



Agenda Report

2725 Judge Fran Jamieson
Way
Viera, FL 32940

Consent

F.20.

7/12/2022

Subject:

2023 Group Health Plan Design Changes

Fiscal Impact:

Potential estimated additional savings of \$3,247,000 based on plan design recommendations made by the EBIAAC with the concurrence of Human Resources staff, if adopted by the Board. Combined with budgeted employer premium increase of 8% and the EBIAAC recommended employee premium increase of 8%, an additional \$3,570,000 in premium revenue is generated resulting in a projected \$6,817,000 impact on the group health plan.

Dept/Office:

Office of Human Resources / Employee Benefits

Requested Action:

That the Board approves a Group Health Insurance program for CY2023 as recommended by the Office of Human Resources/Employee Benefits and the County's Employee Benefits Insurance Advisory Committee (EBIAC).

Summary Explanation and Background:

The actuarial projections for the 2023 plan year pursuant to F.S. 112.08 estimate the following plan performance if there were no plan design or premium changes made for 2023:

	2023
Revenue	\$61,268,000
Expenses	\$70,768,000
Estimated Gain/-Loss	-\$9,500,000

This information was provided to the County's Employee Benefits Insurance Advisory Committee (EBIAC) by the Office of Human Resources/Employee Benefits for their consideration along with the County's Benefits Consultant's analysis of the current medical trends and financial position of the self-insured group health plan.

The EBIAAC was tasked to evaluate several plan design options that would help the group health plan mitigate its future plan costs. The following Plan Design recommendations were made by the County's Employee Benefits Insurance Advisory Committee (EBIAC) and supported by the Office of Human Resources.

- Increase the Employee Premium contributions by 8% to equal the increase budgeted for employers in CY 2023. Fiscal Impact: Approximately \$420,000.

- Medical Care Management - The EBAC opted to recommend accessing the more aggressive Cigna HMCM Preferred Enhanced Care Management option offered as an upgrade to our current Basic Care Management option, in an effort to deliver lower medical costs by identifying patients in need of care management earlier and connecting them with more resources designed to produce improved medical outcomes through more aggressive case management. Fiscal Impact: Approximately \$2.3M
- Pharmacy - Implement the Cigna Value Rx Plan, which excludes two popular classes of drugs widely available over-the-counter; Proton Pump Inhibitors (PPI) treating ulcers or heartburn and non-sedating antihistamines that treat allergies. This plan design also removes certain high cost drugs as outlined in the attached exhibit to maximize affordability while preserving access to medically necessary medications by promoting the use of generic medications and lower cost medications within the same therapeutic classes. Fiscal Impact: Approximately \$450,000.
- Implement "Surgery Plus" as a voluntary option for outpatient surgical procedures as a supplemental benefit for hundreds of non-emergent surgeries through a national network of Surgeons of Excellence and negotiated bundled rates that lower costs, provide transparency and eliminate hidden fees. Full concierge services that help employees navigate this option and waiving employee cost shares are designed to encourage participation. Fiscal Impact: Approximately \$260,000 @ 5% voluntary utilization.
- Maintain current HRA contributions of \$500 individual / \$1,000 family, provide no new HRA credits until accumulated balance falls below \$4,000 cap (current cap limit is \$8,000). Fiscal Impact: Approximately \$237,000.

Detailed revenue and cost savings projections are included on the attached exhibit. The Office of Human Resources/Employee Benefits requests that the Board review and approve the attached recommendations.

Clerk to the Board Instructions:



Kimberly Powell, Clerk to the Board, 400 South Street • P.O. Box 999, Titusville, Florida 32781-0999

Telephone: (321) 637-2001
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July 13, 2022

MEMORANDUM

TO: Jerry Vlisco, Human Resources Director

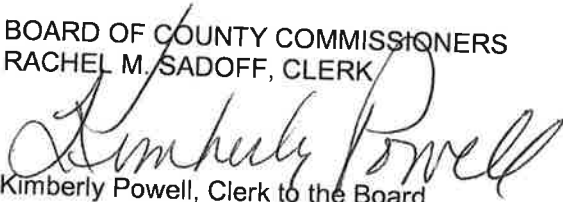
RE: Item F.20., 2023 Group Health Plan Design Changes

The Board of County Commissioners, in regular session on July 12, 2022, approved the Group Health Insurance Program for CY2023 as recommended by the Office of Human Resources/Employee Benefits and the the County's Employee Benefits Insurance Advisory Committee (EBIAC).

Your continued cooperation is always appreciated.

