



HR ONE

Optimizing Your HR Journey

Jane E Cheeks, Human Resources Director

Carla Coleman, Assistant Director

Sean Small, Wellness Director

Health Benefits Program

**City of Houston Council Committee on
Government Operation**

May 9, 2024

Health Benefits Program

Points of Discussion

- Program Development Timeline
- Employee Engagement
- Claims Experience
- Impact of Spousal Surcharge
- Recommendations

Health Benefits Program

Growing Every Year

2019



2020



2021



2022



2023

- Intensified the ongoing promotion “Go To The Doctor” for an annual exam.
- Enhanced preventive care options.
- Offered Onsite classes on chronic condition and smoking cessation.

- Added at-home wellness options: Weight Watchers, Fitbit and virtual City Fit Programs, virtual wellness classes.
- Offered 1:1 coaching, a virtual holistic series.
- Offered Kelsey-Care Diabetes program.
- Increased preventive care awareness.

- Added Cigna Dental.
- Added Executive wellness program.
- Offered telephonic coaching expansion to earn a \$150 gift card.
- Offered Healthy cholesterol program.
- Introduced New Win for Life – Renew, Refresh, Reignite program.
- Offered virtual health fairs.

- Reintroduced onsite vaccination clinics.
- Increased Focus on case management of Chronic conditions.
- Incentivized health coaching.
- Added employee health fairs and tabling.

- Introduced Mom’s Meals program.
- Piloted skin cancer screenings.
- Expanded wellness on wheels health awareness events.
- Increased onsite services.
- Opened the Wellness Center.

