



# Calendar Year 2025 Benefit Review

*Presented by*

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# AGENDA

- How is our Health Plan doing so far for calendar year 2024?
- Calendar year 2025 forecast.
- Recommended plan programs design for calendar year 2025.
- Dental and Vision Renewals



# YEAR TO DATE CY24 FINANCIALS:

- January through July 2024 medical and RX claims cost are higher than forecast by 4.6%. Net Claims of \$21.7 M vs. Forecast of \$20.7 M
- 17 claimants have paid healthcare expenses over \$125,000. (12 employees / 4 spouses/ 1 child)
- Of the 17 large claimants: 9 are enrolled in Standard Plan, 5 in Buy-up plan, 3 in the Core plan
- Four members exceeded the \$250K Stop Loss amount.



# YTD CY24 PROGRAM PERFORMANCE:

## Savings through Blue Cross Blue Shield partnership

- BCBSNC discounts are averaging 53.4% of charges, saving \$27.3M over the last 12 months.
- Member Health Engagement rate is 18% an increase from CY23, but below the BCBS BOB.
- Generic substitution rate utilization is 98.8% which was at BCBSNC BOB.
- Medication Possession Rates (are people taking their medication) is around the norm in all categories.
- Net Results Formulary has saved \$274,000 in CY23.
- Copay Maximization Program has saved \$205,485 in CY23. This program was sunset on 12/31/23. The Flex Access program was rolled out in it's place estimated savings are \$145,695
- Drug Rebates year to date \$1.3M



# UPDATED HEALTH PLAN CY 2025 FORECAST :

## RECOMMENDED CHANGE FOR 2025 for the Medical and RX programs:

CY25 Forecasted cost is \$37.9M (\$35M County, \$2.9M ees)

- Increase of \$1.4M to the County.
- Increases to employee contributions based on plan selection
- Changes to the medical/ Rx plan design outlined on the next slide

As proposed last year, County will fund ½ the deductible amount into a Health Savings Account if enrolled in the HDHP.



# 2024 vs 2025 Plan Comparison

	2024				2025 Proposed			
	Standard	Buy-Up	Core	HDHP	Standard	Buy-Up	Core	HDHP*
<b>Deductible</b>								
Individual	\$600	\$600	\$750	\$1,600	\$600	\$600	\$750	\$1,650
Family	\$1,200	\$1,200	\$1,500	\$3,200	\$1,200	\$1,200	\$1,500	\$3,300
<b>Out-of-Pocket</b>								
Individual	\$1,600	\$2,000	\$2,650	\$4,600	\$1,600	\$2,000	\$2,650	\$4,650
Family	\$3,200	\$4,000	\$5,300	\$9,200	\$3,200	\$4,000	\$5,300	\$9,300
<b>Coinsurance</b>								
In Network	10%	20%	30%	30%	15%	20%	30%	30%

\* Increase required per IRS regulations



# 2025 Prescription Plan Changes

The plan will no longer cover GLP-1 and GIP-GLP1 agonist medications for the purpose of weight loss effective 1/1/25.

These medications will still be covered for those members managing diabetes

Several factors were considered when making this decision:

- Over the most recent 12 months, the County Spent over \$495,000 on these prescription drugs
- 1 of 3 people stop using GLP-1s for weight loss due to side effects
- Research on the long term effectiveness of this class of drugs for weight loss is limited at this time
- Patients seem to regain weight after stopping these medications

Please note that the County's Health Plan does cover other weight loss medications including:

- Phentermine, Qsymia, Benzphetamine, Diethylprop, Lomaira, Contrave, Zenical



# 2025 Bi-Weekly Employee Premiums

## Wellness

Plan	Buy-Up			Core			HDHP			Standard		
	2024	2025	Difference	2024	2025	Difference	2024	2025	Difference	2024	2025	Difference
Employee	\$37.31	\$41.04	\$3.73	\$21.32	\$23.45	\$2.13	\$11.00	\$11.00	\$0.00	\$26.65	\$30.24	\$3.60
Employee + Spouse	\$90.61	\$99.67	\$9.06	\$53.30	\$58.63	\$5.33	\$53.30	\$53.30	\$0.00	\$69.29	\$78.65	\$9.36
Employee + Child	\$85.25	\$93.81	\$8.53	\$42.64	\$49.91	\$4.26	\$42.64	\$42.64	\$0.00	\$42.64	\$48.40	\$5.76
Employee + Children	\$102.27	\$111.40	\$10.13	\$69.29	\$76.22	\$6.93	\$69.29	\$69.29	\$0.00	\$74.62	\$84.70	\$10.08
Family	\$102.27	\$111.40	\$10.13	\$69.29	\$76.22	\$6.93	\$69.29	\$69.29	\$0.00	\$74.62	\$84.70	\$10.08





# 2025 Bi-Weekly Employee Premiums

## Non - Wellness

Plan	Buy-Up			Core			HDHP			Standard		
	2024	2025	Difference	2024	2025	Difference	2024	2025	Difference	2024	2025	Difference
Employee	\$74.62	\$102.60	\$27.98	\$42.64	\$58.63	\$15.99	\$42.64	\$42.64	\$0.00	\$53.30	\$73.29	\$19.99
Employee + Spouse	\$181.22	\$249.18	\$67.96	\$106.62	\$146.60	\$39.98	\$106.60	\$106.60	\$0.00	\$138.58	\$190.55	\$51.97
Employee + Child	\$170.56	\$234.52	\$63.96	\$85.28	\$117.26	\$31.98	\$85.28	\$85.28	\$0.00	\$85.28	\$117.26	\$31.98
Employee + Children	\$202.54	\$278.50	\$75.96	\$138.58	\$190.55	\$51.97	\$138.58	\$138.58	\$0.00	\$149.24	\$205.20	\$55.97
Family	\$202.54	\$278.50	\$75.96	\$138.58	\$190.55	\$51.97	\$138.58	\$138.58	\$0.00	\$149.24	\$205.20	\$55.97



# Dental - 2025

- Our fully funded dental coverage with Delta Dental will see an 6% increase in premium costs, with a guarantee that premiums will not increase more than 9% for 2026.

Biweekly rate	2024		2025	
	CORE	BUY UP	CORE	BUY UP
Employee Only	\$18.19	\$23.83	\$19.28	\$25.26
Employee / 1 Child	\$32.66	\$42.79	\$34.62	\$45.36
Employee / Children	\$51.69	\$67.70	\$54.79	\$71.76
Employee / Spouse	\$34.49	\$45.18	\$36.56	\$47.89
Family	\$60.57	\$79.33	\$64.20	\$84.09



# Vision - 2025

The vision plan with MetLife (formerly Superior Vision) was up for renewal. A marketing was conducted and the county is proposing a transition to Ameritas/VSP. Below are the monthly premiums:

There are no significant plan design changes for the vision plan with this transition.

	Current	Proposed
	Superior Vision	Ameritas/VSP+ affiliates
Plan Type	Traditional	Traditional
Employee Only	\$8.92	\$8.48
Employee / Spouse	\$16.95	\$16.12
Employee / Children	\$17.84	\$16.96
Family	\$26.23	\$24.96



# Upcoming Events

## OCTOBER

### Annual Health Risk Assessment:

- Accepting forms from Primary Care Providers July 1 – October 31, 2024
- Free onsite clinics the week of October 1 – 2, 2023 and again October 15 – 19, 2024

## NOVEMBER

### Benefits Open Enrollment

- November 1 – 15, 2024
- Benefit elections / changes will be effective January 1, 2025

