

# Center for Employee Health and Advisor **Update**

**April 2023**

Plan year: 10/1/2022 – 9/30/2023

## **Benefit Committee Meeting**

***People Helping People***

*Every Child, Every Chance, Every Day!*



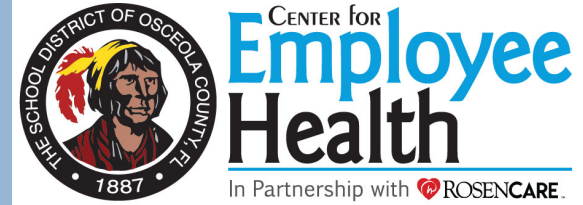
*Every Child, Every Chance, Every Day!*



# Health Center Update

***“People Helping People”***

# Center for Employee Health



## UTILIZATION OVERVIEW

Service Type	Scheduled	Late Cancel	No-Show	Completed Encounters	Unique Patients	Patients Per Day (Average)
Medical	1,761	11	120	<b>1,630</b>	1,050	60
Chiropractor	215	0	20	<b>195</b>	123	8
Physical Therapy	437	15	32	<b>390</b>	122	16
Wellness Coaching	159	0	15	<b>144</b>	130	7
Disease Management	1	0	0	<b>1</b>	1	1
Occupational Health	41	0	0	<b>41</b>	36	3
Workers Comp	83	0	0	<b>83</b>	35	4
Overall - Total	2,697	26	187	<b>2,484</b>		

March 2023

MAIN LOCATION

<b>Overall – Total</b>	<b>2,644</b>	<b>1,497</b>	<b>99</b>
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Additional Services	Completed
Mental Health / Counseling**	92
Ophthalmologist / Eye Exam **	12
X-Ray	160

\*\*These numbers are included under the medical category above

Service Type	1-2 Times	3-5 Times	6+ Times
Medical	933	115	2
Chiropractor	107	16	0
Physical Therapy	57	46	19
Wellness Coaching	126	4	0
Disease Management	1	0	0
Occupational Health	34	2	0
Workers Comp	23	11	1

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

# Center for Employee Health



## UTILIZATION OVERVIEW

March 2023

POINCIANA  
LOCATION

Service Type	Scheduled	Late Cancel	No-Show	Completed Encounters	Unique Patients	Patients Per Day (Average)
Medical	46	0	4	42	41	6
Overall - Total	46	0	4	42		

Individuals that have accessed 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	41	0	0

# Center for Employee Health



## MAIN LOCATION: Medical

7am	29	19	41	13	33	
8am	28	31	39	30	43	13
9am	33	33	53	37	57	11
10am	30	25	48	33	46	15
11am	17	25	32	30	28	6
12pm	16	11	14	20	20	
1pm	14	7	5	11	18	
2pm	31	21	35	23	30	
3pm	29	24	38	31	33	
4pm	33	21	43	29	31	
5pm	21	12	38	24	15	
6pm	11	4	18	12	9	
	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday

## March 2023

## POINCIANA LOCATION: Medical

7am	4	
8am	4	
9am	3	
10am	4	
11am	2	
1pm		3
2pm		4
3pm		6
4pm		5
5pm		5
6pm		2
	Monday	Friday

# Center for Employee Health



## MAIN LOCATION: Chiropractor

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

March 2023

## Physical Therapy

7am	5	9	9	13	4	
8am	6	11	5	11	4	
9am	6	9	7	14	2	1
10am	1	10	4	16	3	1
11am	4	10	8	6	2	
12pm	4	10	3	9	2	
1pm	2	1	3	5	1	
2pm	5	6	6	10	1	
3pm	5	3	5	13	2	
4pm	3	9	5	10	1	
5pm	3	6		7	4	
6pm		1		3		
	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday

