

2022 Open Enrollment (OE) Getting through the pandemic

November 9-20, 2021

Presented by:

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Benefits Administrator

(w/ help from AJ Gallagher- Frank Szemko)

MEDICINE *of*
THE HIGHEST ORDER



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THOMPSON
HEALTH

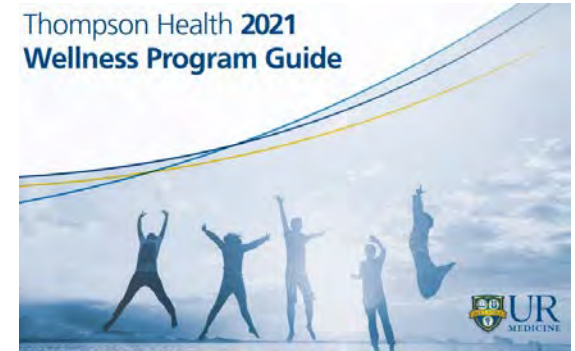
Agenda- No plan design changes



- VSP Vision Plan
- Reliance Life/ADD/DbI/PFL Plans
- Dental
- Wellness
- Pharmacy
- Medical/H.S.A.
- Wrap up



Thompson Health 2021
Wellness Program Guide



Canandaigua Medical Group Pharmacy Gaining Fans!

“You’re the best thing to happen in Canandaigua! Great customer service and great prices!”

- Marilyn D. of Canandaigua



VSP Vision Plan- "We heard you" Voice Up Survey conducted October, 2019- Added plan 10/1/20



Nearly 500 associates enrolled (+ family members)

No premium rate changes for 2022!

During OE, will provide another enrollment opportunity for 1/1/22



[https://VSP Video \(1:32\)](https://VSPVideo(1:32))



Life/ADD/DbI/PFL Plans

Insuring our associates since 2015

TH budgets \$300,000

- Group Paid Life/ADD (1x base to \$150k)
- NYS Basic Disability (\$170/week max)
- NYS Paid Family Leave (100% associate paid)
 - Continues 1/1/22- 12 weeks at 67% of pay

NYS Paid Sick Leave started 2021: 1 hour for every 30 worked!

Up to 56 hours available to associates for sick and safe leaves

During OE, will provide opportunity w/ EOI for 1st time enrollees

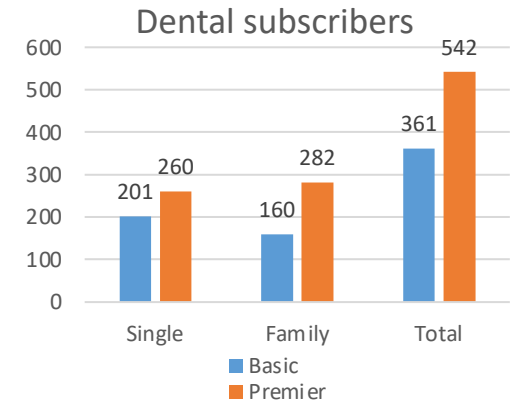
100% Voluntary Plans

- Short Term dbI (15/30 day waiting)
- Long Term dbI
- Life and Accidental death/dismemberment

Dental

Over 900 subscribers

- 2 plans since 2017
- Basic & Premier
- \$776K Total Cost



Implemented 2021!

- 1st of mo. following hire (aligns w/ Medical and Vision offers)
- Age 23 limit for dependents

URMC Wellness

TH budgets \$200,000

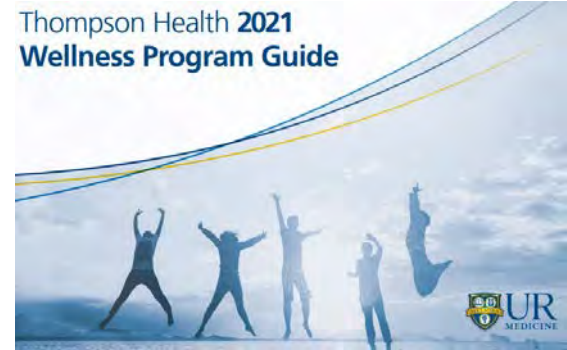
Over \$50K incentives paid YTD

300+ biometric screenings YTD

- Missed a screening? Provider Lab Values Form
- Quarterly payments- last one 12/23

40-45% average participation...ideas?

