

Human Resources Risk Management Health Insurance Fund

Denton City Council
Department Presentation



Health Insurance Fund

- The Health Insurance Fund (HIF) was established in FY 07/08
- Receives contributions (premiums) from employees and the City
- The following expenses are paid out of the HIF:
 - Self-funded medical & prescription drug plan claim & admin costs
 - Stop Loss insurance
 - Dental insurance
 - Vision insurance
 - Short-Term Disability insurance
 - Long-Term Disability insurance
 - Basic and Supplemental Life insurance
 - Employee Health Center (clinic) expenses



Health Insurance Fund Goals and Accomplishments

Accomplishments for 16-17:

- Added the Compass Health benefit concierge service effective 1/1/2017
- Collaborated with the Fire Department to conduct all lab work for their mandatory annual physicals at the Employee Health Center
- Successfully completed the RFP process for the Employee Health Center
- Will successfully complete the RFP process for the health plan TPA, the Employee Assistance Program, the Section 125 FSA, and the retiree Medicare Supplement program



Health Insurance Fund Goals and Accomplishments

Goals for 17-18:

- Re-evaluate and re-tool the City's Healthy Incentives Program
- Develop a comprehensive marketing plan to help rebrand and market our benefit program to the organization
- Conduct RFP process for life, disability, dental, and vision insurance coverages



Health Insurance Fund Performance Measures

Current Performance Measures:

- Number of Health Risk Assessments (HRA) performed
- Clinic utilization rate
- Medical claims paid (\$)
- Health Insurance Fund balance

Proposed Performance Measures:

- Number of Health Risk Assessments (HRA) performed
- Clinic utilization rate
- Medical claims paid
- Health Insurance Fund balance
- Percentage of patients maintaining or lowering health risk factors



Health Insurance Fund Cost Containment Strategies

- Life and Disability insurance RFP saved the City approximately 53% on premiums
- Non-mandatory Open Enrollment process saved the City an estimated \$65,133 in direct costs and saved man-hours
- Using the clinic for fire fighter physical blood draws saved the Fire Department \$31,485 and facilitated fire fighter HRA's



Health Insurance Fund Process Improvements

Completed Process Improvement/Lean projects:

- Non-mandatory Open Enrollment

Future Process Improvement/Lean Projects:

- Re-evaluate and re-tool the City's Healthy Incentives Program
- On-going evaluation of employee health plan benefits
- Redesign of the Risk Management information to be included on the improved Human Resources' Sharepoint site



Health Insurance Fund Expenditure Budget Highlights

Expenses	FY 2014-15 Actuals	FY 2015-16 Actuals	FY 2016-17 Budget	FY 2017-18 Baseline
Long Term Disability	\$162,459	\$127,408	\$112,000	\$119,725
Life Insurance	\$416,068	\$451,399	\$408,200	\$445,800
Short Term Disability	\$150,107	\$158,462	\$159,000	\$177,720
Dental Insurance	\$1,038,717	\$1,089,673	\$1,107,000	\$1,200,700
Vision Insurance	\$138,866	\$133,778	\$127,300	\$137,000
Health Insurance	\$25,487,148	\$23,116,432	\$26,015,415	\$25,241,437
Contingency	--	--	\$2,600,000	\$2,600,000
Transfers	\$56,864	\$75,243	\$34,895	\$34,895
Health Clinic Costs	\$11,233	\$25,803	\$37,900	\$14,200
Total	\$27,461,462	\$25,178,197	\$30,601,710	\$29,971,477



Health Insurance Fund

Questions / Comments