# Center for Employee Health



## TRENDING INFORMATION: March 2022 – March 2023

Completed Encounters	Medical Encounters											2023	Total	
	2022													
	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	
ANN VISIT	95	139	172	226	291	182	113	124	127	127	151	116	137	<b>2,000</b>
EYE EXAM	20	18	17	21	25	6	9		13	13		19	12	<b>173</b>
IN-PER MH	99	99	97	85	78	82	61	73	67	56	90	62	92	<b>1,041</b>
MED EST	299	242	255	293	251	286	248	313	305	311	390	331	383	<b>3,907</b>
MED EST 60	100	40	42	37	38	45	31	43	47	35	44	50	48	<b>600</b>
MED NEW	29	6	9	4	6	4	4	17	22	13	7	10	4	<b>135</b>
MED URGEST	89	77	98	103	85	110	123	81	76	89	126	129	152	<b>1,338</b>
MED URGNEW	26	20	9	20	8	18	28	24	19	18	13	13	4	<b>220</b>
NV LAB	295	248	220	356	328	285	236	316	298	267	258	242	322	<b>3,671</b>
TELEHEALTH	315	276	267	283	221	320	250	265	225	219	333	294	313	<b>3,581</b>
TeleVisit	15	18	28	20	10	26	14	16	31	31	7	1	3	<b>220</b>
X-Ray 30	108	86	93	72	114	110	93	92	111	138	138	123	160	<b>1,438</b>
<b>Total</b>	<b>1,490</b>	<b>1,269</b>	<b>1,307</b>	<b>1,520</b>	<b>1,455</b>	<b>1,474</b>	<b>1,210</b>	<b>1,364</b>	<b>1,341</b>	<b>1,317</b>	<b>1,557</b>	<b>1,390</b>	<b>1,630</b>	<b>18,324</b>



# Center for Employee Health

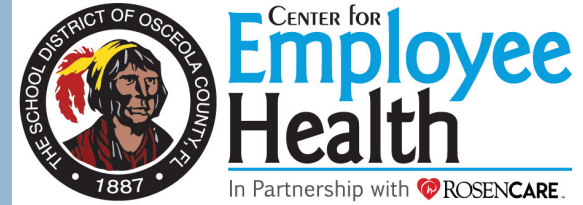
## TRENDING INFORMATION: March 2022 – March 2023



Count	Telephone Interaction											Total		
	2022					2023								
	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	
Lab Results	45	59	47	42	29	47	28	22	23	40	14	20	8	424
Lab Results, Medical - Outreach			1	1		4		1		3				10
Lab Results, Medical - Outreach, Professional Collaboration								1						1
Lab Results, Professional Collaboration			2	4	3	4	1	1		1	1	6	5	28
Lab Results, Question for Provider				3	2		2	1	1		1	4	4	18
Lab Results, Question for Provider, Professional Collaboration						1					1			2
Lab Results, Question for Provider, Rx		1	1	1										3
Lab Results, Rx			10	3	4	2	1	4	1	2	2	2		31
Lab Results, Rx, Professional Collaboration					1			1				1	1	4
Medical - Outreach	2	4		3	8	5	2	10	3	6	3	3	6	55
Medical - Outreach, Professional Collaboration				2				1		1				4
Professional Collaboration	59	49	38	35	32	45	25	42	36	30	52	46	38	527
Question for Provider	14	13	19	13	15	11	10	13	17	5	12	11	9	162
Question for Provider, Medical - Outreach								1					1	2
Question for Provider, Professional Collaboration			3	3	2	2	1	1	2		3	3	2	22
Question for Provider, Rx			2	4	4	4		1	1	1	2	4	1	24
Rx	60	50	60	44	46	35	14	32	41	27	34	17	31	491
Rx, Medical - Outreach				1	1	1	1							4
Rx, Professional Collaboration			5	8	1	3	3	3	2	6	5	2	2	40
<b>Total</b>	<b>180</b>	<b>176</b>	<b>188</b>	<b>167</b>	<b>148</b>	<b>164</b>	<b>88</b>	<b>135</b>	<b>127</b>	<b>122</b>	<b>130</b>	<b>119</b>	<b>108</b>	<b>1,852</b>



# Center for Employee Health



## TRENDING INFORMATION: March 2022 – March 2023

Completed Encounters	Physical Therapy											Total		
	2022					2023								
	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	
PT ESTPT	245	211	229	283	290	220	147	114	192	198	270	298	313	3,010
PT ESTPT45	5	7	2	2	17	32	21	48	44	40	33	27	22	300
PT NEWPT	53	41	41	57	43	35	27	38	57	46	53	59	55	605
<b>Total</b>	<b>303</b>	<b>259</b>	<b>272</b>	<b>342</b>	<b>350</b>	<b>287</b>	<b>195</b>	<b>200</b>	<b>293</b>	<b>284</b>	<b>356</b>	<b>384</b>	<b>390</b>	<b>3,915</b>

Completed Encounters	Wellness Coaching											Total		
	2022					2023								
	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	
COACH GRP		2	2											4
NUTR EST	34	42	34	27	36	32	26	31	22	14	36	31	36	401
NUTR NEW	29	24	19	20	34	29	13	24	25	15	32	16	23	303
NUTRTELEST	85	83	60	51	61	64	49	52	50	37	52	59	68	771
NUTRTELNEW	10	4	6	7	8	9	6	9	14	8	21	5	17	124
<b>Total</b>	<b>158</b>	<b>155</b>	<b>121</b>	<b>105</b>	<b>139</b>	<b>134</b>	<b>94</b>	<b>116</b>	<b>111</b>	<b>74</b>	<b>141</b>	<b>111</b>	<b>144</b>	<b>1,603</b>