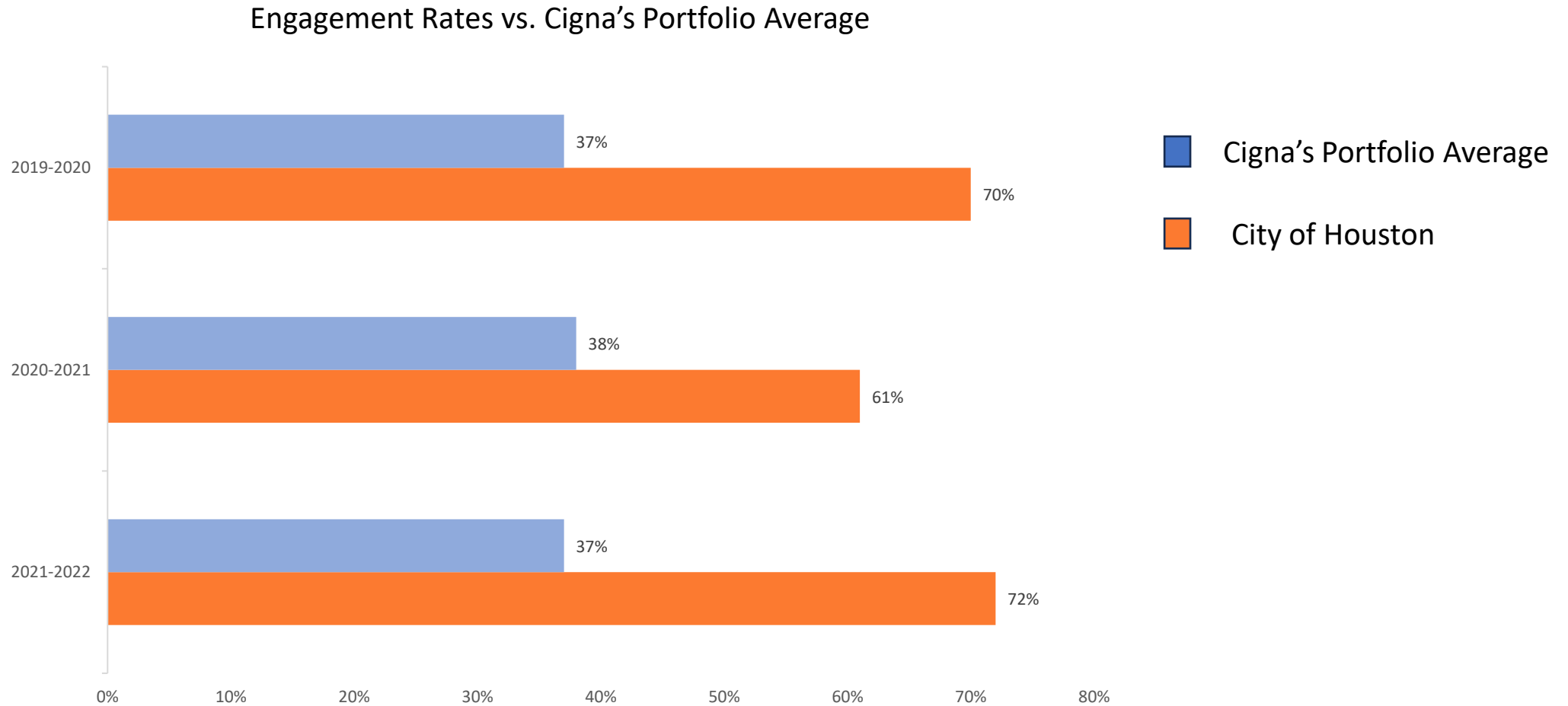
Health Benefits Program

New for 2024

- Expansion of Wellness Center services
 - Nutrition Programing
 - Women's/Men's Health Events
 - Cooking Demonstrations
 - Skin Cancer Screening
- Increased utilization of the Mobile Annual Physical Unit
 - Earlier start times and increased locations
- Innovative programming to address COH chronic conditions
 - New diabetes and hypertension program
- Greater focus on behavioral/mental health
 - Integration of Wellness and EAP events
 - Increased visibility for mental health resources
- Streamlined communication to employees/families
 - "Out of the Box" communication modalities
- Increased "buy-in" from COH Executives
 - Data driven, department specific "Wellness Prescriptions" for each department

Health Benefits Program

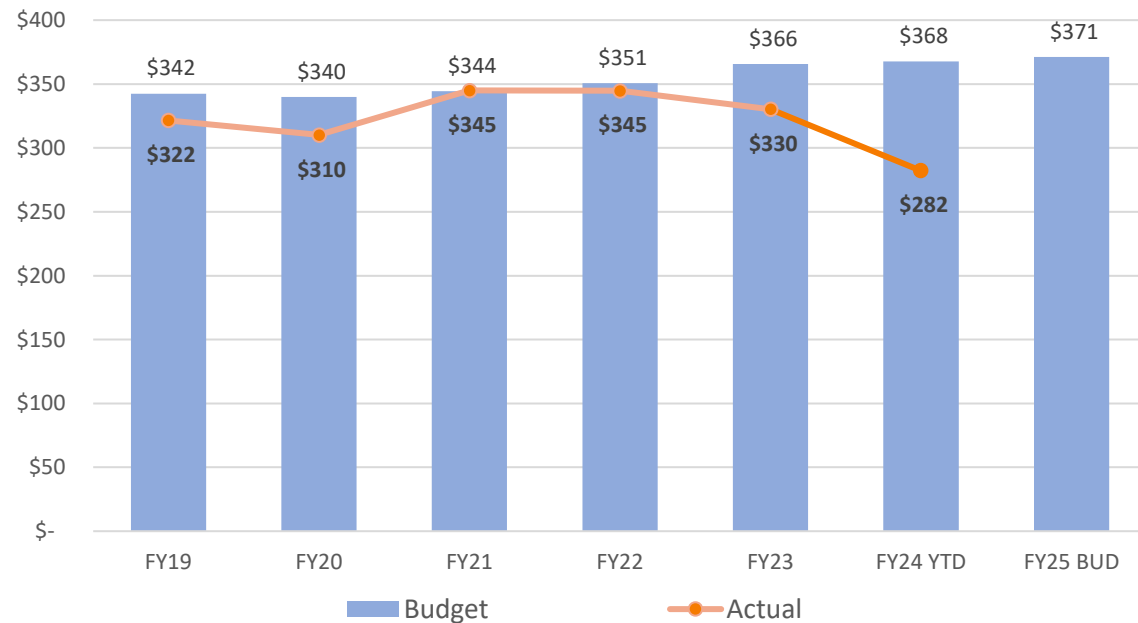
Engagement (Data) - any member that participates in a wellness, care management, financial or social program.



