



COST MANAGEMENT EMPLOYEE BENEFITS

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Informational Only



COST MANAGEMENT

BENEFIT PLANS



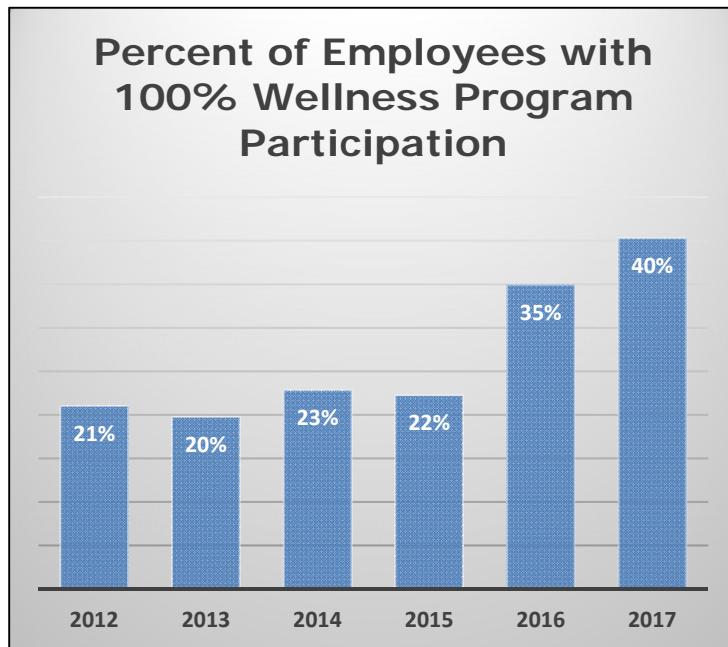
Reduction in Spend (\$ in millions)	
FY 2019	\$4.7
FY 2020	\$5.2

- ❑ Emphasizing consumer driven health strategy
- ❑ UnitedHealthcare – eliminated Shared Savings Fees in current contract, resulting in \$1 million reduction in FY19
- ❑ CVS / Caremark – renegotiated discounts and rebates, with an estimated \$11 million reduction over 3-year contract period effective 1/1/18
- ❑ Blue Cross Blue Shield – estimated reduction of \$1.5 million annually through larger in-network claims discounts over 5-year period beginning 1/1/19

Due to effective cost management: 0% increase in Health premiums for 2019 vs. projected national healthcare cost increase of 7%.

COST MANAGEMENT

WELLNESS PROGRAM



Activity	No. Employees
On-Site Biometric Screenings	1,161
On-Site Health Coaching	400+
YMCA Match Program	175+
Real Appeal Weight Loss Program	600+
On-Site Flu Shots	1,100

On average, employees fully engaged in the Wellness Program have 18% lower health claims costs.



Thank You

