



The School District of Osceola County Employee Benefits Committee Meeting

Agenda

February 21, 2024

- I. **Welcome (2 minutes)**
 - a. Speaking order volunteer
 - b. Timekeeper volunteer
- II. **Health Center Area Manager Introduction (10 mins)**
- III. **VSP Presentation (20 mins)**
- IV. **Evolutions Healthcare (10 mins)**
- V. **Member concerns, tracking, and brainstorming solutions (30 minutes)**
- VI. **Other concerns and updates (18 minutes)**

The next meeting will be held on **March, 20 2024** at **4:30 pm** in the **Multipurpose Room** located at The Center for Employee Health 831 Simpson Road, in Kissimmee.

Employee Benefits Committee Meeting

2023-2024 Membership

OCEA

Judi Crowell – St Cloud HS (v)
Ann Glover – OSVS (v)
Janet Moody -- OCEA/ESP Pres (v)
Laura Wassum – Narcoossee MS (v)
Kim Castro-Stevens – Hickory Tree ES (v)
Dylan Reinsel – St Cloud HS (Alternate)

Teamsters

Vacant (v)
Carlos Martinez – Teamsters (v)

Provider Representatives

Kelly Johnson – Lincoln Financial Group
Mark Tafuri- VSP
Candice Knaps – Humana (Dental)
Tom Remus - MetLife Life Ins.
Cindy McCormick -- EBMS
Mike Trent -- EBMS
Vacant -- EBMS
Jay Weingart – Trustmark

Risk & Benefits Management/SDOC

Lauren M. Haddox – Director
LaTasha Aponte – Employee Benefits Supervisor
Megan Austin – Wellness Specialist
LaToyia Edwards – Benefits Education Specialist
Iris Hernandez - Secretary
Sarah Graber – Chief Business & Finance Officer
John Boyd – Chief Negotiator
Scott Knoebel – Chief Negotiator

Prof. Support Council

Felicia Smith – School Operations (v)

ESP

LaShanna Ward – Denn John MS (v)
Susan Compton – Custodial Servs. (v)

Retirees

Ray Lackey – Retired Teacher

Benefits Consultant

Ashley Bacot - RosenSure
Carolyn Grant - RosenSure
Barry Murphy – RosenSure
Mystery Slimick -- RosenSure

Center for Employee Health

Kenneth Aldridge -- RosenCare
Dr. Jader Harlow -- RosenCare
Jason Peak -- PeopleOne
Sherry Edwards -- PeopleOne
Kelly Camps -- PeopleOne
Jordan Tardash -- PeopleOne
Dean Hatcher -- PeopleOne
Lisa Torres – PeopleOne



2024 Partnership Review with The School District of Osceola County (SDOC)

Mark Tafuri, Market Director

Fabian Whipple, Account Manager

February 21, 2024





Meeting Goals

1. Membership
 2. Plan Design Review
 3. Spending Habits & Savings
 4. Utilization Review
 5. Network & Utilization
 6. Data Sharing & Wellness
 7. Partner Experience
 8. Trends & Innovations
- 

+ VSP

Valued Partner Since

2001

Next Renewal

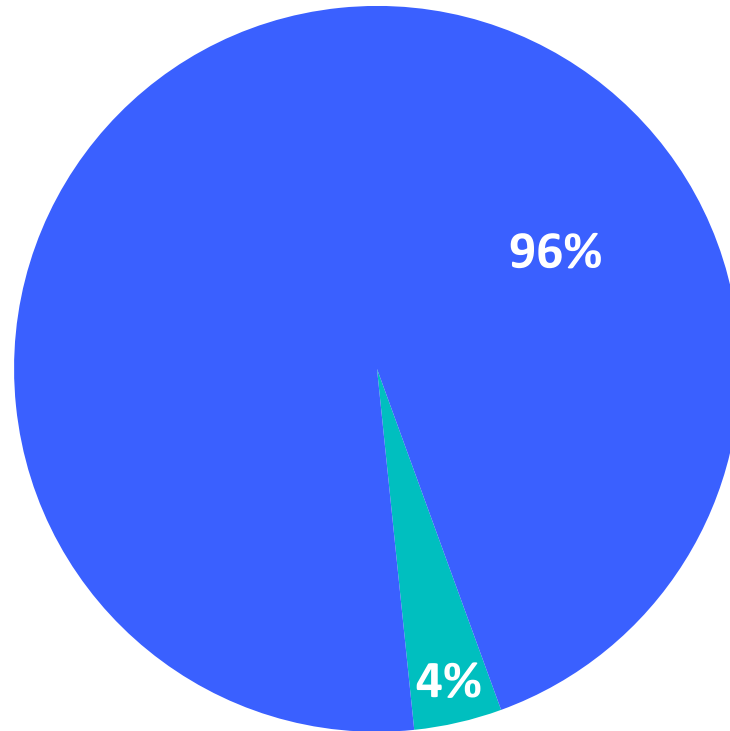
2026



Membership Overview

Total Eligible Partners

5,000



Total Enrolled Partners

4,804

Your Plan Design Today

**Enhanced Plan:

VSP EasyOption: Members can choose one of these upgrades:

- Additional \$100 frame allowance
- Or fully covered premium or custom progressive lenses
- Or fully covered light-reactive lenses
- Or fully covered anti-glare coating
- Or an additional \$80 contact lens allowance

	Standard Plan (3,146 enrolled)	Enhanced Plan** (1,658 Enrolled)
Frequency	Exam every plan year* Lenses every plan year* Frame every other plan year*	Exam every plan year* Lenses every plan year* Frame every plan year*
Copays	\$10 Exam \$15 Frame/Lenses/Contact Lenses Up to \$40 copay contact lens exam (fitting & evaluation)	\$10 Exam \$15 Frame/Lenses/Contact Lenses Up to \$40 copay contact lens exam (fitting & evaluation)
Frame Allowance	\$150	\$150
Contact Lenses	\$120	\$120
Covered Lens Enhancements	Standard Progressive CIF	Standard Progressive lens CIF
Essential Medical Eye Care	\$20 Copay	\$20 Copay