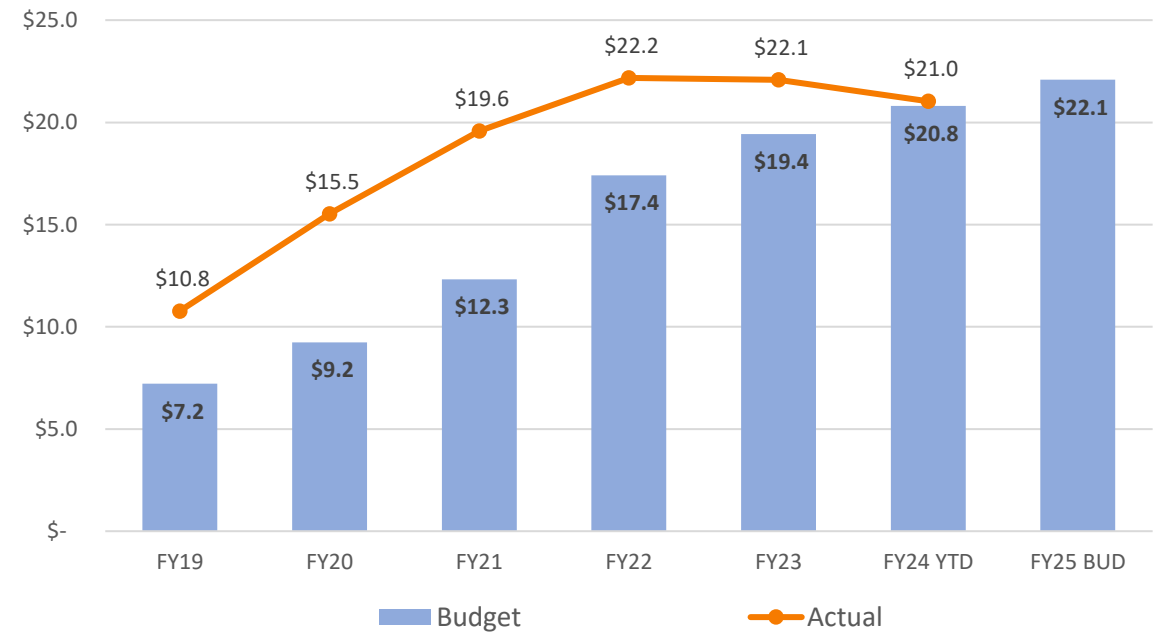
Health Benefits Program

Cigna Medical Claim Experience and Pharmacy Rebates (in millions)