Zoom/ 1-1 coaching



CREATE A PLAN FOR BETTER HEALTH

We're letting YOU choose how to improve your health.

Individual Wellness Coaching INCENTIVE

Build your own program and work 1:1 with experienced health coaches on topics like:

Increasing your activity

- Start walking
- Strength training
- Mobility/Stretching
- Incorporating activity into your workday

Eating well

- Meal prep strategies
- Mindful eating
- Nutrition basics
- Sugar cravings
- Creating positive food habits
- Fad diets
- Balancing food choices

Finding Balance

- Mindfulness
- Nature therapy
- Work-life balance
- Anxiety and stress relief techniques

Healthy Living

- Practicing self-care
- Sleep hygiene
- Hydration

Managing a chronic condition INCENTIVE

Overcome barriers, set goals to manage your health, and understand what causes chronic conditions.

We offer programs focused on:

- Asthma
- Atrial Fibrillation
- COPD
- Coronary Artery Disease
- Depression
- Diabetes
- Healthy Weight
- Heart Failure
- High Blood Pressure
- High Cholesterol
- Lower Back Pain
- Stroke

Group wellness programs INCENTIVE

Prefer to tackle your wellness goals with friends? We have options for you too!

- Back on Track (Thursdays, 4/16-5/28, 12-1pm, George Ewing and Wednesdays, 10/7-11, 4:15-5:15 pm, George Ewing)
- Pause-stress reduction (Wednesdays, 4/22-6/3, 4:15-5:15 pm, TCCA and Wednesdays, 10/7-11/8, 12-1pm, George Ewing)
- Weight Loss at Work (Mondays, 1/27-6/29, 4:15-5:15 pm, George Ewing and Thursdays, 5/21-10/15, 4:15-5:15 pm, George Ewing)

The Re/Ignite Series

Incentives continue... (max 3/year)

- \$150 Associates
- \$125 Spouse/Dom Partner

Amidst COVID...

Your Health Matters

TRACKING SHEET Kindness Rock Scavenger Hunt



On a walk around campus along the Thompson (outside) Friends Trail, grab your track sheet and go to try to spot the kindness rocks placed along the trail. Check you find the rock, flip it over to reveal a word. Based on your track sheet the word written on the bottom of the rock that corresponds with the picture on the rock you found. Please be sure to return the rock to the same place, please side up, for the next person to find. The scavenger hunt will only be successful if you leave the rocks where you found them. Thank you!

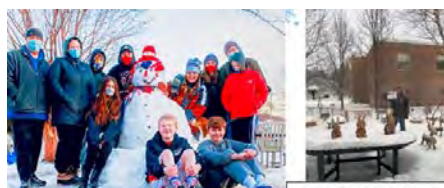
Name: _____
 Date: _____
 Email your scavenger hunt track sheet to: **Cindy.Kaufmann@URM.C.Rochester.edu** by July 31st. We're excited to see a picture of your findings!



Best Wellness Innovation (Wellness Wagon)



6x winners



Brandy Collett, Iveta Buck, Mary Benson-Hartman (Door Ambassadors) and their families helped create the Dalmatian spirit sculpture as part of a winter project at the CCC.

Dr. Ailing and wife Sally Ailing from CMG made Woodland Creatures to display outside of the CCC.



Alice DeMallie of the Shortsville Family Practice built this Whale with her "cannon team" at home. Her side and



Your Self Care is Important! Thompson Health supports your efforts to balance your commitment to our patients and residents with your commitment to being healthy!