* Plan year beginning in October

Here's How VSP EasyOptions Works

1

Build your package

2

Partners and their covered dependents visit their VSP network doctor

3

Each family member chooses their upgrade



Frame Allowance
\$100



Contact Lens Allowance
\$80



Anti-Glare Coatings
covered in full



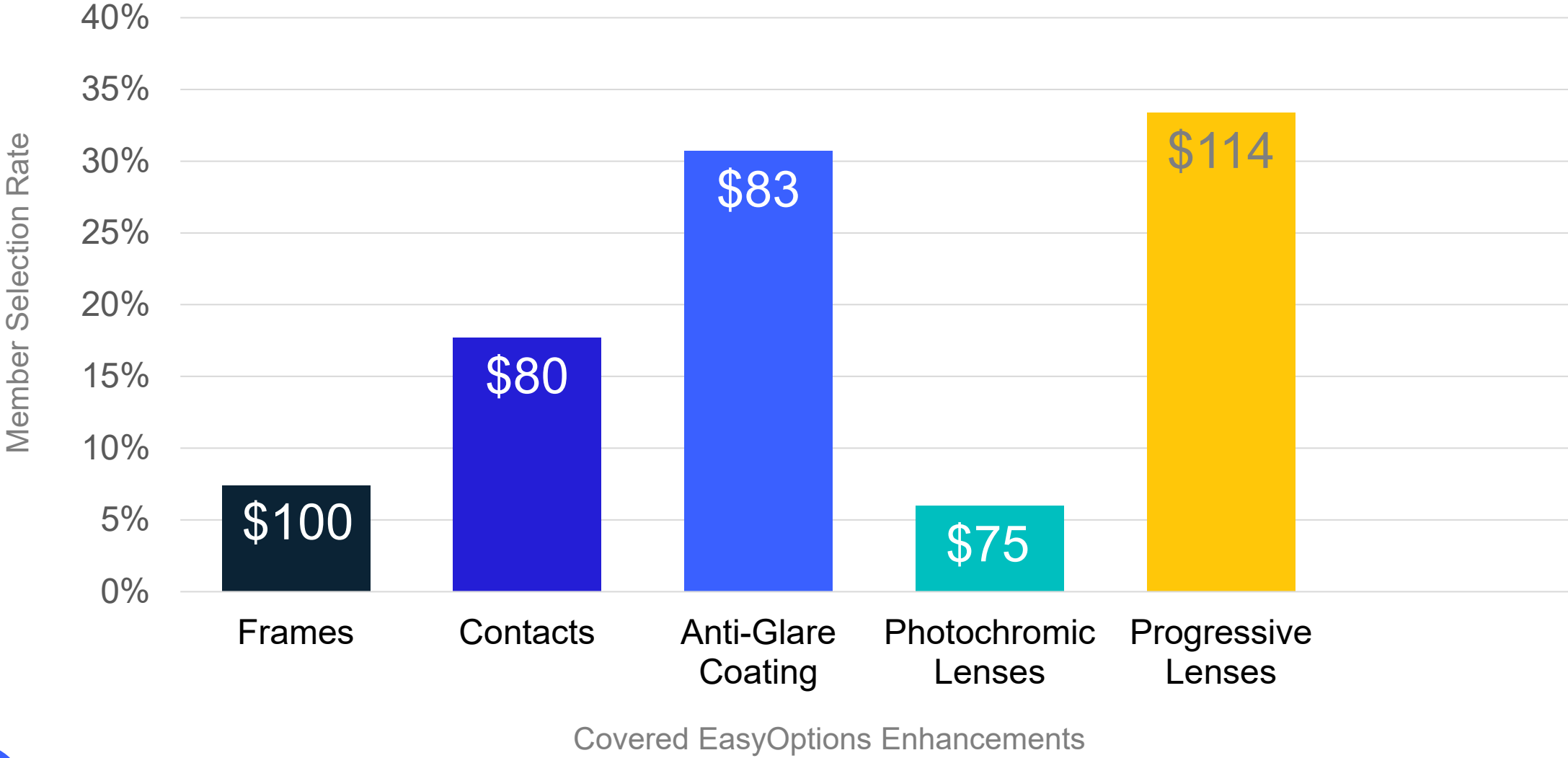
Photochromic Lenses
covered in full



Progressive Lenses
covered in full*



Average Member Savings with VSP® EasyOptions



Spend Less On Frames

2023

Average Out-of-Pocket

Frame Allowance

\$150

OR

**\$250 with
EasyOptions**

Covered in Full Frames

38%

Average Out-of-Pocket

\$43

2021

\$46

2022









\$42

2023

\$45



Members Save More on Featured Frame Brands

Calvin Klein	Calvin Klein Jeans	FERRAGAMO		LACOSTE 
LONGCHAMP PARIS	 CONVERSE	DKNY	KARL LAGERFELD	VICTORIA BECKHAM EYEWEAR
	 McALLISTER	CUTLER AND GROSS	Paul Smith EYEWEAR	DONNA KARAN NEW YORK
LANVIN PARIS	NINE WEST	JOE JOSEPH ABOUD	NAUTICA	 Columbia
skaga sweden 1948	MARCHON NYC	 DRAGON.	Otis & Piper	FLEXON EYEWEAR
pure	COLE HAAN	DRAPER JAMES	bebe	 SPYDER.
JOSEPH ABBOUD	ANNE KLEIN	ALTAIR	ALTAIR GENESIS	ALTAIR KILTER
	ALTAIR SUNLITES	R LENTON & RUSBY	SHINOLA DETROIT	

23%
2023 Selection Rate

—
Extra \$20

To spend on top of your allowance on a wide selection of Featured Frame Brands at network locations

—
Everyday value to reduce member out-of-pocket costs

Lower Lens Costs = Increased Savings

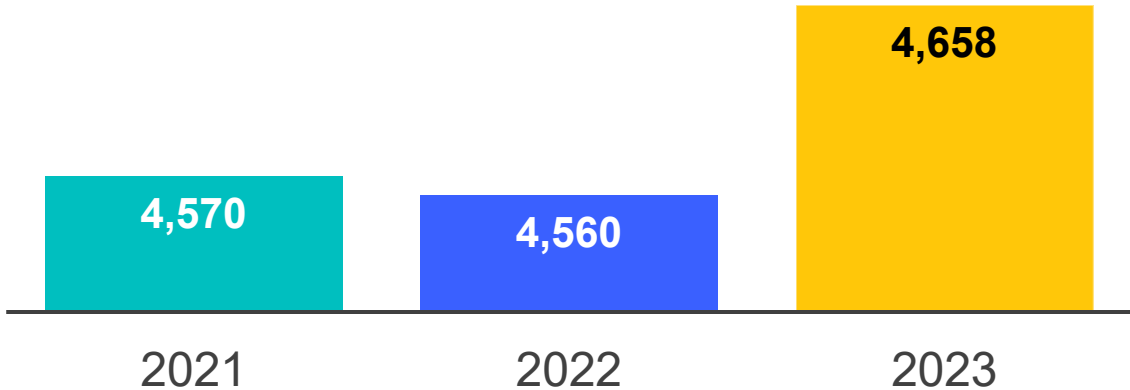
	Top Lens Enhancements % of Lens Claims	Average Out-of-Pocket	Average Savings
Anti-Glare	52%	\$75	\$63
Impact-Resistant (Adults)	48%	\$33	\$31
UV Protection	29%	\$10	\$17
Photochromic	26%	\$74	\$58