Cigna Medical Claims Expense in millions



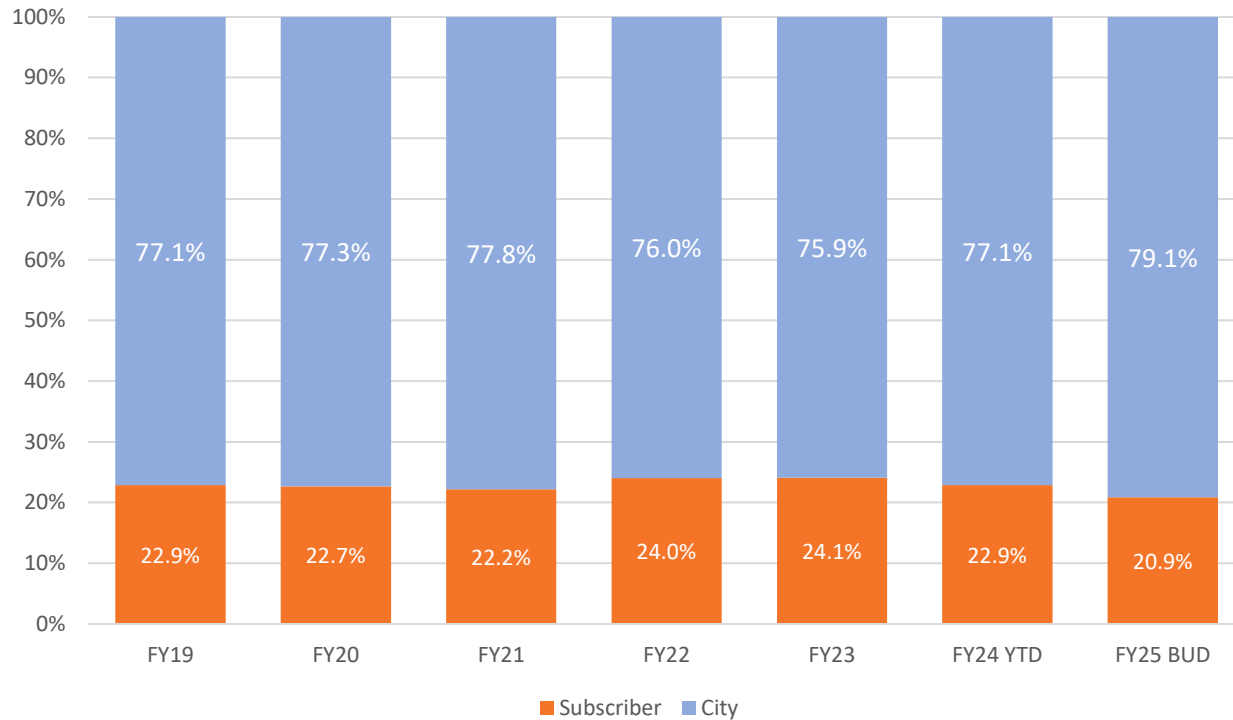
Pharmacy Rebates in millions



Health Benefits Program

Contribution Ratio/ Employee Rates – (Monthly cost)