TIPS

1. Take a deep breath
2. Drink a glass of water
3. Grab a healthy snack
4. Practice good posture and stretch
5. Get up and get moving (a short walk)
6. Be observant and support a co-worker
7. Get away from your work area
8. Send a Cheer for a Peer
9. Offer help/accept help
10. Smile and greet one another

Thompson Celebrates Associates Who Make Positive Transformations



Thompson would like to recognize associates who are/ have been role models for those who have made lifestyle changes that have become beneficial habits.

Group applications will be defined as two (minimum) to six (maximum) Associates. Each group application will submit a "group" "team" name on the application, along with all the sector Associate members in the group!

Applications may be submitted as a group/Team that can be recognized by themselves or by other Associates. High team performance!

As our internal "Wellness Champions," Thompson Transformers may be required to represent Associate Wellness at internal events promoting healthy lifestyles during the 2021 recognition year.

At the conclusion of each quarter, Thompson Transformer applications will be accepted and winners will be chosen from the provided applications. Winners are announced by the end of the first month of the following quarter. Quarterly winners will have their names/teams name added to a display board and receive 20 Green Coast points by the end of the year.

Thompson Transformers will receive quarterly recognition.

Go to <https://bit.ly/ThompsonTransformers> to download an application.

FREE CHAIR MESSAGES
 For all associates



MEDICINE of THE HIGHEST ORDER



Pharmacy

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Top Pharmacies by Cost

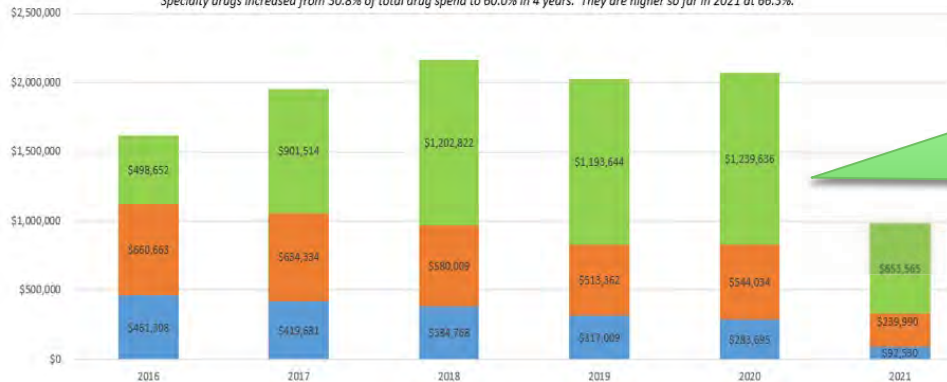
#1 Pharmacy by fills in 2020!

Pharmacy Name	Pharmacy Type	Total Cost	Script Count	Cost per Script	Member Count
1 Accredo Health Group Inc	Specialty	\$675,914	106	\$6,377	13
2 The Sherwood I Deutsch Pharmacy	Specialty	\$457,655	149	\$3,072	14
3 Urmedicinethompson Health Canandaigua Medical Group Pharmacy	Retail	\$395,130	8,952	\$44	591
4 Wegman Food Market Inc	Retail	\$254,387	5,562	\$46	409
5 Cvs Pharmacy Inc	Retail	\$158,571	3,138	\$51	257
6 Noble Health Services Inc.	Specialty	\$155,201	39	\$3,980	6
7 Rite Aid Corporation	Retail	\$108,000	2,720	\$40	169
8 Walgreens Drug Store	Retail	\$82,634	2,137	\$39	208
9 Walmart Stores Inc	Retail	\$49,148	1,807	\$27	125
10 Village Drug	Retail	\$24,432	367	\$67	10
11 Kinney Drugs	Retail	\$14,669	190	\$77	17
12 Knipperx Inc.	Retail	\$14,227	14	\$1,016	1
13 Express Scripts	Mail	\$11,939	671	\$18	26
14 Kinney Drugs	Mail	\$7,978	60	\$133	4
15 Harris Teeter Inc	Retail	\$6,219	24	\$259	2



Drug Spend by Generic/Brand/Specialty

Specialty drugs increased from 30.8% of total drug spend to 60.0% in 4 years. They are higher so far in 2021 at 66.3%.