Average Savings: 43%

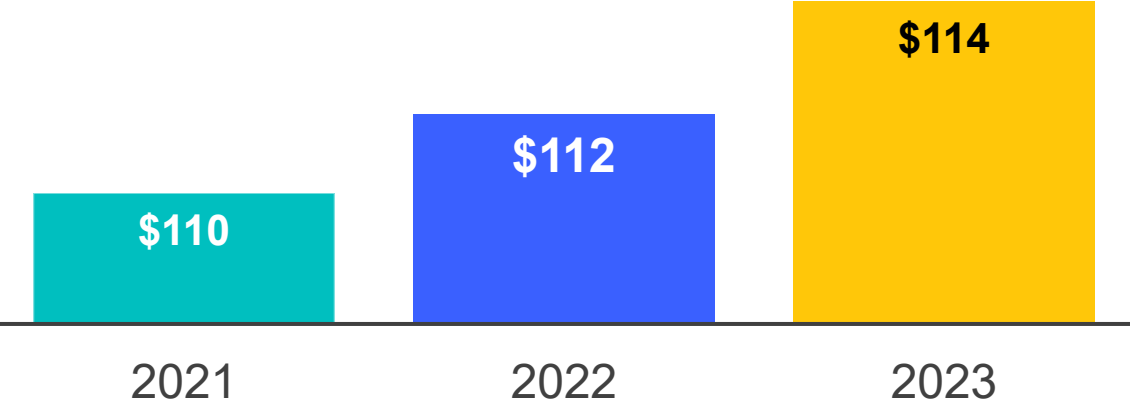


Utilization Review

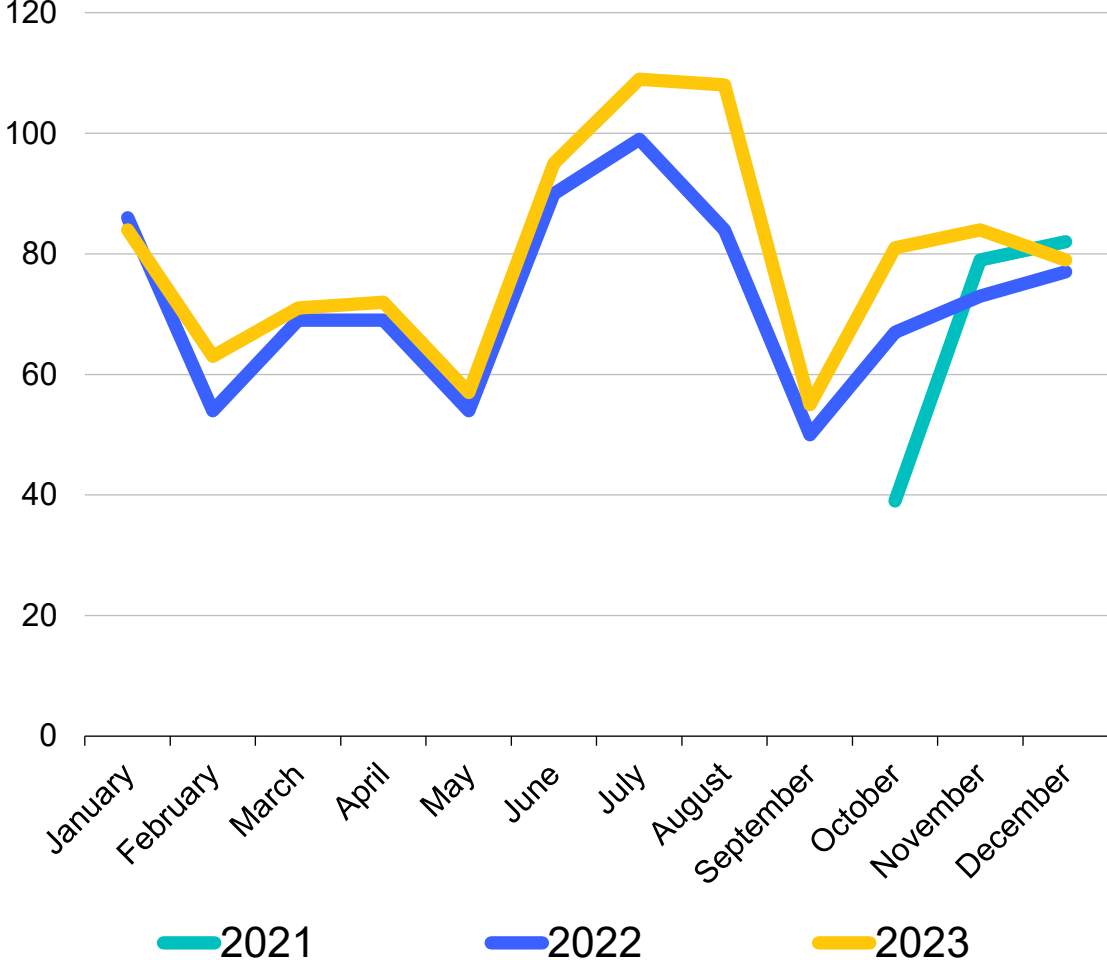
Average Enrollment



Average Claim Cost



Rate of Utilization



Past 3 years plan performance

UTILIZATION

YEAR	AVERAGE ENROLLMENT	CLAIM \$ AMOUNT	# CLAIMS PAID	AVERAGE CLAIM COST	PAID FREQ
2021	4,570	\$100,468.22	991	\$110.28	66
2022	4,560	\$443,152.45	3,969	\$111.65	73
2023	4,658	\$505,741.25	4,451	\$113.62	80

SDOC's Personalized Network

119K Access Points



Largest Network of Independent Providers



Maximized Savings +
Worry-Free Guarantee



National
Retail



a vsp vision company

Online
Retail

More National and Regional Retailers Near You



SDOC's In-Network Utilization

In-Network Utilization

85%

Private Practice

80%

Retail + Online

27%

VSP Premier Edge™

53%

Eyewear At-A-Glance



	Gen Z (0-26) 5%	Millennial (21-42) 31%	Gen X (43-58) 46%	Boomers (57-77) 18%
Glasses	56%	41%	73%	72%
Contacts	44%	59%	27%	28%
Lens Enhancement	83% Impact - resistant — 73% Anti-Glare — 39% UV Protection	83% Anti-Glare — 59% Impact - resistant — 43% UV Protection	75% Anti-Glare — 62% Progressive — 56% Impact – resistant	73% Progressive & Anti-Glare — 56% Impact-resistant 41% UV Protection

Premier Edge Promise



Partners can enjoy a worry-free eyewear guarantee with triple protection—the most comprehensive in the industry.¹



Replacement within 12 months if their Featured Frame Brand selection is accidentally broken or damaged at no cost²



New exam and replacement lenses if their prescription changes within 12 months³



Replacement within 100 days of purchase if they don't love their Featured Frame Brand selection⁴



1. Only at Premier Edge locations. Premier Edge is not available for some members in the State of Texas
2. \$40 processing fee applies to replacement lenses if needed
3. \$40 processing fee applies to replace lenses (minimum Rx change required)
4. \$40 processing fee applies

Visionworks® offers a full suite of vision needs including designer frames, sunglasses, and contact lenses

FROM \$69 TO \$500



**OVER 1,000 FRAMES
FROM LEADING BRANDS**

Visionworks®

Hearing Aid Discount Program



Nationwide network
of more than 7,000
licensed hearing
aid professionals



Straightforward,
nationally fixed pricing
on a wide selection
of hearing aids



One year of free
visits for fitting,
adjustments,
and cleaning



Eighty free
batteries per
hearing aid

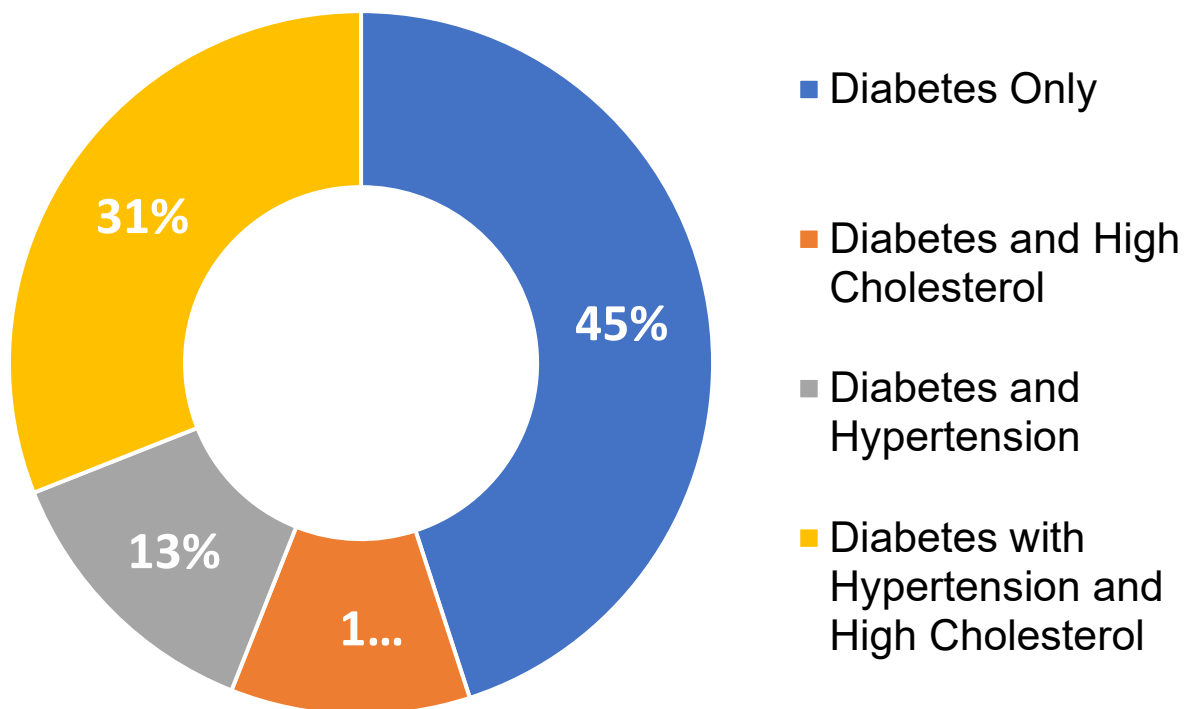
TruHearing®

Employer Healthcare Costs Add Up Fast

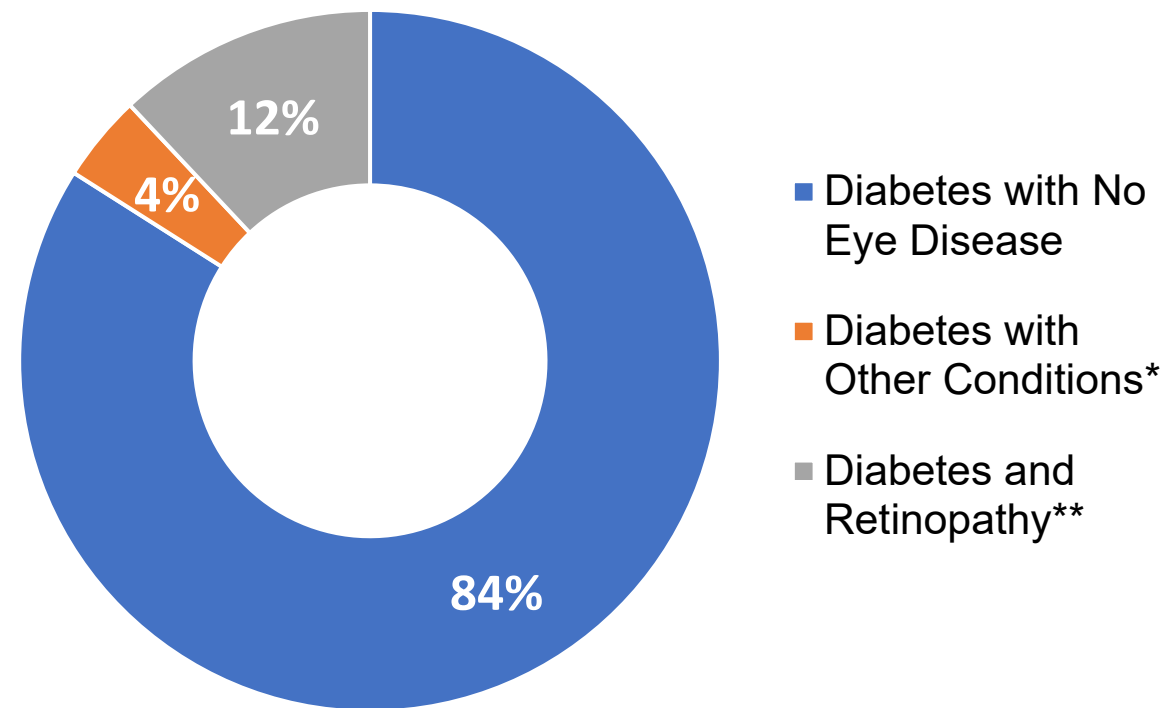


The Extensive VSP Network Helps Reduce Your Partners' Risk

Diabetes & Chronic Conditions



Diabetic & Eye Disease



*Glaucoma and/or Macular Degeneration. **With or without Glaucoma and/or Macular Degeneration.