Subscriber/City Contribution Ratio

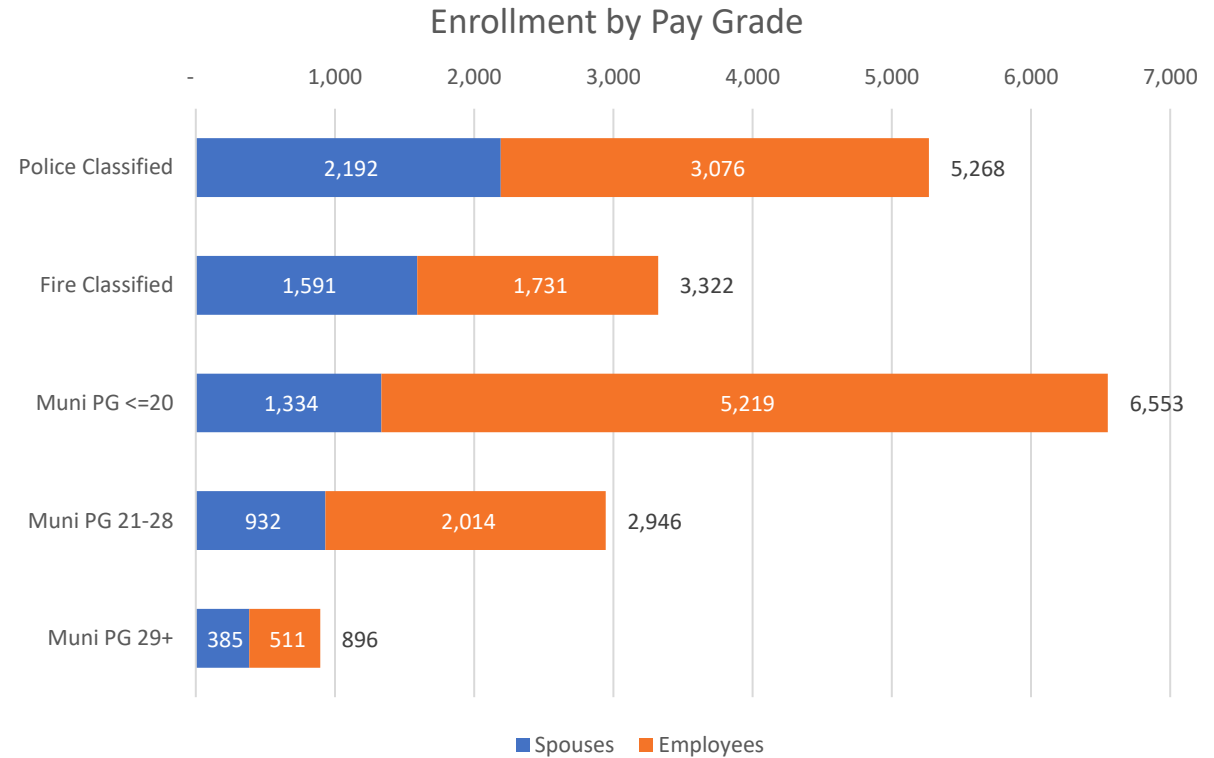
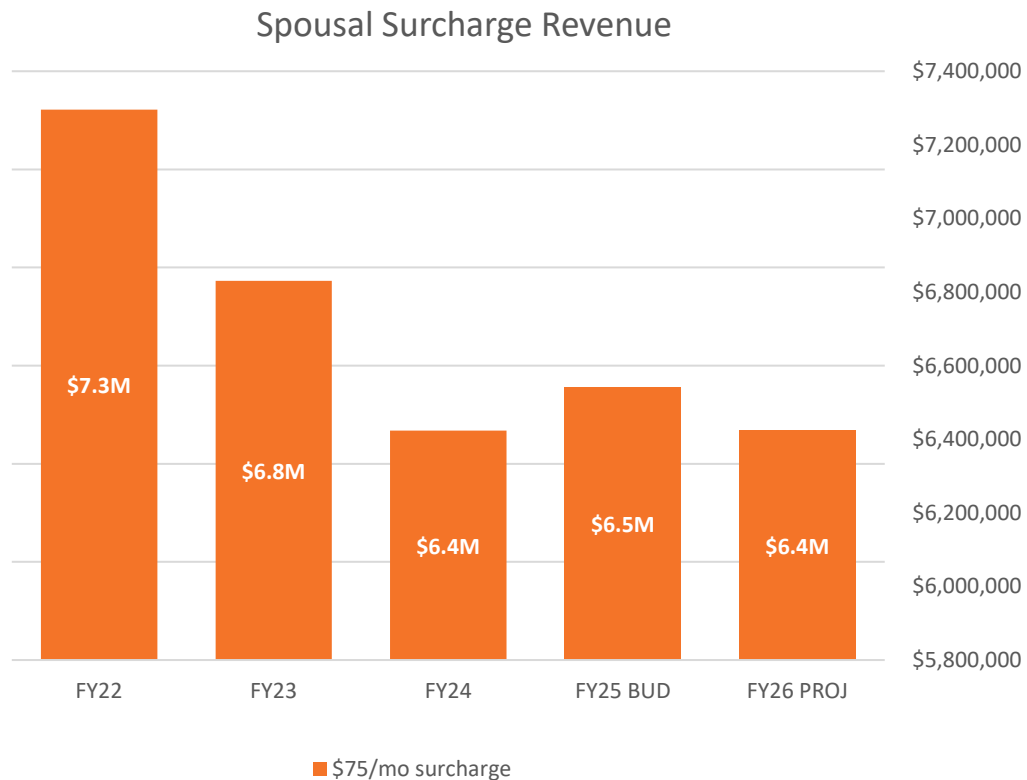


Limited Plan Rates for Employee Only Tier		
Year	Employee	City
2019	\$62.34	\$533.80
2020	\$0.00	\$543.19
2021	\$0.00	\$563.98
2022	\$0.00	\$596.07
2023	\$25.00	\$597.18
2024	\$25.00	\$624.06
2025	\$25.00	\$675.30

Spousal Coverage Analysis

Spousal Surcharge

Spousal Surcharge – Premium surcharge for spousal coverage. Additional cost to cover spouse.



Excludes elected officials and Retirees

Health Benefits Program

Recommendations

- Enhance communication on telehealth
 - Kelsey Telehealth
 - MD live
- Continue Spousal Surcharge
- Continue with prevention programs
- Continue with Food is Medicine (Mom's Meals, Hello Fresh)



THANK YOU