# Center for Employee Health



**TRENDING INFORMATION: March 2022 – March 2023**

Completed Encounters	Workers Compensation												Total	
	2022						2023							
	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	
MED WCEST		50	69	33	15	15		1	2		1		28	<b>214</b>
MED WCNEW	9	47	51	16	5		2	3				2	27	<b>162</b>
PT WCEST	67	99	77	77	37	30	54	34	42	40	56	41	21	<b>675</b>
PT WCNEW	15	11	9	10	2	6	3	4	8	5	3		4	<b>80</b>
WC Chiro45							1							<b>1</b>
X-Ray WC30	7	25	21	5	5	2							3	<b>68</b>
<b>Total</b>	<b>98</b>	<b>232</b>	<b>227</b>	<b>141</b>	<b>64</b>	<b>53</b>	<b>60</b>	<b>42</b>	<b>52</b>	<b>45</b>	<b>60</b>	<b>43</b>	<b>83</b>	<b>1,200</b>

# Center for Employee Health



## TRENDING INFORMATION: March 2022 – March 2023

Completed Encounters	2022						Occupational Health					2023			Total
	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar		
OCC	122	114	66	128	184	144	39	16	26	2	16	20	21	<b>898</b>	
OCC 60		17	19	20	14	9	12	9	18	17	18	17	20	<b>190</b>	
<b>Total</b>	<b>122</b>	<b>131</b>	<b>85</b>	<b>148</b>	<b>198</b>	<b>153</b>	<b>51</b>	<b>25</b>	<b>44</b>	<b>19</b>	<b>34</b>	<b>37</b>	<b>41</b>	<b>1,088</b>	

Completed Encounters	2022						Chiropractor					2023			Total
	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar		
CHPT EST	156	144	164	169	159	163	132	161	146	135	167	169	166	<b>2,031</b>	
CHPT NP	26	21	21	31	26	24	19	20	19	22	28	16	27	<b>300</b>	
CHPT URG		1		1								1	2	<b>5</b>	
<b>Total</b>	<b>182</b>	<b>166</b>	<b>185</b>	<b>201</b>	<b>185</b>	<b>187</b>	<b>151</b>	<b>181</b>	<b>165</b>	<b>157</b>	<b>195</b>	<b>186</b>	<b>195</b>	<b>2,336</b>	

