

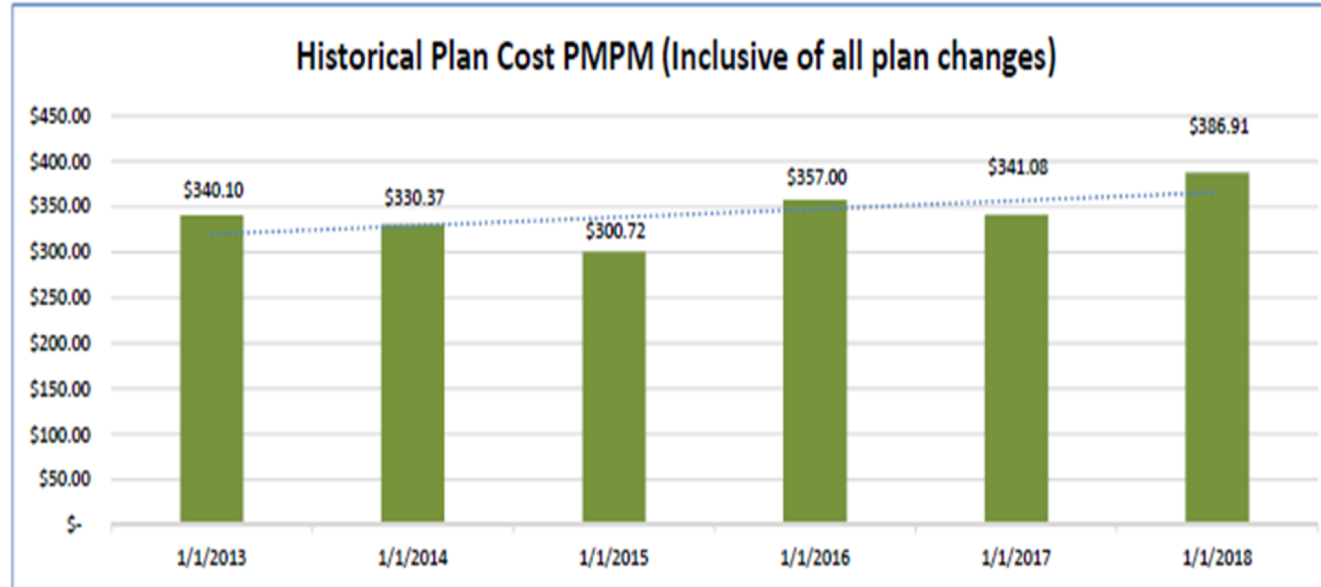
# 2020 Open Enrollment

**Deadline to Enroll- Fri, 11/22/19**

**Agenda: Look back, cost drivers, benefit budget, opportunities**



# Looking back...actual Thompson Health data



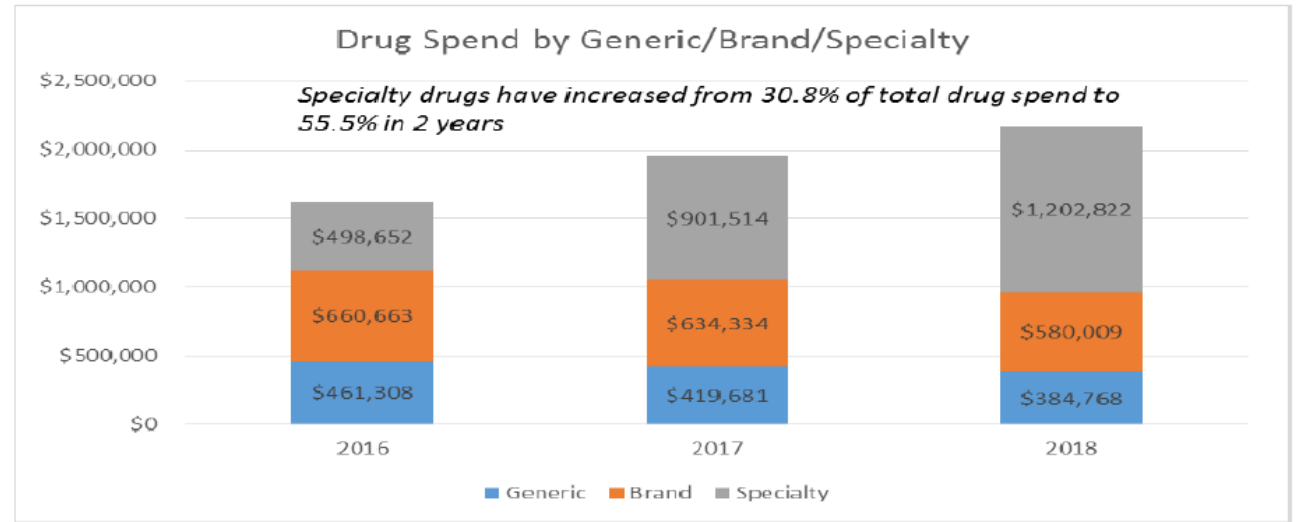
## From March 4, 2019 AJ Gallagher review