2021 Rx costs
Specialty= 66%
How are we addressing this challenge...?

Pharmacy Program Savings Opportunities

Diabetic Utilization Management



- Excellus will apply prior auth/step therapy to diabetic meds, equipment and testing supplies under the medical benefit as required by the NYS Diabetic Mandate.
- **Implemented 2021! NYS optional mandate- \$100 OOP cap for 30 day insulin**

Physician Detailing



AHP pharmacy focused on 10 targeted initiatives for medical and pharmacy spend agents

- Outreaches to **AHP prescribers** to request a change to lower Rx when clinically appropriate
- Partners with health system pharmacy departments to make modifications to medical spend agents

**8 hospitals
2,000+ physicians**

10

Pharmacy Program Savings Opportunities

	Retail 30-day	Retail 90-day	Mail Order
After applicable deductibles are met...			
Current Prescriptions	\$5/45/90	\$10/90/180	\$10/90/180
<i>Implemented 2021!</i>			
FFTH and CMG Pharmacies	\$5/35/70	2x copay \$10/70/140	2x copay \$10/70/140
All other Pharmacies	\$15/50/95	2x copay \$30/100/190	2x copay \$30/100/190 (Wegmans/ Express Scripts)

Medical/ H.S.A.




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New medical insurance cards coming for 2022 for all subscribers/dependents!

Subscriber Name
 [REDACTED]



Subscriber ID
 VYA [REDACTED]

Effective On
 01/01/2020

Plan Type	PPO	
Provider Ntwk	Excellus Commercial	
Plan Code	302/802	
RxBIN	003858	
RxPCN	A4	
RxGRP	EXLHPRX	
RxFormulary	3295	

PCP	10%
Specialist	20%
Urgent Care	10%
Emergency Room	20%
Prescriptions	\$15/\$50/\$95