## Satisfaction Survey for March 2023:

**4.88 / 5**



*In **March 2023***

**1,083** surveys completed

**SIGNIFICANT** increase in # of surveys completed.

### Number of surveys completed in past few months:

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									

*Every Child, Every Chance, Every Day!*

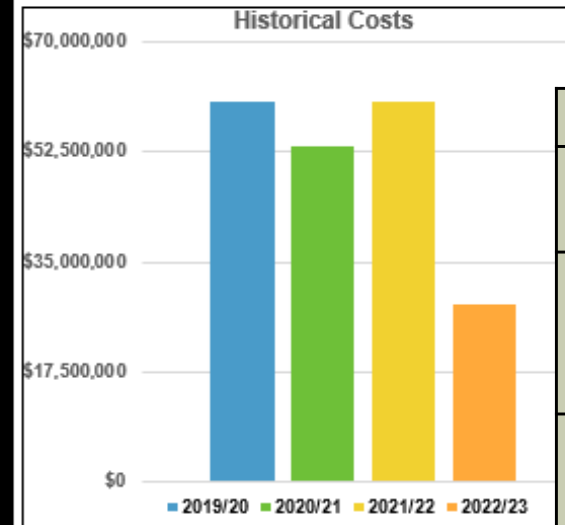


# Advisor / Financial Update

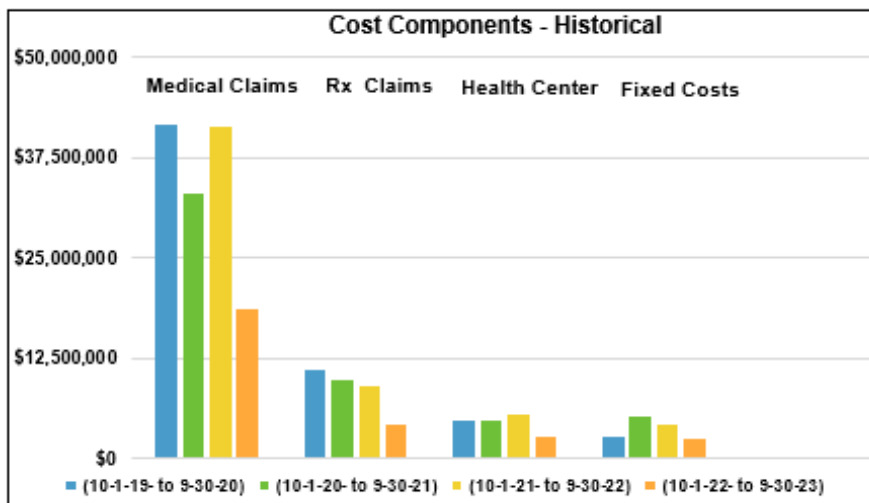
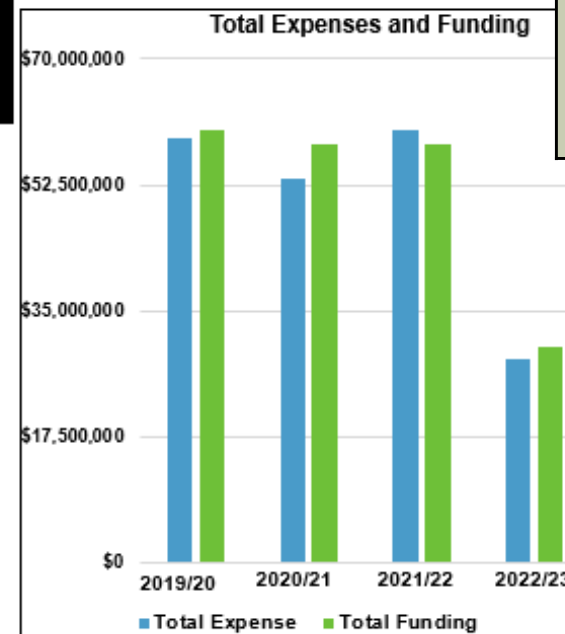
# Financial Dashboard as of 3-31-2023



Historical Costs / Plan Year School District of Osceola County				Oct 22 - Mar 23 (6 months)
Date Range:	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 3/31/23
Cost Component	2019/20 Plan	2020/21 Plan	2021/22 Plan	2022/23 Plan
Medical Claims	\$41,566,112	\$33,140,969	\$41,500,297	\$18,625,565
Rx Claims	\$11,049,021	\$9,844,133	\$8,966,174	\$4,237,190
Health Center	\$4,835,823	\$4,916,176	\$5,507,701	\$2,717,350
Fixed Costs	\$2,860,047	\$5,347,984	\$4,321,131	\$2,622,227
Claims over Specific Stop Loss	(\$1,418,812)	(\$212)	(\$62,006)	\$0
<b>Total Expenses</b>	<b>\$58,992,191</b>	<b>\$53,249,050</b>	<b>\$60,233,297</b>	<b>\$28,202,332</b>
Average Medical Enrollment	6,464	6,330	6,182	6,400
PEPM Total Expenses	\$761	\$701	\$812	\$734
PEPM Claims vs Previous Year	N/A	92%	116%	90%
Medical Claims PEPM	\$536	\$436	\$559	\$485
Rx Claims PEPM	\$142	\$130	\$121	\$110
Health Center PEPM	\$62	\$65	\$74	\$71
Fixed Costs PEPM	\$37	\$70	\$58	\$68
<b>Total Funding</b>	<b>\$60,116,719</b>	<b>\$58,205,032</b>	<b>\$58,041,431</b>	<b>\$30,051,537</b>
Difference	\$1,124,528	\$4,955,982	-\$2,191,866	\$1,849,205
Additional Funded - COVID Relief	N/A	\$2,765,331	\$2,497,405	N/A
Additional Funding Needed	\$0	\$0	\$3,000,000	



- LEGEND:**
- Medical Claims**
    - Medical claims from TPA
    - Green Imaging Claims
  - Rx / Prescription Claims**
    - Prescription Drug claims from PBM
    - International Pharmacy Claims
  - Health Center Claims**
    - Cost of operating the SDOC Health Center (labor, supplies, management)
  - Fixed Costs**
    - TPA administration
    - Stop loss insurance
    - Network
    - Medical Management (pre-cert, case mgmt.)
    - Nurse Navigation







