member Savings
\$232.32

Premise Health Cost Per Visit
\$160.44

Market Visit Cost
\$234.91

Average Employees
1,876 ^{1,847}▲

Total Client Cost
\$1,951,503 ^{\$1,781,926}▲

NPS
91

Recommended %
97%

Health Center

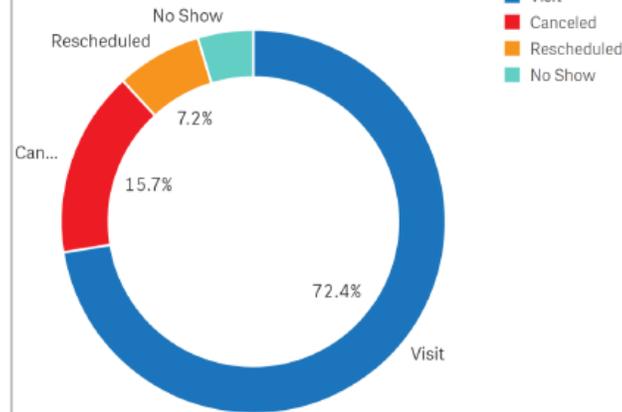
Provider Capacity
82.7%

Unique Employees
50.9%

Completed Visits
8,067

Total Unique Members
1,437

Visit Status



Dispensed Medications
10,299

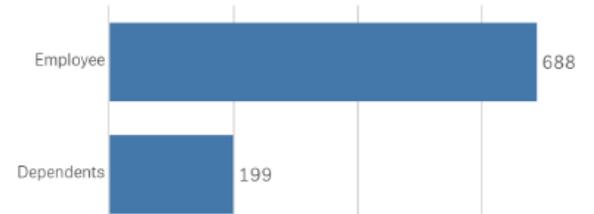
Labs
17,168

Diagnosis
20,276

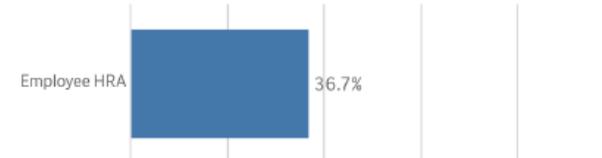
HRA

HRA Count
887

HRA Participants



Employee HRA Participation



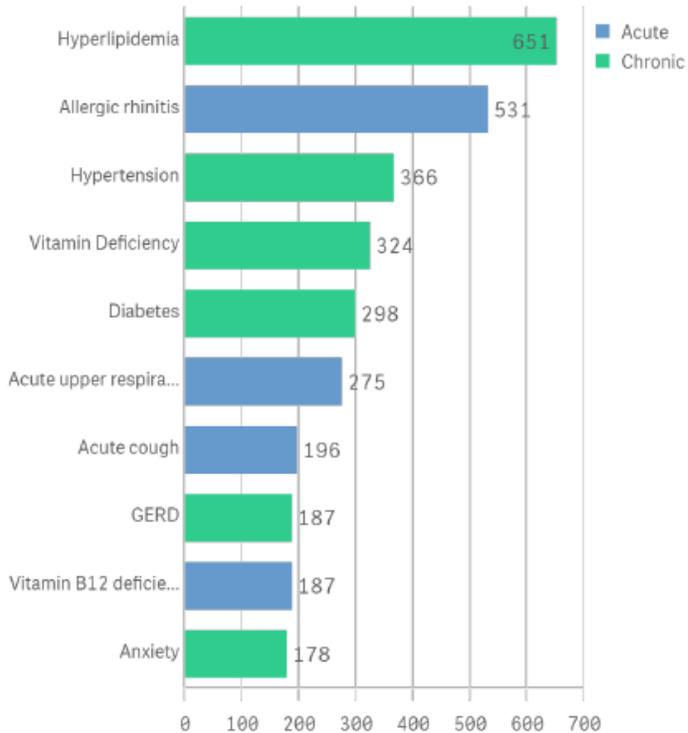
New Health Risks Discovered
384

Projected Cost Avoidance
\$1,578,421

FY24 Clinical Statistics

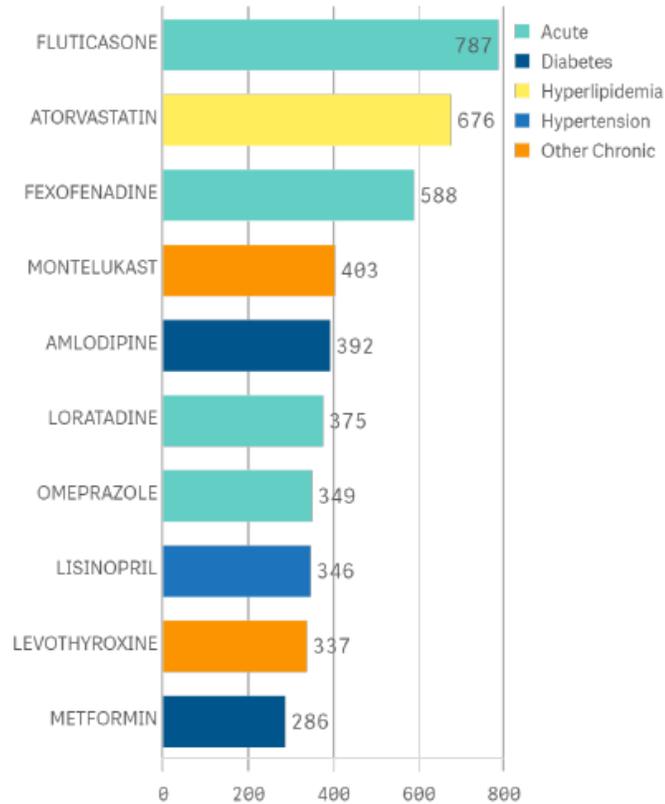
Diagnoses
20,276

Top Diagnoses



Dispensed Medications
10,299

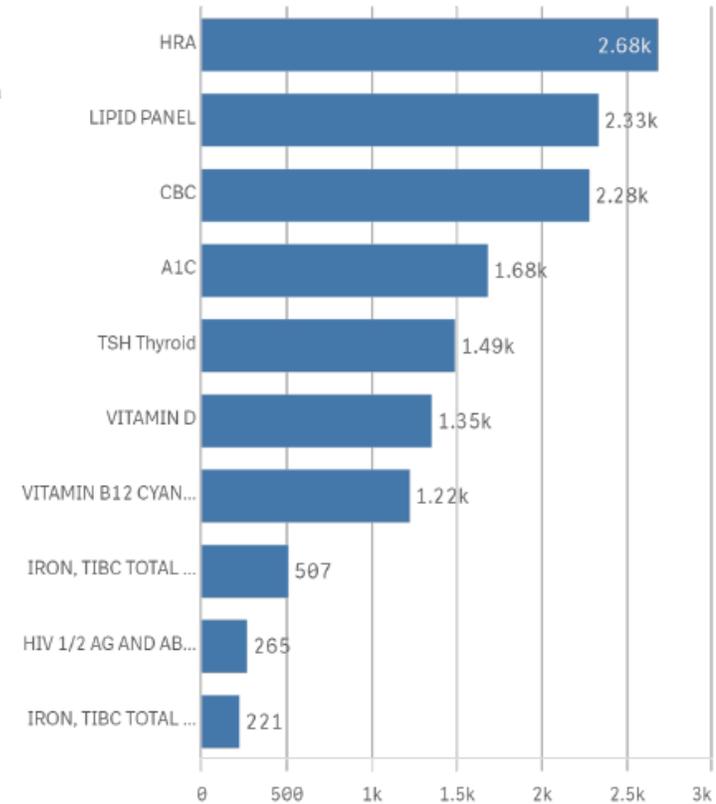
Top Medications



| Avg Medication Cost | Premise Avg Cost per Day | National Avg Cost per Day |
|---------------------|--------------------------|---------------------------|
| \$20.00 | \$0.24 | \$0.98 |