Available Plan Innovations With VSP

The Industry's Only Customization Feature

VSP EasyOptions

Increasing Access

Essential Medical EyeCare

VSP EveryEye

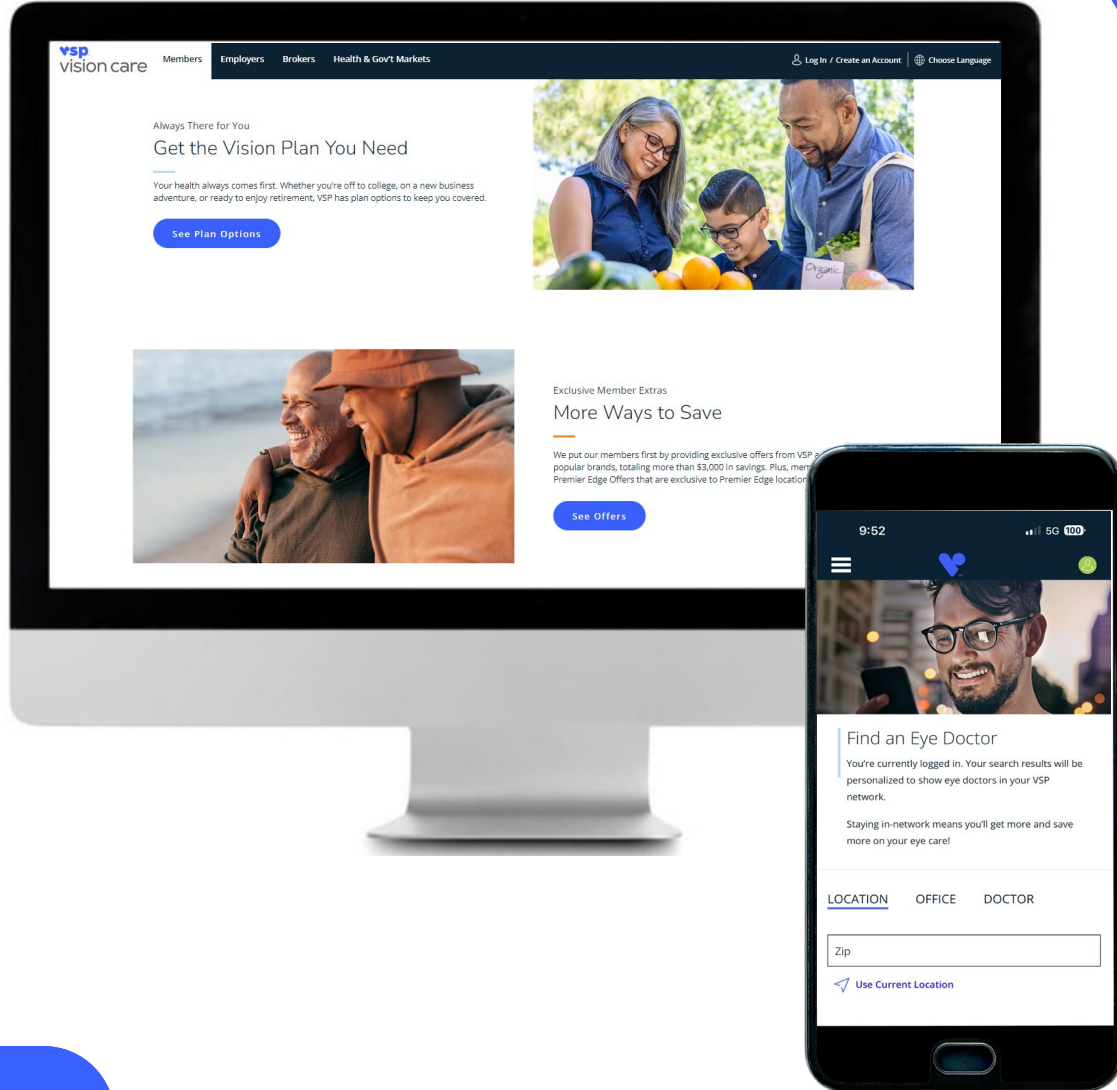
VSP KidsCare

VSP Premier Edge

Reducing UV and Blue Light

VSP LightCare™

VSP Computer VisionCareSM



Anytime, Anywhere... It's All About Your Members

- Find a VSP® network doctor
- Discover special offers and savings
- Access personalized dashboard
- View plan coverage
- Print member ID card
- Sign up for emails to maximize benefits
- Call or email Member Services

Digital Partner Engagement Support

Essential Emails

Personalized, just-in-time email to help your Partners maximize their benefit:

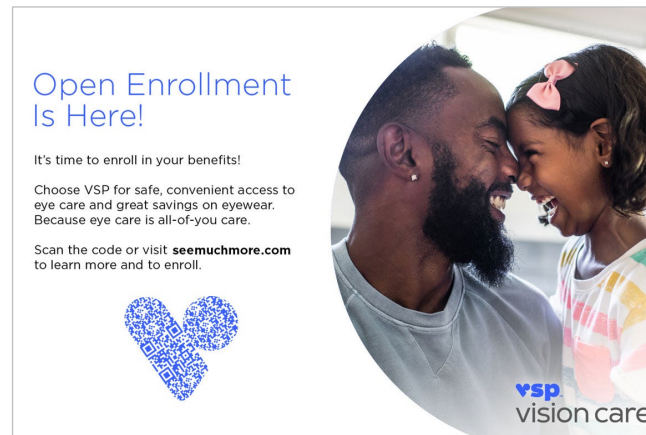
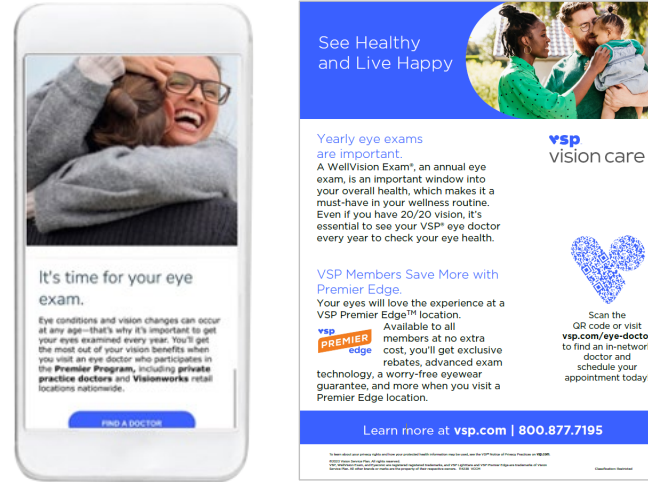
- It's Enrollment Time
- Welcome to VSP
- Before Doctor's Visit
- After Doctor's Visit

"Get Social" Internal Comms Kit

Year-round Partner engagement

Digital Communications

Fliers/posters, intranet articles, digital banners, and more



Ready-made monthly wellness content

JAN - National Eye Care Month

FEB - Heart Health Month

MAR - Save Your Vision Month

APR - Seasonal Allergies + Your Eyes

MAY - Healthy Vision Month

JUN - UV Awareness Month

JUL - Summer Eye Health

AUG - Children's Eye + Health Month

SEP - Healthy Aging Month

OCT - Eye Safety

NOV - American Diabetes Month

DEC - Prepare Your Eyes for Winter

Thank You.



See Well. Be Well.®

Center for Employee Health and Advisor **Update**

February 2024

Plan year: 10/1/2023 – 9/30/2024

Monthly Health Services Plan Benefits Committee Meeting

People Helping People

Every Child, Every Chance, Every Day!



Every Child, Every Chance, Every Day!