# School District of Osceola County Health Plan

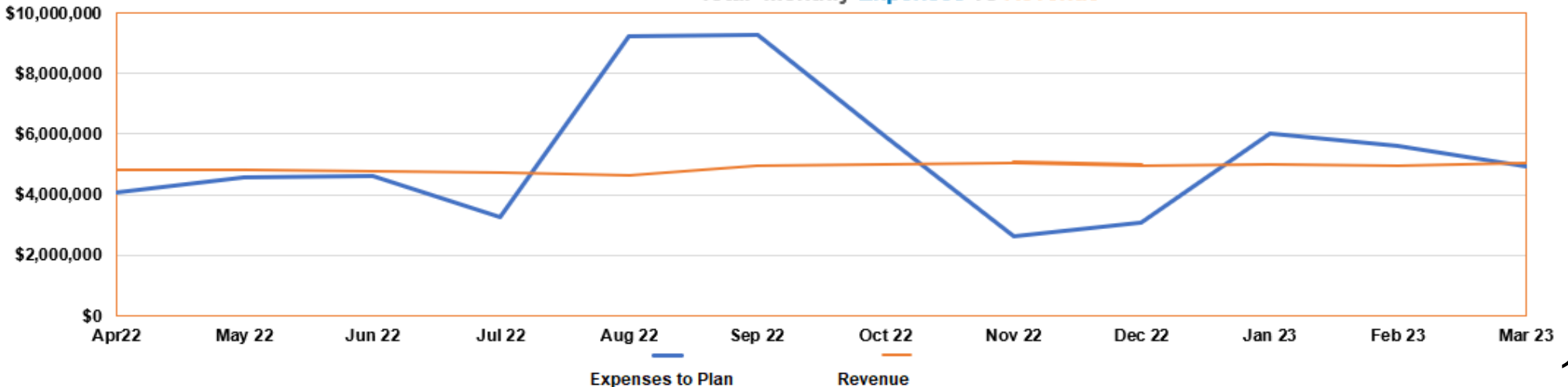
Rolling 12 months: Expenses vs Revenue

Plan Years: 10/1/2021 – 9/30/2022 and 10/1/2022 – 9/30/2023

## School District of Osceola County Health Plan - Expenses to Revenue Rolling 12 Months 2021/2022 and 2022/2023 Plan Years

Month	Enrolled Employees & Retirees	Medical Claims (A)	Rx Claims (B)	Health Center (C)	Paid Claims (SUM A to C) (D)	Fixed Costs (E)	Total Expenses (Sum A to D) (F)	Monthly Revenue to the Plan (Sum H-J) (G)	Board Contribution (H)	Opt out Subsidy (I)	Employee & Retiree Contribution (J)	Budget Ratio F / G
Apr-22	6,274	\$2,470,770	\$791,908	\$446,817	\$3,709,495	\$365,927	\$4,075,422	\$4,840,291	\$3,655,323	\$523,895	\$661,073	84%
May-22	6,273	\$2,995,091	\$744,468	\$457,393	\$4,196,952	\$359,972	\$4,556,924	\$4,836,094	\$3,658,735	\$524,465	\$652,894	94%
Jun-22	6,218	\$3,056,966	\$698,102	\$495,038	\$4,250,106	\$364,469	\$4,614,575	\$4,799,305	\$3,627,450	\$525,601	\$646,254	96%
Jul-22	6,066	\$1,638,012	\$804,939	\$469,226	\$2,912,177	\$358,668	\$3,270,845	\$4,725,148	\$3,543,832	\$524,464	\$656,852	69%
Aug-22	5,900	\$7,664,029	\$764,735	\$471,657	\$8,900,421	\$343,790	\$9,244,211	\$4,650,659	\$3,448,268	\$523,896	\$678,495	199%
Sep-22	6433	\$7,664,029	\$768,963	\$497,415	\$8,930,407	\$350,017	\$9,280,424	\$4,966,960	\$3,773,822	\$541,529	\$651,609	187%
Oct-22	6,405	\$4,342,470	\$675,383	\$468,314	\$5,486,167	\$451,072	\$5,937,239	\$4,992,376	\$3,702,821	\$604,670	\$684,885	119%
Nov-22	6,488	\$1,176,936	\$671,640	\$351,347	\$2,199,923	\$431,859	\$2,631,782	\$5,055,322	\$3,744,345	\$606,945	\$705,032	52%
Dec-22	6,437	\$1,586,122	\$600,906	\$455,453	\$2,642,481	\$444,062	\$3,086,543	\$4,965,941	\$3,716,473	\$610,359	\$639,109	62%
Jan-23	6,318	\$4,350,752	\$670,010	\$487,862	\$5,508,624	\$494,406	\$6,003,030	\$5,017,239	\$3,708,509	\$695,528	\$613,202	120%
Feb-23	6,359	\$4,062,815	\$605,592	\$474,176	\$5,142,583	\$450,387	\$5,592,970	\$4,957,288	\$3,660,141	\$610,944	\$686,203	113%
23-Mar	6,397	\$3,106,470	\$1,013,659	\$480,198	\$4,600,327	\$350,441	\$4,950,768	\$5,063,371	\$3,767,099	\$605,808	\$690,464	98%
YTD	62,812	\$41,007,992	\$7,796,646	\$5,074,698	\$53,879,336	\$3,982,770	\$58,293,965	\$53,806,623	\$40,239,719	\$6,292,296	\$6,570,576	108%