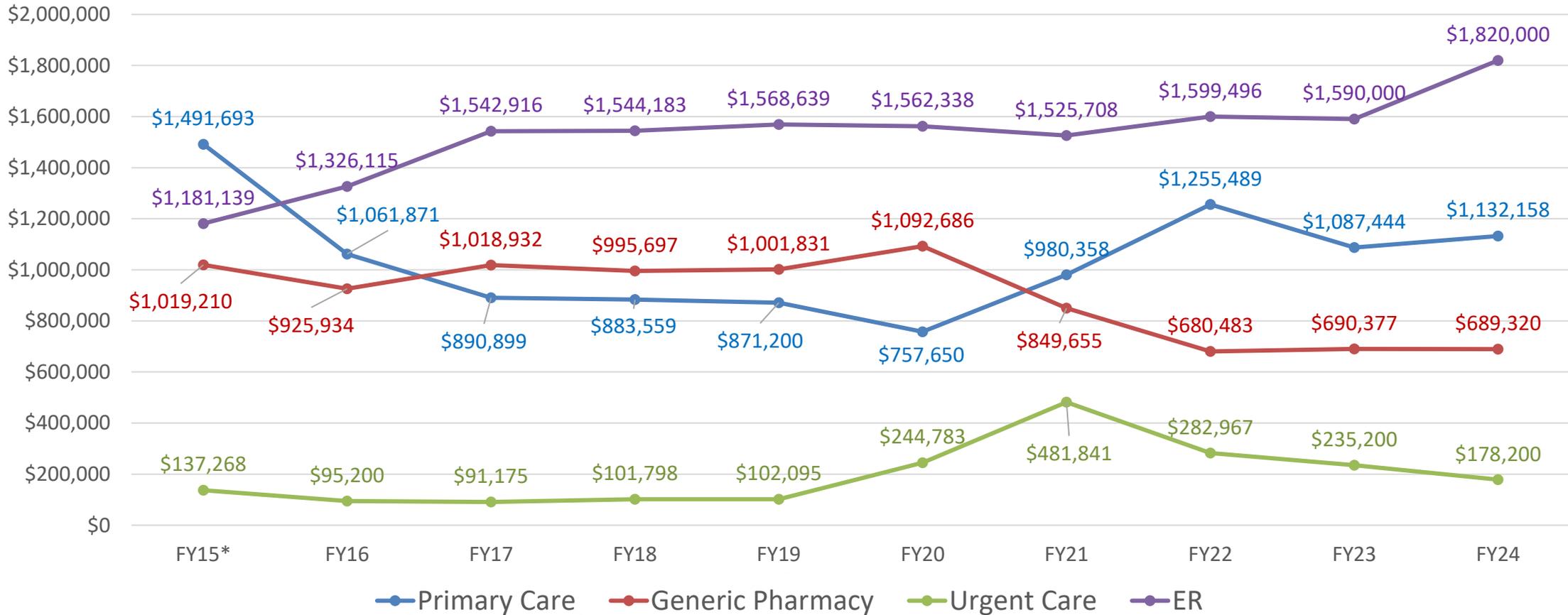
Labs
17,168

Top Labs

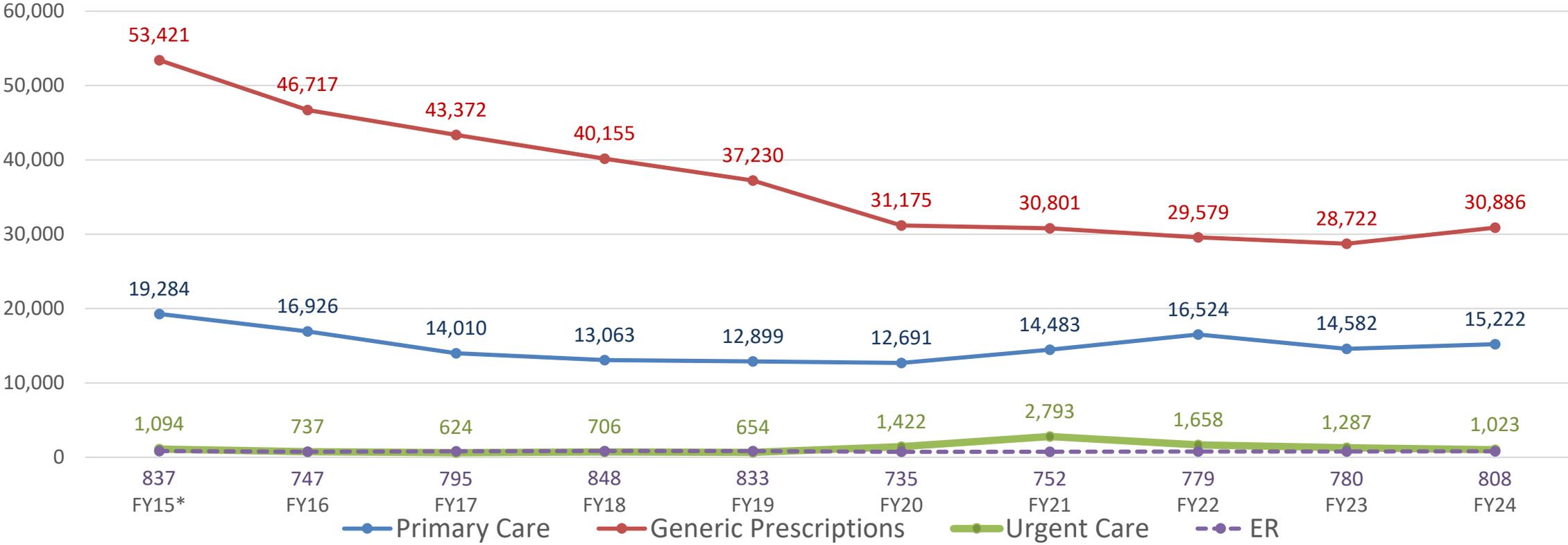


| Cost | Premise Avg Cost | National Avg Cost |