ADVISOR / FINANCIAL UPDATE

Financial Dashboard as of 12-31-2023



Historical Health Plan Costs / Plan Year School District of Osceola County

Oct 23 - Dec 23
(3 Months)

DATE RANGE	10/1/18 to 9/30/19	10/1/19 to 9/30/20	10/1/20 to 9/30/21	10/1/21 to 9/30/22	10/1/22 to 9/30/23	10/1/23 to 12/31/23
COST COMPONENT	2018/19 Plan Year	2019/20 Plan Year	2020/21 Plan Year	2021/22 Plan Year	2022/23 Plan Year	2023/24 Plan Year
Medical Claims	\$45,967,272	\$41,566,112	\$33,140,969	\$41,500,297	\$44,902,814	\$10,198,223
Rx Claims	\$12,307,935	\$11,049,021	\$9,844,133	\$8,966,174	\$8,593,164	\$2,574,823
Health Center	\$3,000,000	\$4,835,823	\$4,916,176	\$5,507,701	\$5,895,433	\$1,461,464
Fixed Costs	\$2,906,857	\$2,860,047	\$5,347,984	\$4,321,131	\$4,839,058	\$1,075,860
Claims over Specific Stop Loss	(\$328,850)	(\$1,418,812)	(\$212)	(\$62,006)	\$0	0
TOTAL EXPENSES	\$63,853,214	\$58,992,191	\$53,249,050	\$60,233,297	\$64,230,469	\$15,310,370
TOTAL REVENUE/ FUNDING	\$56,092,962	\$60,116,719	\$58,205,032	\$58,041,431	\$60,163,606	\$17,108,128
\$ Difference Revenue/Expenses	-\$7,760,252	\$1,124,528	\$4,955,982	-\$2,191,866	-\$4,066,863	\$1,797,758
Ratio - Expenses to Revenue	113.83%	98.13%	91.49%	103.78%	106.76%	89.49%
Additional Funded - COVID Relief	N/A	N/A	\$2,765,331	\$2,497,405	N/A	N/A
Additional Funding Needed	\$10,000,000	\$0	\$0	\$3,000,000		
Average Medical Enrollment	6,563	6,464	6,330	6,182	6,328	6,544
PEPM TOTAL EXPENSES	\$811	\$761	\$665	\$778	\$846	\$780
PEPM Claims vs Previous Year	105%	N/A	87%	117%	109%	92%
Medical Claims PEPM	\$584	\$536	\$436	\$559	\$591	\$519
Rx Claims PEPM	\$156	\$142	\$130	\$121	\$113	\$131
Health Center PEPM	\$38	\$62	\$65	\$74	\$78	\$74
Fixed Costs PEPM	\$37	\$37	\$70	\$58	\$64	\$55

December Medical Claims continue to trend lower than prior rolling 12 months. However, we are actively monitoring large claimant activity.

Rx Claim trend continues to rise.



School District of Osceola County Health Plan

Rolling 12 months: Expenses vs Revenue

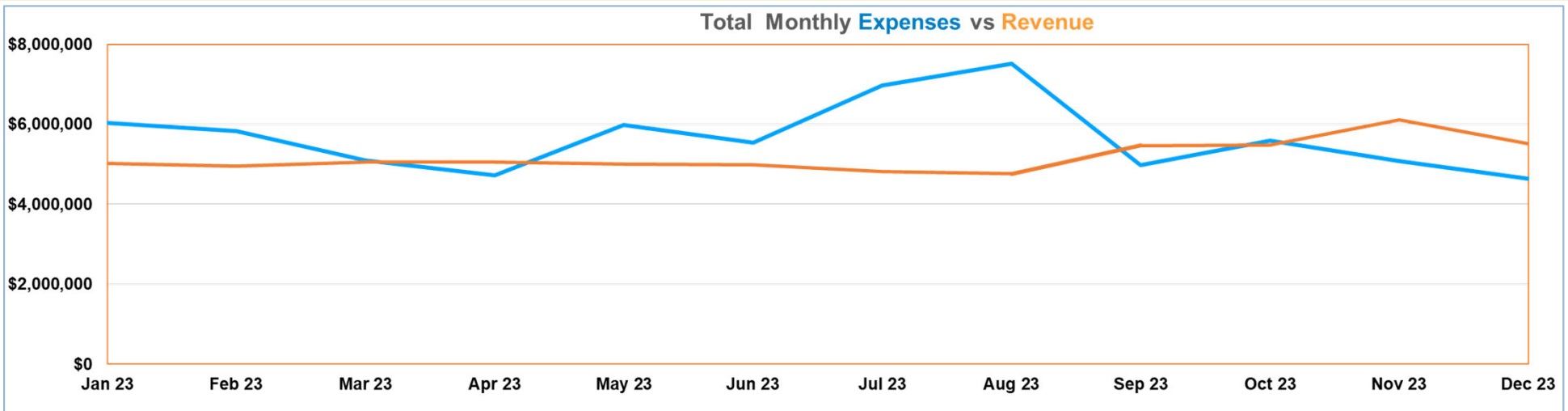
Plan Years: 10/1/2022 – 9/30/2023 and 10/1/2023 – 9/30/2024



School District of Osceola County Health Plan - Expenses to Revenue Rolling 12 Months

Month	Enrolled Employees and Retirees	Medical Claims	Rx Claims	Health Center	Paid Claims	Fixed Costs	Total Expenses	Monthly Revenue to the Plan (G: Sum H-J)	Board Contribution (H)	Opt out Subsidy (I)	Employee and Retiree Contribution (J)	Budget Ratio F / G
Jan-23	6,318	\$4,385,632	\$670,203	\$487,862	\$5,543,697	\$494,406	\$6,038,103	\$5,017,239	\$3,708,509	\$695,528	\$613,202	120%
Feb-23	6,359	\$4,208,137	\$705,807	\$474,176	\$5,388,120	\$450,387	\$5,838,507	\$4,957,288	\$3,660,141	\$610,944	\$686,203	118%
Mar-23	6,397	\$3,419,480	\$844,245	\$480,198	\$4,743,923	\$350,441	\$5,094,364	\$5,063,371	\$3,767,099	\$605,808	\$690,464	101%
Apr-23	6,396	\$3,093,984	\$809,720	\$473,462	\$4,377,166	\$350,408	\$4,727,574	\$5,063,375	\$3,767,099	\$605,807	\$690,469	93%
May-23	6,305	\$4,239,598	\$765,947	\$619,848	\$5,625,393	\$350,509	\$5,975,902	\$5,012,385	\$3,719,317	\$602,394	\$690,674	119%
Jun-23	6,269	\$3,671,949	\$849,534	\$527,956	\$5,049,439	\$496,092	\$5,545,531	\$4,986,525	\$3,700,545	\$599,550	\$686,430	111%
Jul-23	6,154	\$5,315,223	\$808,847	\$522,501	\$6,646,571	\$326,854	\$6,973,425	\$4,820,445	\$3,579,952	\$579,072	\$661,421	145%
Aug-23	5,956	\$6,002,745	\$666,197	\$517,324	\$7,186,266	\$328,270	\$7,514,536	\$4,758,313	\$3,527,619	\$570,538	\$660,156	158%
Sep-23	6,445	\$3,245,573	\$852,592	\$516,992	\$4,615,157	\$364,698	\$4,979,855	\$5,471,026	\$4,129,523	\$676,695	\$664,808	91%
Oct-23	6,483	3,892,796	859,356	461,919	5,214,071	375,242	5,589,313	5,482,635	4,144,207	691,066	647,362	102%
Nov-23	6,486	3,377,278	857,902	499,992	4,735,172	345,765	5,080,937	6,107,359	4,768,418	690,441	648,500	83%
Dec-23	6,544	2,928,159	857,565	499,553	4,285,277	354,853	4,640,130	5,518,064	4,177,011	700,438	640,615	84%
YTD	76,112	\$47,780,554	\$9,547,915	\$6,081,783	\$63,410,252	\$4,587,925	\$67,998,177	\$62,258,025	\$46,649,440	\$7,628,281	\$7,980,304	109%

- December 2023 Medical Claims are 26% (\$1.05 Million) under the 12 Monthly Rolling Average of \$3.98 Million.
- December 2023 Rx Claim Cost/ Utilization is 28% (\$187K) higher than prior 12 months average.



School District of Osceola County Health Plan

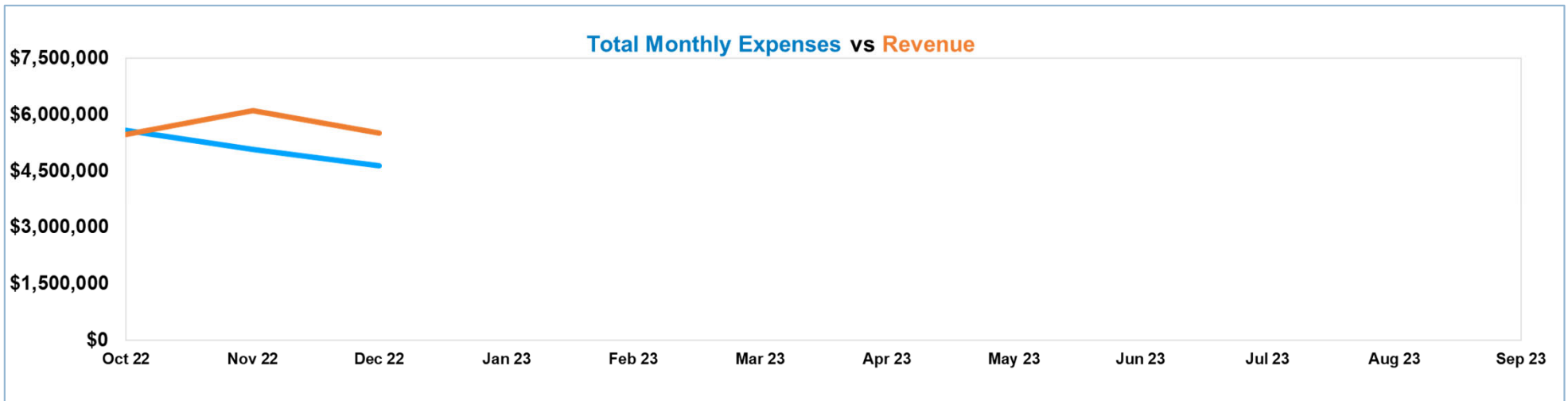
Medical Plan PAID Expenses vs Budget/Revenue – Plan Year to Date