Total Monthly Expenses vs Revenue





# School District of Osceola County Health Plan

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

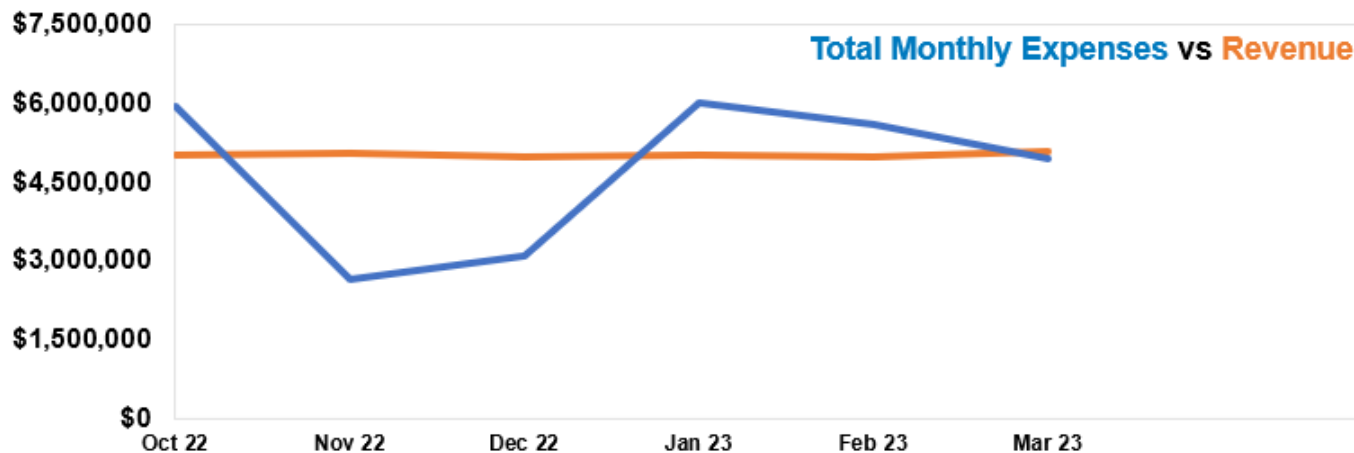
### Plan Year: 2022-2023



### School District of Osceola County Medical Plan - Expenses to Revenue 2022-2023 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-22	6,405	\$4,342,470	\$675,383	\$468,314	\$5,486,167	\$451,072	\$5,937,239	\$4,992,376	\$3,702,821	\$604,670	\$684,885	119%
Nov-22	6,488	\$1,176,936	\$671,640	\$351,347	\$2,199,923	\$431,859	\$2,631,782	\$5,055,322	\$3,744,345	\$605,945	\$705,032	52%
Dec-22	6,437	\$1,586,122	\$600,906	\$455,453	\$2,642,481	\$444,062	\$3,086,543	\$4,965,941	\$3,716,473	\$610,359	\$639,109	62%
Jan-23	6,318	\$4,350,752	\$670,010	\$487,862	\$5,508,624	\$494,406	\$6,003,030	\$5,017,239	\$3,708,509	\$695,528	\$613,202	120%
Feb-23	6,359	\$4,062,815	\$605,592	\$474,176	\$5,142,583	\$450,387	\$5,592,970	\$4,957,288	\$3,660,141	\$610,944	\$686,203	113%
Mar-23	6,397	\$3,106,470	\$1,013,659	\$480,198	\$4,600,327	\$350,441	\$4,950,768	\$5,063,371	\$3,767,099	\$605,808	\$690,464	98%
YTD	38,404	\$18,625,565	\$4,237,190	\$2,717,350	\$25,580,105	\$2,622,227	\$28,202,332	\$30,051,537	\$22,299,388	\$3,733,254	\$4,018,895	94%