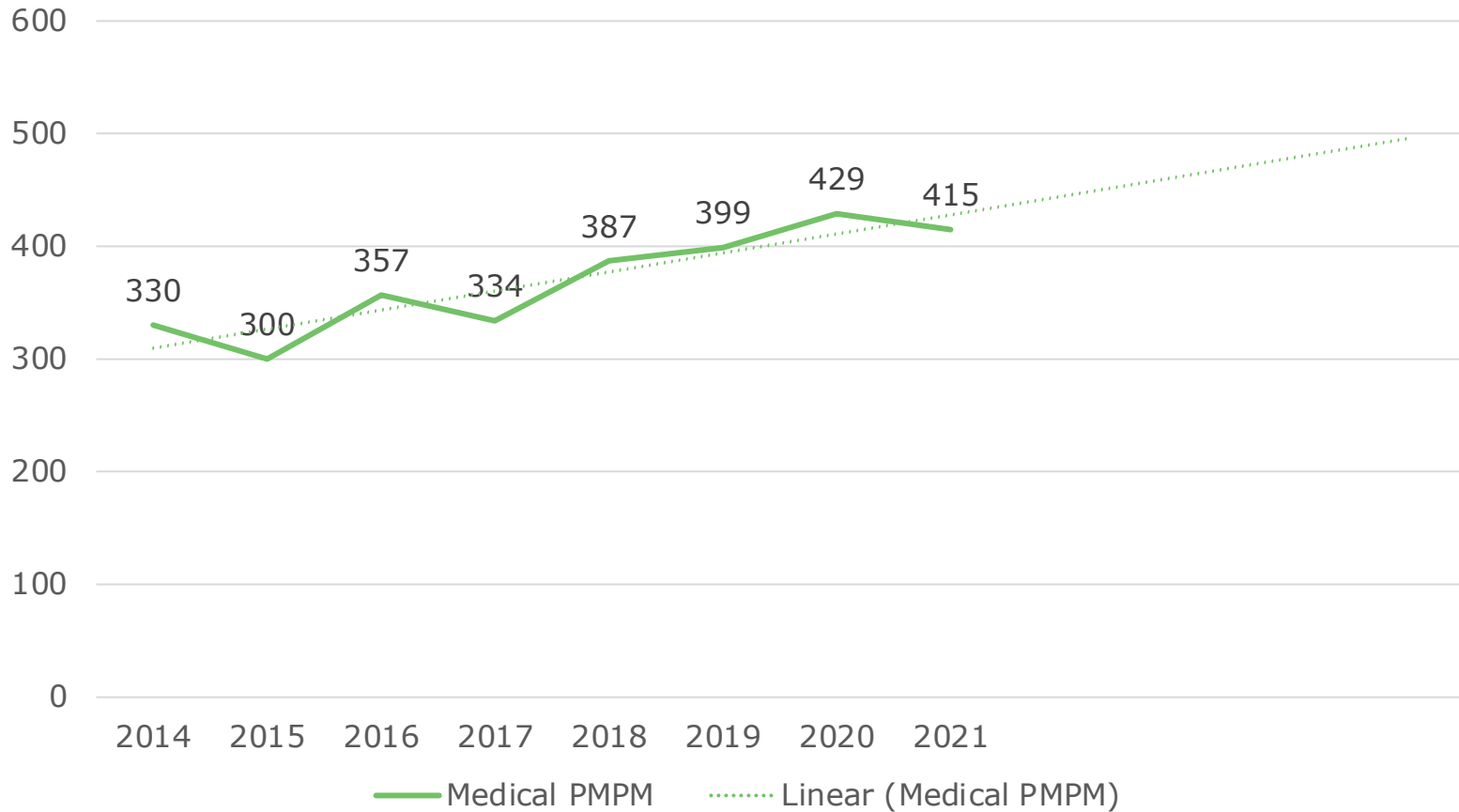
Deductible \$1400 S / \$2800 F

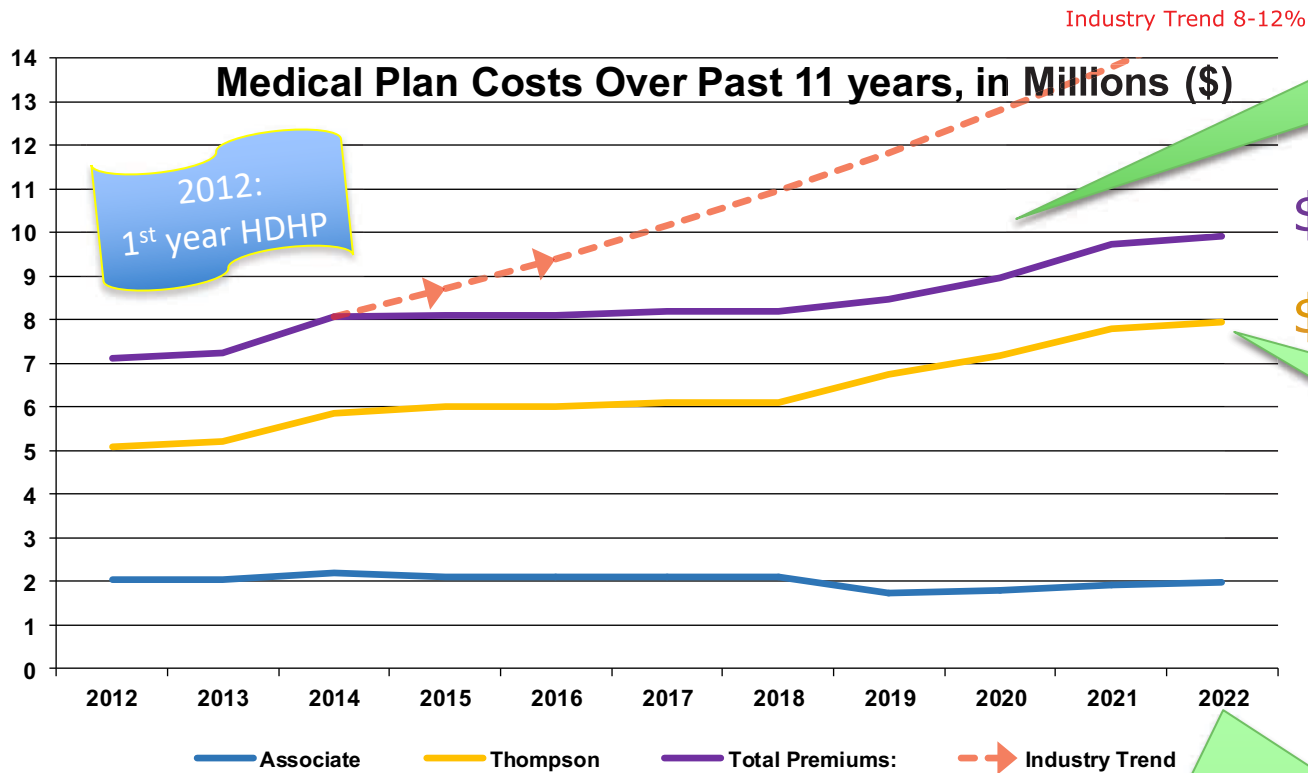
By Federal Mandate, the Consolidated Appropriations Act (CAA) will require the following to be displayed on ID cards for 2022:

