

Lamb County Executive Summary 2024

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TEXAS ASSOCIATION *of* COUNTIES
HEALTH AND EMPLOYEE BENEFITS POOL

THE VALUE OF TAC HEBP MEMBERSHIP

WHO WE ARE & WHY WE'RE HERE



SIZE

With 47,800+ members in TAC HEBP, its size allows for better negotiated rates, the best discounts, and rebates to keep costs low and outperform the market.

Members are eligible for Board-approved surplus distributions.

POOLING

The pooling strategy allows TAC HEBP to spread the risk and provide financial stability.

Our rating mode takes a long-term, 48-month perspective, compared with the standard 36 months.



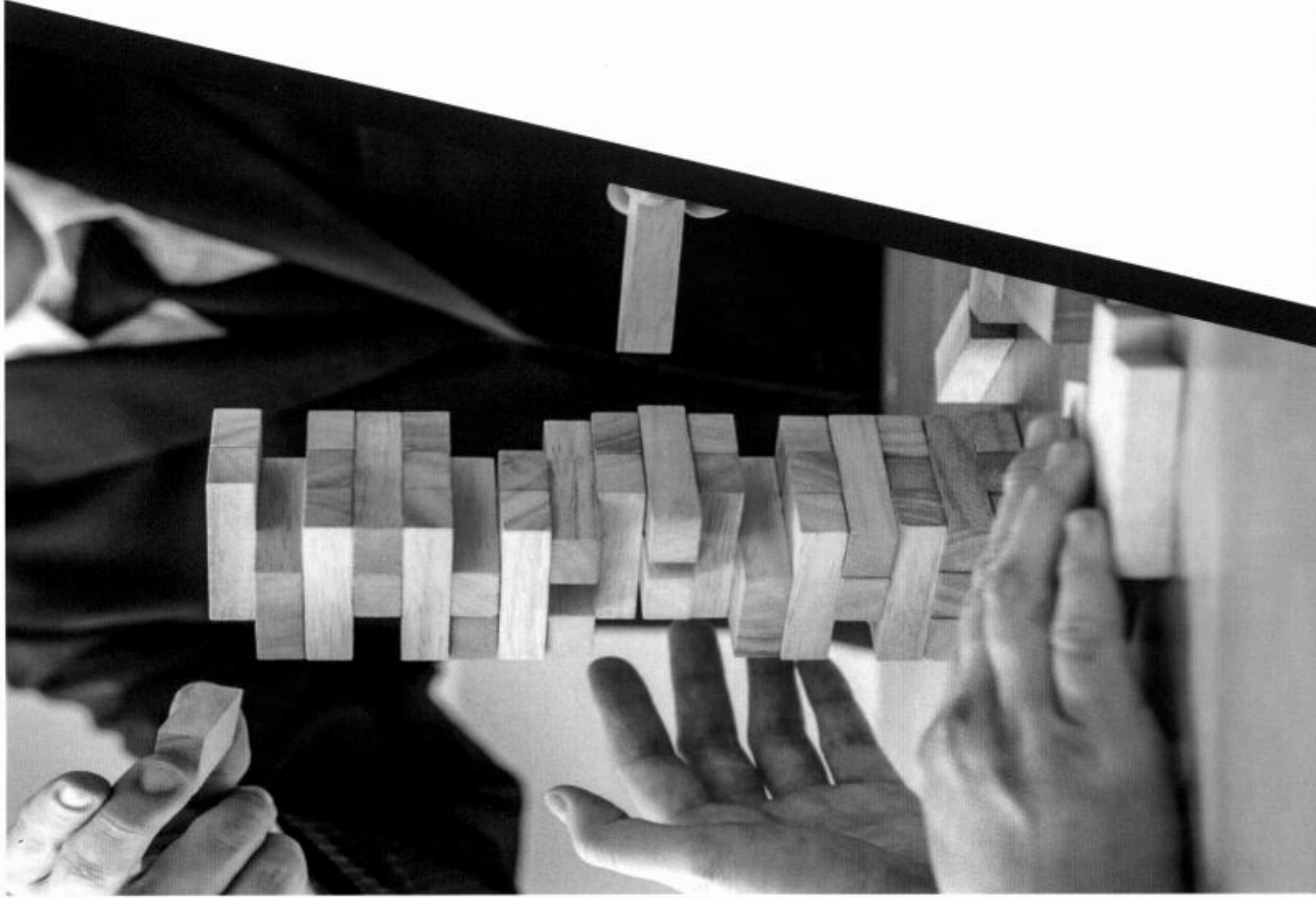
PARTNERSHIPS

Superior vendor partnerships with BCBSTX and Navitus ensure superior networks, claims administration and customer service excellence.



WHAT WE DO

► Through excellent customer service, we assist officials, employees and dependents of Texas counties and county entities by providing options for quality benefits at the best value and equipping our members with knowledge and tools to live healthier lives, to help them achieve budget stability, optimal health, and lower claims and out-of-pocket costs.



MID-YEAR REVIEWS

Stay informed of your plan's performance and learn targeted strategies to influence its trend.