|----------|------------------|-------------------|
| \$13,228 | \$0.77 | \$39.80 |

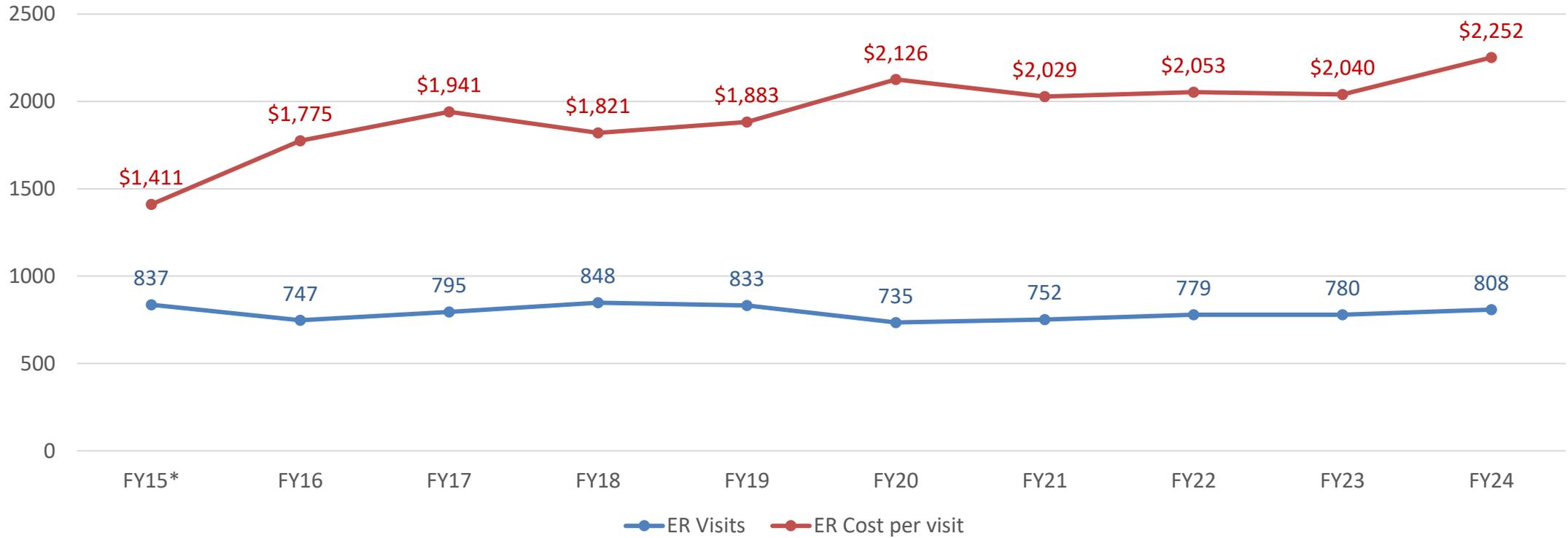
Health Insurance Trendline by Spend per Year