3/23: Rx claims have doubled. We are researching



# School District of Osceola County Health Plan

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

Plan Year: 2022-2023



	Relation	Patient Status	Paid	% of Spec	Description
1	Self	Active	\$441,902.59	29.46%	Acute embolism and thrombosis of left iliac vein
					Acute embolism and thrombosis of right femoral vein
					Encounter for antineoplastic immunotherapy
					Sepsis, unspecified organism
2	Self	Active	\$489,265.88	32.62%	Sepsis, unspecified organism
					Infection of amputation stump, left lower extremity
					End stage renal disease
3	Self	Active	\$215,829.03	14.39%	Dermatopolymyositis, unspecified, organ involvement unspecified
					Mammographic microcalcification found on diagnostic imaging of breast
4	Self	Active	\$523,802.43	34.92%	Thyrotoxicosis with diffuse goiter without thyrotoxic crisis or storm
					Nondisplaced fracture of fifth metatarsal bone, left foot, initial encounter for closed fracture
					Nondisplaced fracture of fifth metatarsal bone, left foot, subsequent encounter for fracture with routine healing
					Postprocedural hypothyroidism
					Autoimmune thyroiditis
5	Child	Active	\$253,500.58	16.90%	Stenosis of other vascular prosthetic devices, implants and grafts, initial encounter
					End stage renal disease
					Crohn's disease, unspecified, with unspecified complications
					Postprocedural hematoma of a digestive system organ or structure following a digestive system procedure
6	Child	Active	\$227,595.85	15.17%	Hereditary factor IX deficiency

**NOTE: 2 members pending organ transplant**

# Wellness Plan update – Q1 2023



## Here are some program highlights from this quarter:

- **4 participants** are actively engaging with health coaching in Q1 with weight management as the most popular coaching topic.
- **909 participants** actively engaged with the wellness portal in Q1 with Rewards, Challenges and Health Tools as the top pages visited.
- **3,693** active My Rewards participants with Lab Work, Annual Physical, and Flu Shot as the top activities.
- **572** employees completed the HRA in March

## User Engagement:

Activity	Portal Activity			
	Q1	Q2	Q3	Q4
Total Active Users	909			
New Registrations	909			
Total Page Views	8,326			
Total Sessions	2,063			

	Top 3 Page Visits			
	Q1	Q2	Q3	Q4
Rewards				
Challenges				
Health Tools				

### Top page visits:

- Rewards
- Challenges
- Health Tools

### **Communications**

Newsletters	3
Webinars	3
Banner Message	1

*Every Child, Every Chance, Every Day!*



Questions / Comments



# The School District of Osceola County Employee Benefits Committee Meeting

## Agenda

**May 10, 2023**

- I. **Welcome (2 minutes)**
  - a. Speaking order volunteer
  - b. Timekeeper volunteer
- II. **Health Services Plan 2023 (40 minutes)**
- III. **Member concerns, tracking, and brainstorming solutions (25 minutes)**
- IV. **Other concerns and updates (18 minutes)**

The next meeting will be held on **TBD** at **TBD** in the **Multipurpose Room** located at The Center for Employee Health 831 Simpson Road, in Kissimmee.

## **Employee Benefits Committee Meeting**

### **2022-2023 Membership**

#### **OCEA**

Judi Crowell – St Cloud HS (v)  
Kim Castro-Stevens – HTES(v)  
Janet Moody -- NCES (v)  
Ruth Nelson – Osceola HS (v)  
Lare Allen – OCEA/ESP Pres (v)  
Vacant (Alternate)

#### **Teamsters**

Vacant (v)  
Carlos Martinez – Teamsters (v)

#### **Provider Representatives**

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

#### **Risk & Benefits Management/SDOC**

Lauren M. Haddox – Director  
LaTasha Aponte – Employee Benefits Supervisor  
Megan Arencibia – Wellness Specialist  
Vacant – 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**

Barb Gleason – OCSA (v)  
Susan Compton – Custodial Servs. (v)

#### **Retirees**

Ray Lackey – Retired Teacher

#### **Benefits Consultant**

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

#### **Center for Employee Health**

Kenneth Aldridge - RosenCare

Health Plan Analysis 05/05/2023

Summary

Plan	ENROLLMENT		
	TALLIES	Total	%
Healthy Essentials	1608	7684	20.93%
Healthy Essentials Wellness	2008	7684	26.13%
Healthy Advantage Plus	1109	7684	14.43%
Healthy Advantage Plus Wellness	1899	7684	24.71%
Opt Out Credit Plan	1059	7684	13.78%

PROJECTED REVENUE BASED ON CURRENT ENROLLMENT MINUS ADMIN FEES

Board Paid	\$51,860,535.00
Employee Premium	\$7,555,920.00
Retiree Premium	\$732,169.08
SubTotal	\$60,148,624.08
Administration Fees	(5,507,331.72)
<b>Total</b>	<b>54,641,292.36</b>