- ▶ Stay informed of your group's plan performance
- ▶ Learn targeted wellness strategies to influence a positive trend
- ▶ Be informed of key membership dates and announcements for the plan year
- ▶ Understand customer service needs, product changes or enhancements.

OVERVIEW

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PLAN REVIEW

■ Data Set | Previous
Plan Year AD | Plan
Year AD to Current

Plan Details		
CURRENT COVERAGE	Medical Plan 1300 NG and Rx Plan 4A-NG	
Medical Deductible	• Individual: \$1,500 • Family: \$4,500	
Prescription Copays	\$10/25/40 No Rx Deductible	
CLAIMS EXPERIENCE	PREVIOUS 12 MONTHS	CURRENT 12 MONTHS
Plan Year Medical Paid	\$291,241.63	\$278,805.44
Plan Year Pharmacy Paid	\$224,518.94	\$217,517.33
Total Paid	\$515,760.57	\$496,322.77
12 Month Loss Ratio	66.44%	
36 Month Loss Ratio	62.98%	
RENEWAL EXPERIENCE		
3 – Year Rate Change 5.8% (avg.)	6.5% Pool Avg.	

PLAN REVIEW

■ Data Set | Previous
Plan Year AD | Plan
Year AD to Current

PLAN SPEND			
TOP 3 DIAGNOSTIC CATEGORIES	PREVIOUS 12 MONTHS 2022	CURRENT 12 MONTHS 2023	
Musculoskeletal System	\$40,966.87	\$17,690.15	
Circulatory System	\$28,337.98	\$21,885.25	
Digestive System	\$12,308.67	\$21,067.12	
TOP 3 CHRONIC CONDITIONS			
Hypertension/High Chol./CAD (Coronary Artery Disease)	\$114,495.91	\$70,058.03	
Diabetes	\$8,718.68	\$6,822.96	
Asthma/COPD (Chronic Obstructive Pulmonary Disease)	\$589.35	\$2,247.45	
TOP 3 PRESCRIPTION CATEGORIES	PREVIOUS 12 MONTHS	CURRENT 12 MONTHS	
Skin and Mucous Membrane	\$64,697.25	\$79,979.43	
Incretin Mimetics	\$44,813.54	\$56,640.21	
SGLT2 INHIBITORS	\$41,485.57	\$43,797.69	

PLAN REVIEW

■ Data Set | Previous
Plan Year AD | Plan
Year AD to Current

PREVENTIVE PRACTICES			
ANNUAL PHYSICALS	PLAN YEAR 2022	PLAN YEAR 2023	
TOTAL	20 (26% compliance)	24 (32% compliance)	
DENTAL SCREENINGS	---	---	
TOTAL	20	24	



PLAN REVIEW

Wellness programs can improve lives and control your bottom line. Let us help you strategize what is right for your employees.

HEALTHY COUNTY PARTICIPATION

PROGRAM	2023
AIRROSTI	2
WONDR HEALTH	0
LIVONGO	12
OMADA	3
MDLIVE	4
AWP (EAP)	0
REWARDS PROGRAM	
SONIC BOOM	0 COMPLETED 3 OUT OF 4 CONTESTS
EMPLOYER REWARDS	\$0/\$5,000 *Lamb Incentive Program/CSI: PY2024*



COST CONTAINMENT STRATEGY

Wellness programs can improve lives and control your bottom line. Let us help you strategize what is right for your employees.

County Specific Incentive

Promote CSI to drive member engagement with preventive practices and participation in wellness programs.

PRIORITY A

Chronic Cond. Mgmt.

Increase participation in Livongo for hypertension and diabetes management.

PRIORITY B

Chronic Cond. Prevention

Increase participation in weight management programs for Chronic Condition prevention:

- ▶ Omada
- ▶ Wondr Health
- MSK:
- ▶ Airrosti

PRIORITY C

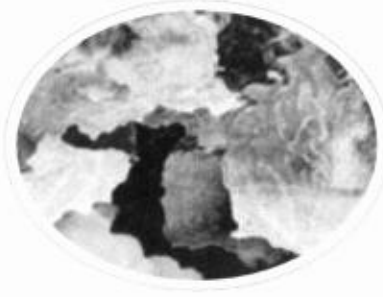
TENTATIVE RENEWAL TIMELINE

GROUPS RENEWING WITH A 10/1 ANNIVERSARY DATE

5-5-2023

TAC HEBP BOARD MEETING

Board meeting set to review the proposed renewal rates for Plan Year 2024.



5-2023

Group Renewal Package Emailed

Renewal packets will be emailed to the Group's Primary Contact and the County Judge or designated Contracting Authority.



May 15-16

Renewal Webinars

Join HBS staff to hear key dates for processing your group's renewal and other important announcements.

June 30

Renewal Due Back to TAC

Receiving signed and completed renewal paperwork ensures timely internal processing and setup for Plan Year 2024.

HBS TEAM

Northwest Territory Team



TAC HEALTH & BENEFITS SERVICES Northwest Territory Account Team



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- Renewal plan changes
- ACA questions
- Court presentations
- Healthy County program questions
- Employee health trends
- Incentives & Employer Rewards
- Unresolved medical, dental, Rx claims
- Eligibility issues
- Rehire enrollment processing

Employee Benefits Specialist

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