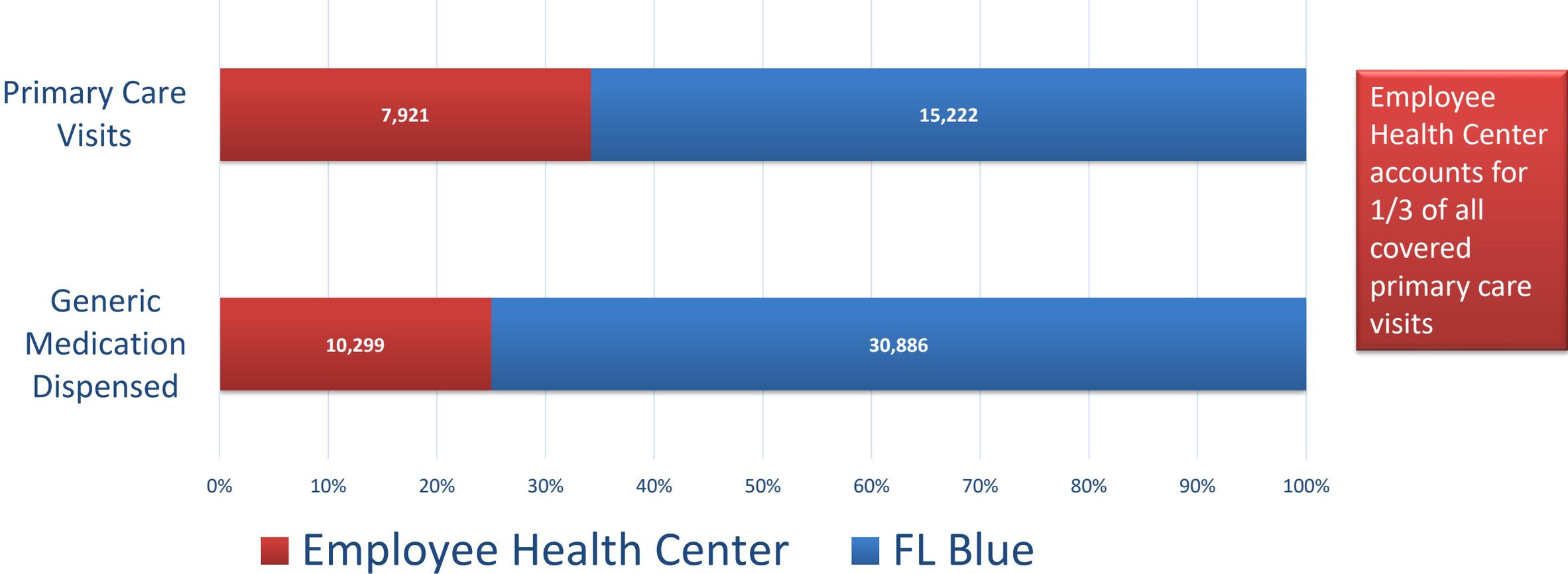
Health Insurance Trendline by Visits per Year