Plan Year: 2023-2024



School District of Osceola County Medical Plan - Expenses to Revenue 2023-2024 Plan Year to Date

Month	Enrolled Employees and Retirees	Medical Claims	Rx Claims	Health Center	Paid Claims	Fixed Costs	Total Costs / Expenses	Monthly Revenue to the Plan	Board Contribution	Opt out Subsidy	Employee and Retiree Contribution	Budget Ratio
Oct-23	6,483	\$3,892,796	\$859,356	\$461,919	\$5,214,071	\$375,242	\$5,589,313	\$5,482,635	\$4,144,207	\$691,066	\$647,362	102%
Nov-23	6,486	\$3,377,278	\$857,902	\$499,992	\$4,735,172	\$345,765	\$5,080,937	\$6,107,429	\$4,768,418	\$690,441	\$648,570	83%
Dec-23	6,544	\$2,928,159	\$857,565	\$499,553	\$4,285,277	\$354,853	\$4,640,130	\$5,518,064	\$4,177,011	\$700,438	\$640,615	84%
Jan-24												
Feb-24												
Mar-24												
Apr-24												
May-24												
Jun-24												
Jul-24												
Aug-24												
Sep-24												
YTD	19,513	\$10,198,233	\$2,574,823	\$1,461,464	\$14,234,520	\$1,075,860	\$15,310,380	\$17,108,128	\$13,089,636	\$2,081,945	\$1,936,547	89%



School District of Osceola County Health Plan

Large Claims \$200,000– Plan Year to Date

Plan Year: 2023-2024



School District of Osceola County

Plan Year 10/1/2023 to 9/30/2024

Large Claimants Plan Year to Date

Specific Deductible \$1,500,000 + \$135,000 aggregating deductible

Medical / Rx Claims < \$200,000

#	Relationship	Diagnosis	Medical Claims Paid	Rx Claims Paid	Total Paid
1	Employee	Chronic Respiratory Failure/Sickle Cell	\$328,324	\$1,677	\$330,001
2	Employee/Term	Neurological Disorder	\$265,607	\$0	\$265,607
3	Employee	Cancer (Radiation Therapy)	\$265,045	\$541	\$265,586
4	Employee	Breast Cancer	\$247,943	\$23	\$247,966
5	Employee	CAD (Coronary Artery Disease)	\$209,188	\$17	\$209,205

\$1,318,365

New to List

\$247,966

*Large claimant's Individual Specific Deductible resets at \$0 each new plan year.

Every Child, Every Chance, Every Day!



HEALTH CENTER UPDATE

“People Helping People”

CENTER FOR EMPLOYEE HEALTH



UTILIZATION OVERVIEW

December 1 to December 31, 2023

MAIN LOCATION

49% (833 of 1,717) of Medical Encounters were Unique Patients

Service Type	Scheduled	Late Cancel	No-Show	Completed Encounters	Unique Patients	Patients Per Day (Average)
Medical	1,311	2	92	1,217	833	49
Chiropractor	124	0	7	117	83	9
Physical Therapy	233	1	21	211	80	10
Wellness Coaching	77	0	11	66	65	4
Occupational Health	28	1	0	27	27	2
Workers Comp	91	0	12	79	35	4
Overall - Total	1,864	4	143	1,717		

Overall - Total	1,885	4	151	1,730
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Additional Services	Scheduled	Late/Cancel	No Show	Completed
Mental Health / Counseling**	73	1	8	64
Ophthalmologist / Eye Exam **	21	0	8	13
X-Ray	101	0	3	98

**These numbers are included under the medical category above

Service Type	1-2 Times	3-5 Times	6+ Times
Medical	1,001 Individuals accessed the Main Center 1-2 times in October	112 Individuals accessed the Main Center 3-5 times in October	2 Individuals accessed the Main Center 6+ times in October
Chiropractor	75	8	0
Physical Therapy	45	29	6
Wellness Coaching	65	0	0
Occupational Health	27	0	0
Workers Comp	26	7	2

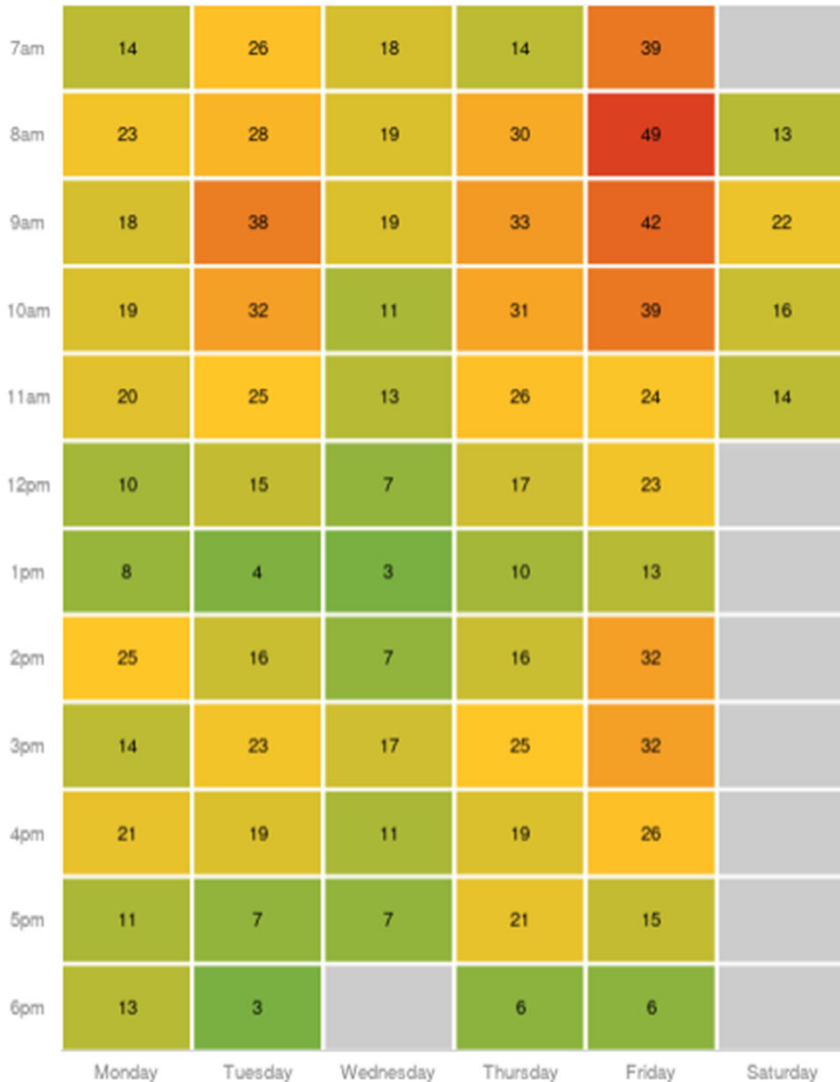
Individuals that have accessed the **MAIN** Center for Employee Health 1-2 times, 3-5, 6+ times in the selected time frame.