Sincerely,

BOARD OF COUNTY COMMISSIONERS
RACHEL M. SADOFF, CLERK


Kimberly Powell, Clerk to the Board

/pp

cc: Finance
Budget



Formulary Drug Impact Report - Summary Level Detail
BREVARD COUNTY BOCC, FL
 Request ID: 1290277, View ID: 1637908

Drug Name	Condition	First Alternate Drug	Drug Type Impact: Standard to Value		
			Tier Change (tier 2 to tier 3)	Drug Removal (Medical necessity review available)	Drug Excluded (No medical necessity review available)
ALPHAGAN P	Glaucoma		X		
TOBRADEX	Eye Infection		X		
COMBIVENT RESPIMAT	Pulmonary		X		
DIVIGEL	Estrogen replacement		X		
DRYSOL	Excessive Sweating		X		
NUCYNTA	Pain		X		
BETIMOL	Glaucoma		X		
CIPRO HC	Ear Infection		X		
ESTRING	Vaginal Atrophy		X		
NAFTIN	Topical Fungal Infection		X		
NATACYN	Eye Infection		X		
PRENATE MINI	Prenatal Vitamins		X		
SANTYL	Wound Care		X		
SAVELLA	Fibromyalgia		X		
THEO-24	Asthma		X		
VELPHORO	Electrolyte Imbalance		X		
VYVANSE	ADHD	Lisdexamfetamine Dimesylate		X	
ALBUTEROL SULFATE HFA	Asthma	Albuterol Sulfate (same drug so no real disruption)		X	
ARMOUR THYROID	Thyroid	Levothyroxine Sodium		X	
XIIDRA	Dry Eyes	Lifitegrast		X	
BREO ELLIPTA	Asthma	Fluticasone-Salmeterol		X	
TIZANIDINE HCL	Muscle Relaxation	Tizanidine Hcl		X	
DOXYCYCLINE HYCLATE	Infection	Doxycycline Hyclate		X	
DYANAVEL XR	ADHD	Dexamethylphenidate Er		X	
ADVAIR HFA	Asthma	Fluticasone-Salmeterol		X	
EPINEPHRINE	Anaphylaxis	Generic Epipen		X	
PULMICORT FLEXHALER	Asthma	Budesonide		X	
QUILLICHEW ER	ADHD/Narcolepsy	Methylphenidate Hcl		X	
RESTASIS	Dry Eyes	Cyclosporine		X	
CEQUA	Dry Eyes	Restasis		X	
ADZENYS XR-ODT	ADHD	Dexamethylphenidate Er		X	
BALCOLTRA	Contraception	Generic Oral Contraceptives		X	
SLYND	Contraception	Generic Oral Contraceptives		X	
BENICAR HCT	Hypertension	Olmesartan/Hydrochlorothiazide		X	
BEVESPI AEROSPHERE	Pulmonary	Anoro Ellipta		X	
CHLORDIAZEPOXIDE-CLIDINIUM	Gastrointestinal	Chlordiazepoxide/Clidinium Br		X	
GVOKE HYPOPEN 2-PACK	Diabetes	Baqsimi		X	
LIVALO	Cholesterol	Generic Statins (E.G. Atorvastatin; Simvastatin)		X	
NEXTSTELLIS	Contraception	Generic Oral Contraceptives		X	
PRISTIQ	Depression	Desvenlafaxine Succinate		X	
RESTASIS MULTIDOSE	Dry Eyes	Restasis		X	
TAYTULLA	Contraception	Generic Oral Contraceptives		X	
TWIRLA	Contraception	Levonorgestrel/Ethin.Estradiol		X	
VIMPAT	Seizures	Lacosamide		X	
OMEPRAZOLE	Ulcer / Heartburn				X
FLUTICASON PROPRIONATE	Nasal Congestion				X
PANTOPRAZOLE SODIUM	Ulcer / Heartburn	No exact OTC- need to choose an OTC alternative			X
FAMOTIDINE	Ulcer / Heartburn				X
ESOMEPRAZOLE MAGNESIUM	Ulcer / Heartburn				X
CETIRIZINE HCL	Allergy				X
LANSOPRAZOLE	Ulcer / Heartburn				X
DEXILANT	Ulcer / Heartburn	No exact OTC- need to choose an OTC alternative			X
LEVOCETIRIZINE DIHYDROCHLORIDE	Allergy				X
MOMETASONE FUROATE	Nasal Congestion				X
DESLORATADINE	Allergy				X
RABEPRAZOLE SODIUM	Ulcer / Heartburn	No exact OTC- need to choose an OTC alternative			X
OLOPATADINE HCL	Allergic Conjunctivitis				X
CIMETIDINE	Ulcer / Heartburn				X
ACIPHEX	Ulcer / Heartburn	No exact OTC- need to choose an OTC alternative			X
AZELASTINE HCL	Allergic Conjunctivitis				X
FLUNISOLIDE	Nasal Congestion				X
NEXIUM	Ulcer / Heartburn				X
ZETONNA	Nasal Congestion				X

Brevard County Government 2023 Health Plan Renewal Strategy

2023 Projections

Revenue	\$61,268,000
Expenses	\$70,768,000
Estimated Gain/-Loss	-\$9,500,000

2023 Plan Renewal Strategy

The following considerations are the result of the health plan RFP and previous discussions with EBIAC:

Issue	Impact
a. 8% Board Funding Increase from \$918 to \$991	\$3,150,000
b. 8% Employee Increase	\$420,000
c. Medical - Cigna HMCM enhanced care management a. HMCM Basic to HMCM Enhanced	-\$2,300,000
d. Reduce HRA (impact of maximum annual funding)	- \$237,000
e. SurgeryPlus a. Waive Employee Cost Share using Network b. Actual savings will vary based on utilization	5% utilization: -\$260,000
f. Pharmacy a. Value Prescription Drug List	-\$450,000