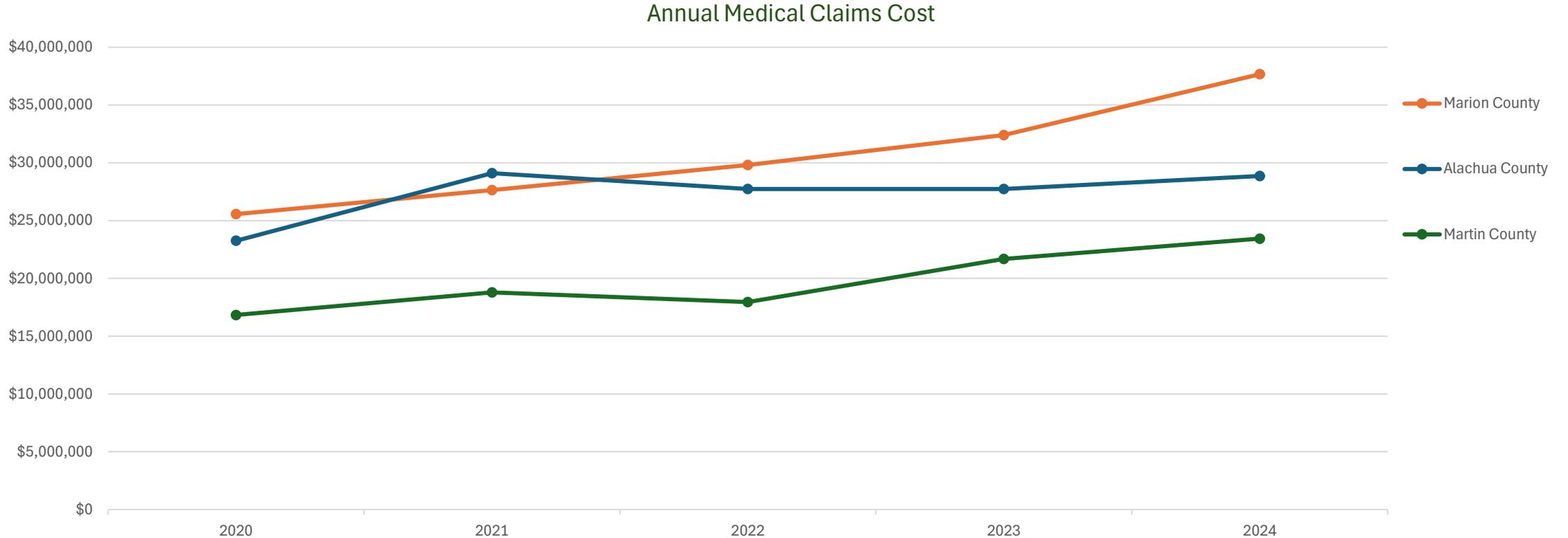
ER Cost per Visit



Employee Health Center vs. Network Primary Care



Annual Claims Comparison



With the success of our Employee Health Center, Alachua County has been able to avoid significant increases in claims costs

Health Plan Forecast: Alachua County Board of County Commissioners

Medical & Pharmacy
Self-Funded
Data through: 1/31/2025

Renewal Plan Year: 10/1/2025 - 9/30/2026
Carrier(s): Florida Blue
Specific Deductible: \$1,000,000

| | 10/1/2025 - 9/30/2026 Projected With Various Funding Increases | | | | | |
|--------------------------------|--|-----------------------|-----------------------|---------------------|---------------------|---------------------|
| | 10/1/2022 - 9/30/2023 | 10/1/2023 - 9/30/2024 | 10/1/2024 - 9/30/2025 | 0% | 2% | 4% |
| | Actual | Actual | Projected | | | |
| Projected Premium | \$29,437,741 | \$29,757,497 | \$33,793,101 | \$33,852,684 | \$34,468,963 | \$35,144,825 |
| Transfer In (1) | \$2,977,985 | \$1,443,564 | \$0 | \$0 | \$0 | \$0 |
| Reconciling Adjustment (2) | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 |
| Other Revenue | \$4,168,488 | \$4,731,479 | \$4,870,071 | \$5,015,593 | \$5,015,593 | \$5,015,593 |
| Total Projected Revenue | \$36,584,215 | \$35,932,539 | \$38,663,172 | \$38,868,277 | \$39,484,556 | \$40,160,418 |
| Total Projected Claims | \$25,546,243 | \$27,963,319 | \$32,787,067 | \$34,701,931 | \$34,701,931 | \$34,701,931 |
| Subtotal Non Claim Expenses | \$4,248,995 | \$5,172,150 | \$4,489,321 | \$4,623,253 | \$4,623,253 | \$4,623,253 |
| Total Projected Expense | \$29,795,238 | \$33,135,469 | \$37,276,387 | \$39,325,185 | \$39,325,185 | \$39,325,185 |
| Projected Gain/(Loss) | \$6,788,976 | \$2,797,071 | \$1,386,785 | -\$456,908 | \$159,371 | \$835,233 |
| Starting Surplus | \$14,295,814 | \$21,084,790 | \$23,881,862 | \$25,268,646 | \$25,268,646 | \$25,268,646 |
| Surplus Adjustment | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 |
| Closing Surplus | \$21,084,790 | \$23,881,861 | \$25,268,646 | \$24,811,739 | \$25,428,018 | \$26,103,880 |
| 180-Day Best Practice Surplus | \$15,068,518 | \$16,300,287 | \$17,260,322 | \$18,687,977 | \$18,687,977 | \$18,687,977 |
| 60-Day OIR Safe Harbor Surplus | \$5,022,839 | \$5,433,429 | \$5,753,441 | \$6,229,326 | \$6,229,326 | \$6,229,326 |

Current Plan Year amounts are based on actual claims and enrollment from (10/1/2024-1/31/2025) and projected claims and enrollment for the remainder of the months in the Plan Year.

†This analysis is for illustrative purposes only, and is not a proposal for coverage or a guarantee of future expenses, claims costs, managed care savings, etc. There are many variables that can affect future healthcare costs including utilization patterns, catastrophic claims, changes in plan design, healthcare trend increases, etc. This analysis does not amend, extend, or alter the coverage provided by the actual insurance policies and contracts. See your policy or contact us for specific information or further details in this regard.