Per member per month is a gauge of what our plan spends for each person insured on our medical plans (844 associates plus approx. 800 family members)

# Medical Plan – Cost Drivers

- Rochester area medical/Rx avg. increase is +8%
- New mandates
  - mammography screening- plan already aligns
  - mental health and substance use disorders- plan already aligns
  - comprehensive contraceptive coverage act
  - maternal depression screening
- High cost claimants
- Rx costs- **Change for 2020:**
  - Preferred Value program letter mailed out to about 200 subscribers

# 2019 Rx costs Specialty= 55.5% of overall drug costs

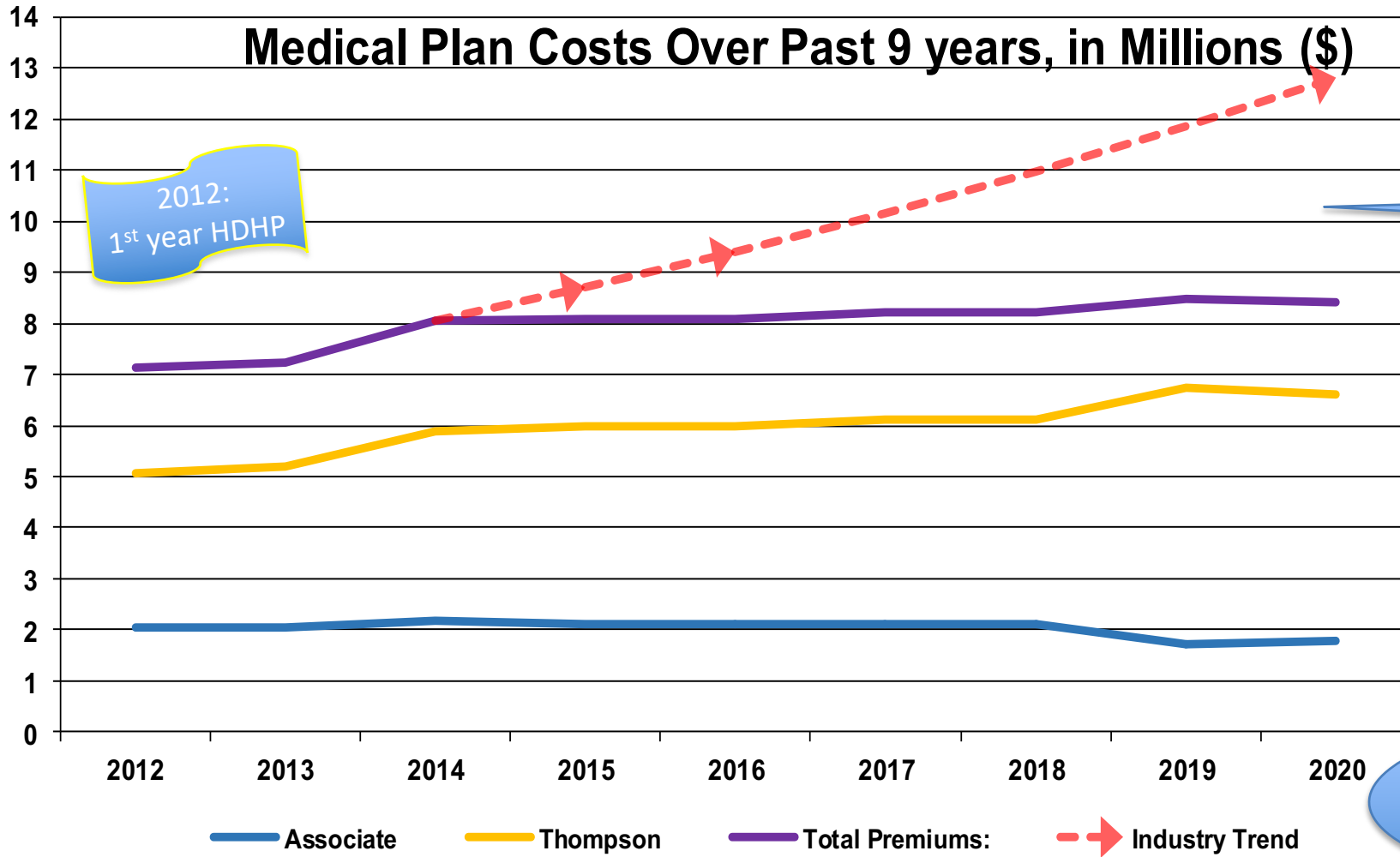


	Pharmacy Name	Pharmacy Type	Total Cost	Script Count	Cost per Script	Member Count
1	Accredo Health Group Inc	Specialty	\$621,533	94	\$6,612	12
2	The Sherwood I Deutsch Pharmacy	Specialty	\$510,080	122	\$4,181	12
3	Wegman Food Market Inc	Retail	\$254,746	5,442	\$47	500
4	Cvs Pharmacy Inc	Retail	\$226,492	3,800	\$60	263
5	Ff Thompson Hospital Pharmacy	Retail	\$191,696	4,815	\$40	346
6	Rite Aid Corporation	Retail	\$161,961	3,666	\$44	229
7	Walgreens Drug Store	Retail	\$112,801	2,672	\$42	231
8	Walgreens Drug Store	Specialty	\$101,461	22	\$4,612	6
9	Walmart Stores Inc	Retail	\$58,928	1,821	\$32	138
10	Kinney Drugs	Retail	\$34,463	220	\$157	12
11	Wegman Food Market Inc	Mail	\$29,838	452	\$66	18
12	Mead Square Pharmacy	Retail	\$27,033	381	\$71	26
13	Village Drug	Retail	\$26,843	322	\$83	9
14	Express Scripts	Mail	\$23,956	702	\$34	30
15	Red Jacket Pharmacy, Medicine Shoppe 2025	Retail	\$16,527	523	\$32	31

FFTH Pharmacy #2 highest scripts:  
Great value, 2 locations, drive-up window  
Our Pharmacy staff want to help you!



# Medical Plan Costs Over Past 9 years, in Millions (\$)



\$12.9M Industry Trend 8-12%

\$14M savings since 2015 self-funding

\$8.4M Total

\$6.6M Thompson

Thompson's investment in you + \$600k H.S.A. funds