- Any deductible (in and out-of-network)
- Any out-of-pocket maximum (in and out-of-network)
- Phone number and website address for consumer assistance

Per member per month Medical spending



Medical Plans



\$22.8M savings since 2015 self-funding

\$9.92M Total

\$7.94M Thompson

Thompson's investment in you + \$602k H.S.A. funds

\$1.9M associates

**How have we achieved this?
Partnering with AHP, URMC Wellness, Associate Wellness, Gallagher Consulting**

A Health Savings Account, or HSA, is a unique, tax-advantaged account that can be used to pay for current or future healthcare expenses. When combined with a high-deductible health plan, it offers savings and tax advantages that a traditional health plan can't duplicate. With an HSA, members will have:



A **tax-advantaged savings account**: that they can use to pay for **eligible medical expenses** as well as deductibles, co-insurance, prescriptions, vision expenses, and dental care.



The potential to build more savings in **self-directed investment options**.



Unused funds that will roll over year to year. There's no "use it or lose it" penalty.



Additional retirement savings. After age 65, funds can be withdrawn for any purpose without penalty, but may be subject to income tax if not used for IRS-qualified medical expenses.

Why put money into your H.S.A.?

2022 Benefit Program Summary

Benefit	Associates Covered	Budget:	Pay Period Increase to Associates
Medical \$1400/\$2800 \$2500/\$5000	808	9.9M (+10.3%)	\$2.50-7.00/single (60%) \$11-25.50/all other tiers (40%)
Health Savings Account	n/a	\$602k	TH funding remains same since 2012: \$500 single \$1,000 family
Dental Basic Premier	850	\$776k (+10.7%)	\$1-\$1.50 /single \$2.50-3.50 /family

TH picking up \$742K (80%) increase

Wage break to \$17.82

Includes \$100 diabetic Rx cap for 30 day supply

Our contribution is much larger than URM & Highland

1st of mo. following hire
Age 23 for all dependents

H.S.A funding redesign coming in 2023

**also...
VSP vision plan,
Voluntary Life/ADD/DBL plans,
FSA/Dependent Care**



Associate Education Strategy

Self-guided module available

Tuesday, 11/9/21 thru Saturday, 11/20/21



Some of this...

None of this...