Proposal A

Recommended

| | Current Monthly Premiums | | | Recommended Increase | | | Monthly increase | | Splits | |
|--------------------------|--------------------------|-------------|-------------|----------------------|-------------|-------------------|------------------|----------|----------------------------|----------------------------|
| | Employee | County | Total | Employee | Employer | New Total Premium | Employee | Employer | Effective Employee % Split | Effective Employer % Split |
| 05770 PPO | | | | | | | | | | |
| Emp. Only | \$ 78.38 | \$ 705.56 | \$ 783.94 | \$ 81.52 | \$ 733.78 | \$ 815.30 | \$ 3.14 | \$ 28.22 | 10% | 90% |
| Emp. + 1 | \$ 372.98 | \$ 1,491.90 | \$ 1,864.88 | \$ 387.90 | \$ 1,551.58 | \$ 1,939.48 | \$ 14.92 | \$ 59.68 | 20% | 80% |
| Emp. + 2 or more* | \$ 525.80 | \$ 2,103.26 | \$ 2,629.06 | \$ 546.84 | \$ 2,187.38 | \$ 2,734.22 | \$ 21.04 | \$ 84.12 | 20% | 80% |

| | Current Monthly Premiums | | | Recommended Increase | | | Monthly increase | | Splits | |
|--------------------------|--------------------------|-------------|-------------|----------------------|-------------|-------------------|------------------|----------|----------------------------|----------------------------|
| | Employee | County | Total | Employee | Employer | New Total Premium | Employee | Employer | Effective Employee % Split | Effective Employer % Split |
| 05781 PPO | | | | | | | | | | |
| Emp. Only | \$ 18.56 | \$ 705.56 | \$ 724.12 | \$ 19.30 | \$ 733.78 | \$ 753.08 | \$ 0.74 | \$ 28.22 | 3% | 97% |
| Emp. + 1 | \$ 229.96 | \$ 1,491.90 | \$ 1,721.86 | \$ 239.16 | \$ 1,551.58 | \$ 1,790.74 | \$ 9.20 | \$ 59.68 | 13% | 87% |
| Emp. + 2 or more* | \$ 324.16 | \$ 2,103.26 | \$ 2,427.42 | \$ 337.14 | \$ 2,187.38 | \$ 2,524.52 | \$ 12.98 | \$ 84.12 | 13% | 87% |

- 4% increase in premium to employee and employer
- Maintaining the current employer/employee split percentage
- Provides a consistent annual plan that avoids large increases to employees in the future
- Still unsure about FY25 plan design change impacts

Proposal A Comparison to FY24

| | FY24 Monthly Premiums | | | Recommended Increase | | | |
|--------------------------|-----------------------|---------------|--------------|----------------------|-----------------|--------------------------|---|
| 05770 PPO | Employee | County | Total | Employee | Employer | New Total Premium | Employee change compared to FY24 |
| Emp. Only | \$ 94.70 | \$ 662.72 | \$ 757.42 | \$ 81.52 | \$ 733.78 | \$ 815.30 | \$ (13.18) |
| Emp. + 1 | \$ 452.62 | \$1,357.94 | \$1,810.56 | \$ 387.90 | \$ 1,551.58 | \$ 1,939.48 | \$ (64.72) |
| Emp. + 2 or more* | \$ 638.12 | \$1,914.36 | \$2,552.48 | \$ 546.84 | \$ 2,187.38 | \$ 2,734.22 | \$ (91.28) |

| | FY24 Monthly Premiums | | | Recommended Increase | | | |
|--------------------------|-----------------------|---------------|--------------|----------------------|-----------------|--------------------------|---|
| 05781 PPO | Employee | County | Total | Employee | Employer | New Total Premium | Employee change compared to FY24 |
| Emp. Only | \$ 34.88 | \$ 662.72 | \$ 697.60 | \$ 19.30 | \$ 733.78 | \$ 753.08 | \$ (15.58) |
| Emp. + 1 | \$ 309.60 | \$1,357.94 | \$1,667.54 | \$ 239.16 | \$ 1,551.58 | \$ 1,790.74 | \$ (70.44) |
| Emp. + 2 or more* | \$ 436.48 | \$1,914.36 | \$2,350.84 | \$ 337.14 | \$ 2,187.38 | \$ 2,524.52 | \$ (99.34) |

Proposal B

| | Current Monthly Premiums | | | Option B Increase | | | Monthly Increase | | Splits | |
|-------------------|--------------------------|-------------|-------------|-------------------|-------------|-------------------|------------------|----------|----------------------------|----------------------------|
| 05770 PPO | Employee | County | Total | Employee | Employer | New Total Premium | Employee | Employer | Effective Employee % Split | Effective Employer % Split |
| Emp. Only | \$ 78.38 | \$ 705.56 | \$ 783.94 | \$ 79.96 | \$ 719.66 | \$ 799.62 | \$ 1.58 | \$ 14.10 | 10% | 90% |
| Emp. + 1 | \$ 372.98 | \$ 1,491.90 | \$ 1,864.88 | \$ 380.44 | \$ 1,521.74 | \$ 1,902.18 | \$ 7.46 | \$ 29.84 | 20% | 80% |
| Emp. + 2 or more* | \$ 525.80 | \$ 2,103.26 | \$ 2,629.06 | \$ 536.32 | \$ 2,145.32 | \$ 2,681.64 | \$ 10.52 | \$ 42.06 | 20% | 80% |