CENTER FOR EMPLOYEE HEALTH



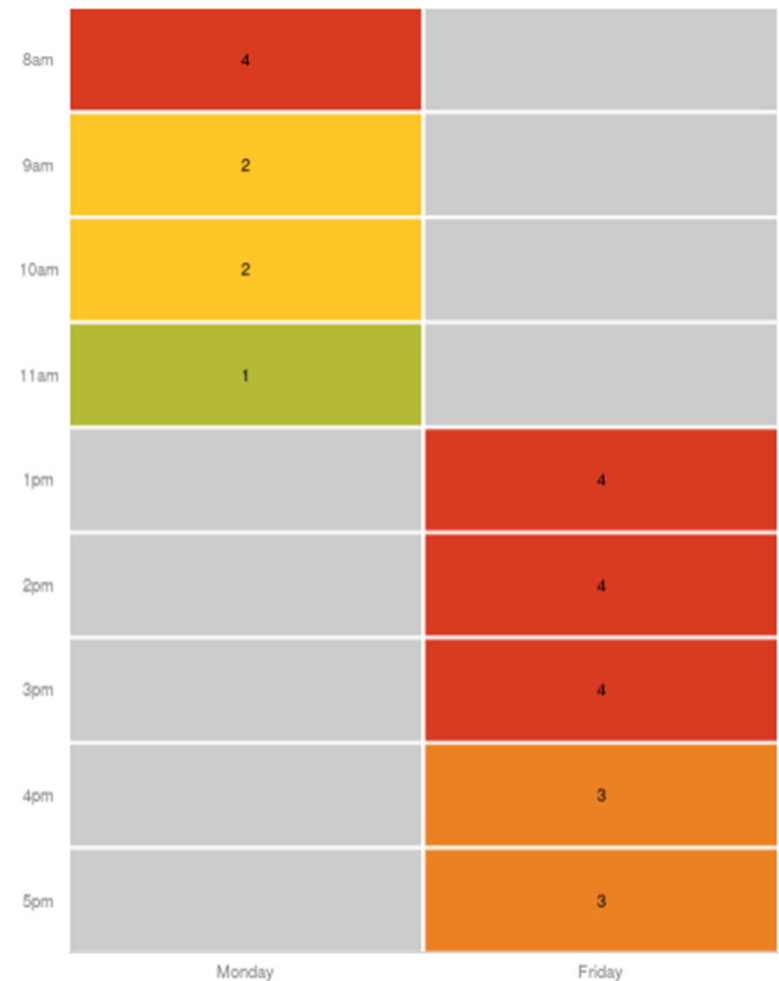
APPOINTMENT UTILIZATION OVERVIEW

MAIN LOCATION: MEDICAL



December 1 to December 31, 2023

POINCIANA LOCATION: MEDICAL



CENTER FOR EMPLOYEE HEALTH



MAIN LOCATION: CHIROPRACTOR

7am		3			
8am	2	2	3	1	2
9am	2	6	6	1	2
10am	3	5	4	2	1
11am	3	3	4	3	1
12pm	1	2		3	
1pm			1		
2pm	3	5	6	4	
3pm	4	3	5	2	
4pm	3	3	4	3	
5pm	2		1	3	
	Monday	Tuesday	Wednesday	Thursday	Saturday

December 1 to December 31, 2023 PHYSICAL THERAPY

7am	3	6	7	5		
8am	4	6	10	5	1	4
9am	6	4	4	7	2	
10am	3	7	6	5	1	2
11am	3	3	1	6		1
12pm	1	4	2	1		
1pm	1		1	1		
2pm	2	4	4	6	2	
3pm	8	8	11	6	3	
4pm	6	4	7	6	2	
5pm	1	3	1	1	1	
6pm		1		1		
	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday

CENTER FOR EMPLOYEE HEALTH



UTILIZATION OVERVIEW

December 1 to December 31, 2023

**POINCIANA
LOCATION**

Service Type	Scheduled	Late Cancel	No-Show	Completed Encounters	Unique Patients	Patients Per Day (Average)
Medical	27	0	0	27	26	3
Overall - Total	27	0	0	27		

Individuals that have accessed the **POINCIANA LOCATION** of the Center for Employee Health 1-2 times, 3-5, 6+ times in the selected time frame.

Service Type	1-2 Times	3-5 Times	6+ Times
Medical	26	0	0

CENTER FOR EMPLOYEE HEALTH



TRENDING INFORMATION: DECEMBER 2023

MEDICAL ENCOUNTERS

Completed Encounters	2022	2023												Total
	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	
ANN VISIT	127	150	116	137	134	173	209	219	119	107	126	105	101	1,823
EYE EXAM	13		18	12	17	13	20	17	13	16	12	12	13	176
IN-PER MH	56	90	66	92	67	59	63	72	70	72	58	49	54	868
MED EST	311	390	331	383	285	288	249	204	240	191	187	200	206	3,465
MED EST 60	35	44	50	48	45	39	52	29	53	49	20	26	24	514
MED NEW	13	7	10	4	2		1	1	1	2	1		1	43
MED URGEST	89	125	129	152	164	143	148	137	121	137	138	185	238	1,906
MED URGNEW	18	13	13	4	5	6	5	3	7	5	5	9	5	98
NV LAB	267	257	242	321	253	278	314	314	248	255	215	204	234	3,402
TELEHEALTH	219	333	293	313	294	270	256	255	263	250	224	188	234	3,392
TeleVisit	31	7	1	3	3	8	1	1	1	2	1	1		60
VIRT MH					21	26	24	15	14	12	17	15	10	154
X-Ray 30	138	138	123	160	131	127	117	100	115	93	106	90	97	1,535
Total	1,317	1,554	1,392	1,629	1,421	1,430	1,459	1,367	1,265	1,191	1,110	1,084	1,217	17,436

CENTER FOR EMPLOYEE HEALTH



TRENDING INFORMATION: DECEMBER 2023

TELEPHONE INTERACTION

Count	2022	2023									Total
	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept	
Lab Results	38	13	20	7	17	11	14	10	7	5	142
Lab Results, Medical - Outreach	3								1		4
Lab Results, Professional Collaboration	1	1	6	5	6	4	4	3	2	3	35
Lab Results, Question for Provider		1	4	4	5	4	2	2	2	1	25
Lab Results, Question for Provider, Professional Collaboration		1			1		5				7
Lab Results, Question for Provider, Rx										1	1
Lab Results, Question for Provider, Rx, Professional Collaboration								1			1
Lab Results, Rx	2	2	2		3	3		1			13
Lab Results, Rx, Professional Collaboration			1	1	1	2				1	6
Medical - Outreach	6	3	3	5	7	2	3	4	1	4	38
Medical - Outreach, Professional Collaboration	1										1
Professional Collaboration	29	52	40	38	44	54	24	41	57	18	397
Question for Provider	5	11	10	9	9	14	12	13	9	11	103
Question for Provider, Medical - Outreach				1							1
Question for Provider, Professional Collaboration		3	3	2	10	12	3	2	8	5	48
Question for Provider, Rx	1	2	4	1	2	2		4	2	3	21
Question for Provider, Rx, Professional Collaboration										1	1
Rx	25	31	19	26	32	28	26	31	14	22	254
Rx, Medical - Outreach						1					1
Rx, Professional Collaboration	5	5	2	2	7	13	5	4	3	8	54
Total	116	125	114	101	144	150	98	115	107	83	1,153

CENTER FOR EMPLOYEE HEALTH



TRENDING INFORMATION: DECEMBER 2023

PHYSICAL THERAPY

Completed Encounters	2022	2023												Total
	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	
PT ESTPT	198	270	298	313	280	276	241	247	255	200	169	156	161	3,064
PT ESTPT45	40	33	27	22	10	9	7	20	43	24	38	25	14	312
PT NEWPT	46	53	59	55	42	35	44	53	41	32	34	43	36	573
Total	284	356	384	390	332	320	292	320	339	256	241	224	211	3,949

WELLNESS COACHING

Completed Encounters	2022	2023												Total
	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	
NUTR EST	14	36	31	36	33	31	37	29	33	29	26	33	16	384
NUTR NEW	15	32	16	23	23	23	31	19	16	20	18	14	8	258
NUTRTELEST	37	52	59	68	75	62	54	44	63	43	44	57	33	691
NUTRTELNEW	8	21	5	17	11	10	10	9	14	14	20	7	9	155
Total	74	141	111	144	142	126	132	101	126	106	108	111	66	1,488

CENTER FOR EMPLOYEE HEALTH



TRENDING INFORMATION: DECEMBER 2023

WORKERS COMPENSATION

Completed Encounters	2022	2023												Total
	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	
MED WCEST		1		28	61	78	45	22	33	57	54	31	28	438
MED WCNEW			2	27	29	32	17	3	38	24	36	13	15	236
PT WCEST	40	56	41	21	54	117	49	21	44	65	68	51	29	656
PT WCNEW	5	3		4	19	13	9	4	9	11	14	10	6	107
WC Chiro45											1			1
WC ChPT												1		1
X-Ray WC30				3			1		4				1	9
Total	45	60	43	83	163	240	121	50	128	157	173	106	79	1,448

Center for Employee Health



TRENDING INFORMATION: DECEMBER 2023

OCCUPATIONAL HEALTH

Completed Encounters	2022	2023												Total
	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	
OCC	2	18	20	21	13	6	4	5	7	14	18	19	17	164
OCC 60	17	18	17	20	18	22	20	18	18	14	16	17	10	225
Total	19	36	37	41	31	28	24	23	25	28	34	36	27	389

CHIROPRACTOR

Completed Encounters	2022	2023												Total
	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	
CHPT EST	135	167	169	166	168	175	148	137	166	135	165	135	109	1,975
CHPT NP	22	28	16	27	18	28	25	18	23	19	15	15	8	262
CHPT URG			1	2								1		4
Total	157	195	186	195	186	203	173	155	189	154	180	151	117	2,241


Satisfaction Survey for December 2023:

4.79/ 5

In December 2023

756 surveys completed

Number of surveys completed
2021-2023 Years to Date: **26,861**



	Jan 21	Feb 21	Mar 21	Apr 21	May 21	June 21	July 21	Aug 21	Sept 21	Oct 21	Nov 21	Dec 21
	385	388	559	652	643	799	718	715	776	188	760	794
	Jan 22	Feb 22	Mar 22	Apr 22	May 22	June 22	July 22	Aug 22	Sept 22	Oct 22	Nov 22	Dec 22
	635	663	842	756	732	783	734	751	557	652	552	524
	Jan 23	Feb 23	Mar 23	Apr 23	May 23	Jun 23	Jul 23	Aug 23	Sep 23	Oct 23	Nov 23	Dec 23
	1035	975	1083	938	955	1010	910	1222	1124	1159	788	756

AVERAGE REVIEW SCORE OF ALL TIME: 4.87

Every Child, Every Chance, Every Day!