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	868	341.30	296,248.40	5,924,968.00	50.00	43,400.00	868,000.00			
Healthy Advantage Plus	2	23	341.30	7,849.90	156,998.00	435.00	10,005.00	200,100.00			
Healthy Advantage Plus	3	133	341.30	45,392.90	907,858.00	245.00	32,585.00	651,700.00			
Healthy Advantage Plus	4	29	341.30	9,897.70	197,954.00	580.00	16,820.00	336,400.00			
Healthy Advantage Plus	5	28	341.30	9,556.40	191,128.00	220.00	6,160.00	123,200.00			
Healthy Advantage Plus	6	28	341.30	9,556.40	191,128.00	0.00	0.00	0.00			
Healthy Advantage Plus Wellness	1	1398	341.30	477,137.40	9,542,748.00	25.00	34,950.00	699,000.00			
Healthy Advantage Plus Wellness	2	43	341.30	14,675.90	293,518.00	385.00	16,555.00	331,100.00			
Healthy Advantage Plus Wellness	3	213	341.30	72,696.90	1,453,938.00	195.00	41,535.00	830,700.00			
Healthy Advantage Plus Wellness	4	40	341.30	13,652.00	273,040.00	530.00	21,200.00	424,000.00			
Healthy Advantage Plus Wellness	5	64	341.30	21,843.20	436,864.00	170.00	10,880.00	217,600.00			
Healthy Advantage Plus Wellness	6	64	341.30	21,843.20	436,864.00	0.00	0.00	0.00			
Healthy Advantage Plus Wellness	7	5	341.30	1,706.50	34,130.00	385.00	1,925.00	38,500.00			
Healthy Advantage Plus Wellness	8	2	341.30	682.60	13,652.00	530.00	1,060.00	21,200.00			
Healthy Advantage Plus Wellness (JS)	1	0	170.65	0.00	0.00	195.65	0.00	0.00			
Healthy Advantage Plus Wellness Retiree	1	62							629.83	39,049.46	468,593.52
Healthy Advantage Plus Wellness Retiree	2	6							1,322.58	7,935.48	95,225.76
Healthy Advantage Plus Wellness Retiree	3	1							973.85	973.85	11,686.20
Healthy Advantage Plus Wellness Retiree	4	1							1,703.64	1,703.64	20,443.68
Healthy Essentials Wellness	1	1596	341.30	544,714.80	10,894,296.00	0.00	0.00	0.00			
Healthy Essentials Wellness	2	33	341.30	11,262.90	225,258.00	325.00	10,725.00	214,500.00			
Healthy Essentials Wellness	3	166	341.30	56,655.80	1,133,116.00	152.00	25,232.00	504,640.00			
Healthy Essentials Wellness	4	57	341.30	19,454.10	389,082.00	452.00	25,764.00	515,280.00			
Healthy Essentials Wellness	5	67	341.30	22,867.10	457,342.00	20.00	1,340.00	26,800.00			
Healthy Essentials Wellness	6	67	341.30	22,867.10	457,342.00	0.00	0.00	0.00			
Healthy Essentials Wellness	7	6	341.30	2,047.80	40,956.00	325.00	1,950.00	39,000.00			
Healthy Essentials	1	1382	341.30	471,676.60	9,433,532.00	25.00	34,550.00	691,000.00			
Healthy Essentials	2	22	341.30	7,508.60	150,172.00	375.00	8,250.00	165,000.00			
Healthy Essentials	3	114	341.30	38,908.20	778,164.00	202.00	23,028.00	460,560.00			
Healthy Essentials	4	16	341.30	5,460.80	109,216.00	502.00	8,032.00	160,640.00			
Healthy Essentials	5	37	341.30	12,628.10	252,562.00	50.00	1,850.00	37,000.00			
Healthy Essentials	6	37	341.30	12,628.10	252,562.00	0.00	0.00	0.00			
Healthy Essentials Wellness Retiree	1	13							588.17	7,646.21	91,754.52
Healthy Essentials Wellness Retiree	2	3							1,235.15	3,705.45	44,465.40
Healthy Essentials Wellness Retiree	3	0							906.57	0.00	0.00
Opt Out Credit Plan	1	1059	341.30	361,436.70	7,228,734.00	0.00	0.00	0.00			
Job Share Declined Benefits	0	1	170.65	170.65	3,413.00						
FSA Extra \$250	1	1182	250.00		295,500.00						
<b>Total Employees and Retirees</b>		<b>7684</b>		<b>2,593,026.75</b>	<b>51,860,535.00</b>		<b>377,796.00</b>	<b>7,555,920.00</b>	<b>61,014.09</b>		<b>732,169.08</b>

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	\$51,860,535.00
Employee Premium	\$7,555,920.00
Retiree Premium	\$732,169.08
<b>Total</b>	<b>\$60,148,624.08</b>