| | Current Monthly Premiums | | | Option B Increase | | | Monthly Increase | | Splits | |
|-------------------|--------------------------|-------------|-------------|-------------------|-------------|-------------------|------------------|----------|----------------------------|----------------------------|
| 05781 PPO | Employee | County | Total | Employee | Employer | New Total Premium | Employee | Employer | Effective Employee % Split | Effective Employer % Split |
| Emp. Only | \$ 18.56 | \$ 705.56 | \$ 724.12 | \$ 18.96 | \$ 719.66 | \$ 738.62 | \$ 0.40 | \$ 14.10 | 3% | 97% |
| Emp. + 1 | \$ 229.96 | \$ 1,491.90 | \$ 1,721.86 | \$ 234.56 | \$ 1,521.74 | \$ 1,756.30 | \$ 4.60 | \$ 29.84 | 13% | 87% |
| Emp. + 2 or more* | \$ 324.16 | \$ 2,103.26 | \$ 2,427.42 | \$ 330.66 | \$ 2,145.32 | \$ 2,475.98 | \$ 6.50 | \$ 42.06 | 13% | 87% |

- 2% increase in premium to employee and employer
- Maintaining the current employer/employee split percentage
- Revenue/Expenses breakeven point
- May not account for FY25 plan design changes impact

Proposal B Comparison to FY24

| | FY24 Monthly Premiums | | | Proposal B | | | |
|-------------------|-----------------------|------------|------------|------------|-------------|-------------------|----------------------------------|
| 05770 PPO | Employee | County | Total | Employee | Employer | New Total Premium | Employee change compared to FY24 |
| Emp. Only | \$ 94.70 | \$ 662.72 | \$ 757.42 | \$ 79.96 | \$ 719.66 | \$ 799.62 | \$ (14.74) |
| Emp. + 1 | \$ 452.62 | \$1,357.94 | \$1,810.56 | \$ 380.44 | \$ 1,521.74 | \$ 1,902.18 | \$ (72.18) |
| Emp. + 2 or more* | \$ 638.12 | \$1,914.36 | \$2,552.48 | \$ 536.32 | \$ 2,145.32 | \$ 2,681.64 | \$ (101.80) |

| | FY24 Monthly Premiums | | | Proposal B | | | |
|-------------------|-----------------------|------------|------------|------------|-------------|-------------------|----------------------------------|
| 05781 PPO | Employee | County | Total | Employee | Employer | New Total Premium | Employee change compared to FY24 |
| Emp. Only | \$ 34.88 | \$ 662.72 | \$ 697.60 | \$ 18.96 | \$ 719.66 | \$ 738.62 | \$ (15.92) |
| Emp. + 1 | \$ 309.60 | \$1,357.94 | \$1,667.54 | \$ 234.56 | \$ 1,521.74 | \$ 1,756.30 | \$ (75.04) |
| Emp. + 2 or more* | \$ 436.48 | \$1,914.36 | \$2,350.84 | \$ 330.66 | \$ 2,145.32 | \$ 2,475.98 | \$ (105.82) |



FY26 Goal #1

Bring employees enhanced dental plan designs

Challenge:

Loss of in-network dentists and dental specialists to all insurances

Goal:

Offer alternative dental plans that remove network limitations.

Action:

Went out to market twice in the last 3 years. 4 providers responded including our current FL Combined Life provider.

Dental RFP Results

- 4 Providers responded
 - FL Combined Life(current plan), Humana, Delta and MetLife
- Of the 4, Humana was the only one with additional providers in network and it was only 5 dentist.
- Rates were reasonably competitive
- FCL and Humana offered good market saturation and a new plan design that addressed improved Out-Of-Network coverage

Dental Plan Decision

Stay with Florida Combined Life (FCL)

- Of the 4, FCL plan designs remain the best value to the employee
- Minimal disruption to our current members
- Minimal impact to the administration of the plan
- Current FCL plans remain the same price with enhanced benefits
- Adding a third plan option that address the Out-Of-Network issue

| PROPOSAL | FL COMBINED LIFE | | | HUMANA | | |
|-------------------------------------|-------------------------|-------------|----------------|---------------|-------------|----------------|
| Rate Tier Structure | Low | High | Passive | Low | High | Passive |
| Employee Only | \$22.16 | \$29.42 | \$32.89 | \$22.60 | \$28.57 | \$32.46 |
| Employee & One Dependent | \$37.96 | \$55.52 | \$62.07 | \$38.71 | \$53.93 | \$61.27 |
| Employee & Family | \$55.66 | \$79.04 | \$88.38 | \$56.76 | \$76.76 | \$87.21 |