\$1.8M associates

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

# 2020 Benefit Program Budget- **Great news!!!!**

Benefit	Associates Covered	Budget:	Pay Period Increase to Associates
<b>Medical</b> \$1400/\$2800* \$2500/\$5000	844	\$8.4M	<b>+\$2/single (57% are on single plans)</b> <b>+\$5/all other tiers (43% are on these tiers)</b>
<b>Health Savings Account</b>	n/a	\$600,000	<b>TH funding <b>REMAINS SAME</b> since 2012:</b>  <b>\$500 single</b> <b>\$1,000 family</b>
<b>Dental Basic Premier</b>	912	\$657,000 (+8.1%)	<b>+\$1/single</b> <b>+\$3/family</b>

46% of associates' premiums are less than they were in 2014

Includes new NYS mandated benefits

Our contribution is much larger than URMC & Highland

First rate increase since 2018

# Summary changes for 2020:

- Medical- IRS minimum deductible is now \$1400/\$2800; Preferred Value Formulary; NYS mandates
- Dental- no plan changes
- Disability/Life/AD&D- unique “guarantee issue” opportunity effective January 1<sup>st</sup>, 2020
  - Consider:
    - Can you live on \$170/week NYS disability for an extended period?
    - Are you and/or your family adequately insured?
- FSA/Dependent Care- **paper application only** (Limits: \$2,750 FSA; \$5,000 Dependent Care)
  - For FSA- can’t be covered under a high deductible health plan
- HSA limits move up to:

Single	Family
\$3,550 (includes TH)	\$7,100 (includes TH)
Age 55+: up to \$1,000 more	

- Wellness incentives...stay tuned...
- Canandaigua YMCA Passport membership
  - Current member? Present ID badge and driver’s license
  - Reduced monthly fees
  - Access all 10 Greater Rochester YMCA’s







# Associate Education Strategy

Module available soon thru Fri, 11/22/19

**Less of this...**



**John Paul Mlynar,  
Benefits Administrator...**

**Look for him in your  
office/department area  
for 1 to 1 consults.**

**More of this...**