Questions
Comments

Health Plan Analysis 02/01/2024 (23-24)

Summary

Plan	ENROLLMENT		
	TALLIES	Total	%
Healthy Advantage Plus	668	7950	8.40%
Healthy Advantage Plus Wellness	1035	7950	13.02%
Health Center	276	7950	3.47%
Health Center Wellness	835	7950	10.50%
Healthy Essentials	1551	7950	19.51%
Healthy Essentials Wellness	2459	7950	30.93%
Opt Out Credit Plan	1126	7950	14.16%

PROJECTED REVENUE BASED ON CURRENT ENROLLMENT MINUS ADMIN FEES

Board Paid	\$59,001,762.00
Employee Premium	\$7,492,420.00
Retiree Premium	\$856,877.04
SubTotal	\$67,351,059.04
Administration Fees	(5,700,077.40)
Total	61,650,981.64

DESCRIPTION	OPTION	TALLIES	Board Share		Employee Premium			Retiree Premium		
			Per Pay	Per Year	Per Pay	Per Year	Per Month	Per Year		
Healthy Advantage Plus	1	567	374.9	212,568.30	4,251,366.00	75.00	42,525.00	850,500.00		
Healthy Advantage Plus	2	11	374.9	4,123.90	82,478.00	500.00	5,500.00	110,000.00		
Healthy Advantage Plus	3	54	374.9	20,244.60	404,892.00	325.00	17,550.00	351,000.00		
Healthy Advantage Plus	4	14	374.9	5,248.60	104,972.00	625.00	8,750.00	175,000.00		
Healthy Advantage Plus	5	11	374.9	4,123.90	82,478.00	350.00	3,850.00	77,000.00		
Healthy Advantage Plus	6	11	374.9	4,123.90	82,478.00	0.00	0.00	0.00		
Healthy Advantage Plus Wellness	1	762	374.9	285,673.80	5,713,476.00	50.00	38,100.00	762,000.00		
Healthy Advantage Plus Wellness	2	19	374.9	7,123.10	142,462.00	450.00	8,550.00	171,000.00		
Healthy Advantage Plus Wellness	3	85	374.9	31,866.50	637,330.00	275.00	23,375.00	467,500.00		
Healthy Advantage Plus Wellness	4	85	374.9	31,866.50	637,330.00	575.00	48,875.00	977,500.00		
Healthy Advantage Plus Wellness	5	20	374.9	7,498.00	149,960.00	300.00	6,000.00	120,000.00		
Healthy Advantage Plus Wellness	6	20	374.9	7,498.00	149,960.00	0.00	0.00	0.00		
Healthy Advantage Plus Wellness	7	1	374.9	374.90	7,498.00	450.00	450.00	9,000.00		
Healthy Advantage Plus Wellness	8	0	374.9	0.00	0.00	575.00	0.00	0.00		
Healthy Advantage Plus Wellness (JS)	1	0	187.45	0.00	0.00	237.45	0.00	0.00		
Healthy Advantage Plus Wellness Retiree	1	36						821.47	29,572.92	354,875.04
Healthy Advantage Plus Wellness Retiree	2	7						1,725.22	12,076.54	144,918.48
Healthy Advantage Plus Wellness Retiree	3	0						1,273.27	0.00	0.00
Healthy Advantage Plus Wellness Retiree	4	0						2,218.14	0.00	0.00
Health Center Wellness	1	426	374.9	159,707.40	3,194,148.00	0.00	0.00	0.00		
Health Center Wellness	2	41	374.9	15,370.90	307,418.00	175.00	7,175.00	143,500.00		
Health Center Wellness	3	202	374.9	75,729.80	1,514,596.00	25.00	5,050.00	101,000.00		
Health Center Wellness	4	79	374.9	29,617.10	592,342.00	200.00	15,800.00	316,000.00		
Health Center Wellness	5	34	374.9	12,746.60	254,932.00	0.00	0.00	0.00		
Health Center Wellness	6	34	374.9	12,746.60	254,932.00	0.00	0.00	0.00		
Health Center Wellness	7	3	374.9	1,124.70	22,494.00	175.00	525.00	10,500.00		
Health Center Wellness	8	0	374.9	0.00	0.00	200.00	0.00	0.00		
Health Center	1	168	374.9	62,983.20	1,259,664.00	25.00	4,200.00	84,000.00		
Health Center	2	11	374.9	4,123.90	82,478.00	225.00	2,475.00	49,500.00		
Health Center	3	59	374.9	22,119.10	442,382.00	75.00	4,425.00	88,500.00		
Health Center	4	23	374.9	8,622.70	172,454.00	250.00	5,750.00	115,000.00		
Health Center	5	6	374.9	2,249.40	44,988.00	50.00	300.00	6,000.00		
Health Center	6	6	374.9	2,249.40	44,988.00	0.00	0.00	0.00		
Health Center	7	2	374.9	749.80	14,996.00	225.00	450.00	9,000.00		
Health Center	8	1	374.9	374.90	7,498.00	250.00	250.00	5,000.00		
Health Center Wellness Retiree	1	14						568.54	7,959.56	95,514.72
Health Center Wellness Retiree	2	2						1,193.95	2,387.90	28,654.80
Health Center Wellness Retiree	3	0						881.23	0.00	0.00
Healthy Essentials Wellness	1	1984	374.9	743,801.60	14,876,032.00	0.00	0.00	0.00		
Healthy Essentials Wellness	2	35	374.9	13,121.50	262,430.00	325.00	11,375.00	227,500.00		
Healthy Essentials Wellness	3	177	374.9	66,357.30	1,327,146.00	152.00	26,904.00	538,080.00		
Healthy Essentials Wellness	4	35	374.9	13,121.50	262,430.00	452.00	15,820.00	316,400.00		
Healthy Essentials Wellness	5	103	374.9	38,614.70	772,294.00	20.00	2,060.00	41,200.00		
Healthy Essentials Wellness	6	103	374.9	38,614.70	772,294.00	0.00	0.00	0.00		
Healthy Essentials Wellness	7	0	374.9	0.00	0.00	325.00	0.00	0.00		
Healthy Essentials	1	1375	374.9	515,487.50	10,309,750.00	25.00	34,375.00	687,500.00		
Healthy Essentials	2	16	374.9	5,998.40	119,968.00	375.00	6,000.00	120,000.00		
Healthy Essentials	3	88	374.9	32,991.20	659,824.00	202.00	17,776.00	355,520.00		
Healthy Essentials	4	18	374.9	6,748.20	134,964.00	502.00	9,036.00	180,720.00		
Healthy Essentials	5	27	374.9	10,122.30	202,446.00	50.00	1,350.00	27,000.00		
Healthy Essentials	6	27	374.9	10,122.30	202,446.00	0.00	0.00	0.00		
Healthy Essentials Wellness Retiree	1	17						705.80	11,998.60	143,983.20
Healthy Essentials Wellness Retiree	2	5						1,482.18	7,410.90	88,930.80
Healthy Essentials Wellness Retiree	3	0						1,087.88	0.00	0.00
Opt Out Credit Plan (23-24)	1	1126	374.9	422,137.40	8,442,748.00	0.00	0.00	0.00		
Job Share Declined Benefits (IS PT)	0	0	187.45	0.00	0.00					
FSA Extra \$250	1	1145	250.00		286,250.00					
Total Employees and Retirees		7950		2,950,088.10	59,001,762.00		374,621.00	7,492,420.00	71,406.42	856,877.04

Option Legend	
Single	1
Spouse	2
Child(ren)	3
Family	4
Half Family Primary	5
Half Family Secondary	6
Domestic Partner	7
Child(ren) +DP	8
DP +DP Child(ren)	9
Child(ren) + DP + DP Child(ren)	10

Revenue Totals Per Year

Board Paid	\$59,001,762.00
Employee Premium	\$7,492,420.00
Retiree Premium	\$856,877.04
Total	\$67,351,059.04