Dental Plan Upgrades

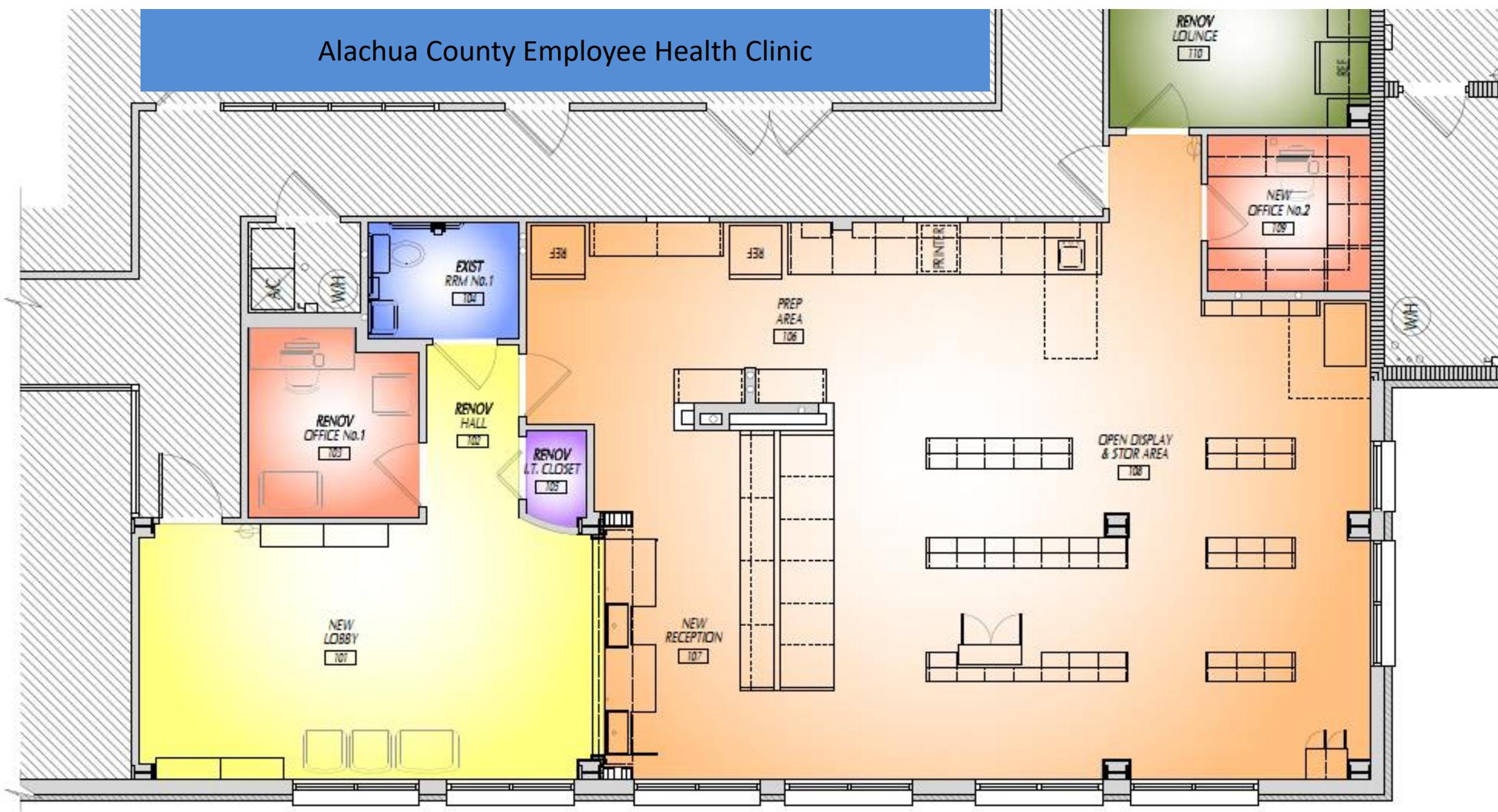
- Drop the HMO plan
 - Network had decreased to less than 10 providers in Alachua County
 - Less than 100 employees enrolled in the plan
- Increase benefit in current Blue Choice PPO High and Low plans with no premium increase
 - Added a roll over benefit of unused Plan Year Max balance to all plans
- Add an additional PPO Blue Choice Passive plan
 - Increase the Out-Of-Network coverage to 100% for preventative care, 85% to basic services and 55% for major services with minimal premium impact



FY26 Goal #2

Open the Employee
Pharmacy

Achua County Employee Health Clinic



RENOVATED FLOOR PLAN

3/8" = 1'-0"



ANY MODIFICATIONS TO THESE PLANS OR REUSE OF THESE PLANS MUST BE APPROVED

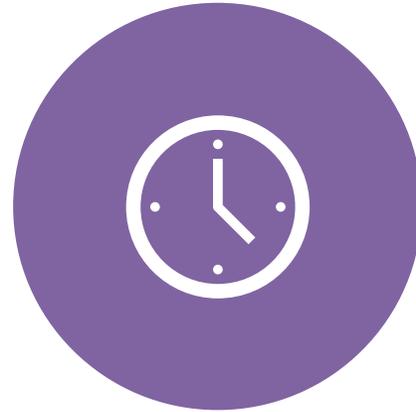
Motion

Motion to approve
Proposal A
health premium increase

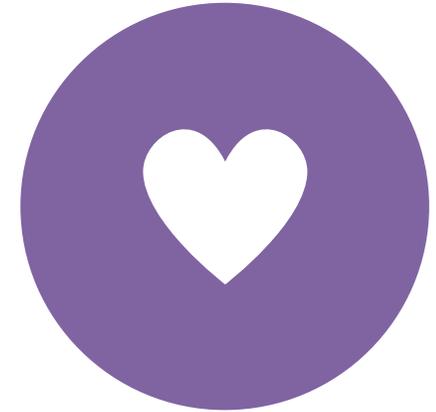
Fall SIRC 501 Meeting



OCTOBER 16, 2025



2:00 PM



GRACE KNIGHT