SUSTAINABLE GOVERNMENTAL PROGRAMS
Florida City/County Managers Association
May 23, 2013

A “REAL” SUSTAINABLE SOLUTION
CITY OF OCOEE, FLORIDA
2007 THROUGH 2013

Presented By: Jim Carnicella, City of Ocoee, Human Resource Director
Ray Tomlinson, President, Crowne Consulting Group Inc
HOW IT HAPPENED

A. CONCEPTUAL SOLUTIONS (2006)
   1. FULLY-INSURED TO SELF-FUNDED STRATEGY
      a. health insurance program
      b. workers compensation
   2. ON-SITE HEALTH CENTER

B. IMPLEMENTATION OF SOLUTIONS (2007)
   1. CITY COMMISSION APPROVAL- PROGRAMS REDESIGN
      a. redesign of health insurance program
      b. redesign of workers comp program
      c. in-house occupational services
   2. ON-SITE HEALTH CENTER
      a. facility renovation
      b. contract executed
C. EXECUTION OF SOLUTIONS (2008)

1. GRAND OPENING OF HEALTH CENTER
   a. health risk assessments
   b. employee/retiree/dependent primary/family care services
   c. occupational/workers’ compensation services

2. BUDGET IMPACT
   a. cost-avoidance realization
   b. health center expansion

3. SHARING HEALTH CENTERS
Appointment Breakdown Trend
(April 2008 - March 2013)

- April 08-March 09: 2,990
- April 09-March 10: 3,497
- April 10-March 11: 3,814
- April 11-March 12: 4,172
- April 12-March 13: 4,420

Total Appointments
Top Diagnoses

April 2008 – March 2013

Acute upper respiratory infections of unspecified site 428
Allergic rhinitis 423
Acute bronchitis and bronchiolitis 235
Mixed hyperlipidemia 250
Acute bronchitis 143
Essential hypertension 175

About 65% of visits are chronic-related and 35% acute care
Prescription Dispensing Utilization Trend

Dispensed

- Apr08-Mar09: 2,789
- Apr09-Mar10: 4,293
- Apr10-Mar11: 4,506
- Apr11-Mar12: 3,566
- Apr12-Mar13: 2,952

Month:
- Apr08 - Mar09
- Apr09 - Mar10
- Apr10 - Mar11
- Apr11 - Mar12
- Apr12 - Mar13
## Top 12 Dispensed Medications
(April 2008 – March 2013)

<table>
<thead>
<tr>
<th>Medication</th>
<th>Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>Loratadine (antihistamine)</td>
<td>1090</td>
</tr>
<tr>
<td>Fluticasone Propionate (asthma, allergy)</td>
<td>850</td>
</tr>
<tr>
<td>Simvastatin (cholesterol)</td>
<td>804</td>
</tr>
<tr>
<td>Azithromycin (antibiotic)</td>
<td>705</td>
</tr>
<tr>
<td>Fexofenadine Hydrochloride (allergic rhinitis)</td>
<td>515</td>
</tr>
<tr>
<td>Lisinopril (hypertension/high blood pressure)</td>
<td>594</td>
</tr>
<tr>
<td>Benzonatate (cough suppressant)</td>
<td>632</td>
</tr>
<tr>
<td>Metformin Hydrochloride (diabetes)</td>
<td>504</td>
</tr>
<tr>
<td>Amoxicillin (antibiotic)</td>
<td>496</td>
</tr>
<tr>
<td>Naproxen (anti-inflammatory for arthritis)</td>
<td>475</td>
</tr>
<tr>
<td>Hydrochlorothiazide (hypertension)</td>
<td>401</td>
</tr>
<tr>
<td>Omeprazole (GERD/acid reflux)</td>
<td>389</td>
</tr>
</tbody>
</table>
Health Risk Assessment Participation Trend

Total Members

- Apr08-Mar09: 311
- Apr09-Mar10: 295
- Apr10-Mar11: 242
- Apr11-Mar12: 225
- Apr12-Mar13: 244
### Aggregate Lab Value Highlights

(April 2008- March 2013)

<table>
<thead>
<tr>
<th>Measure</th>
<th>Low #</th>
<th>Low %</th>
<th>Good #</th>
<th>Good %</th>
<th>Borderline #</th>
<th>Borderline %</th>
<th>High #</th>
<th>High %</th>
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</thead>
<tbody>
<tr>
<td>Cholesterol</td>
<td>7</td>
<td>0.68 %</td>
<td>690</td>
<td>66.99 %</td>
<td>259</td>
<td>25.15 %</td>
<td>74</td>
<td>7.18 %</td>
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<tr>
<td>DL Ratio</td>
<td>0</td>
<td>0.00 %</td>
<td>585</td>
<td>56.80 %</td>
<td>240</td>
<td>23.30 %</td>
<td>205</td>
<td>19.90 %</td>
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<tr>
<td>Triglycerides</td>
<td>0</td>
<td>0.00 %</td>
<td>732</td>
<td>71.07 %</td>
<td>292</td>
<td>28.35 %</td>
<td>6</td>
<td>2.58 %</td>
</tr>
<tr>
<td>Cholesterol Calc</td>
<td>0</td>
<td>0.00 %</td>
<td>434</td>
<td>42.76 %</td>
<td>520</td>
<td>51.23 %</td>
<td>61</td>
<td>6.01 %</td>
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<tr>
<td>Cholesterol</td>
<td>0</td>
<td>0.00 %</td>
<td>753</td>
<td>73.11 %</td>
<td>147</td>
<td>14.27 %</td>
<td>130</td>
<td>12.62 %</td>
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<tr>
<td>A1C</td>
<td>0</td>
<td>0.00 %</td>
<td>112</td>
<td>34.15 %</td>
<td>157</td>
<td>47.87 %</td>
<td>59</td>
<td>17.99 %</td>
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<tr>
<td>Hemoglobin</td>
<td>3</td>
<td>0.29 %</td>
<td>760</td>
<td>73.57 %</td>
<td>0</td>
<td>0.00 %</td>
<td>270</td>
<td>26.14 %</td>
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<tr>
<td>Assays</td>
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<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Specific Antigen, Serum</td>
<td>0</td>
<td>0.00 %</td>
<td>283</td>
<td>99.30 %</td>
<td>0</td>
<td>0.00 %</td>
<td>2</td>
<td>0.70 %</td>
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<tr>
<td>Stimulating Hormone</td>
<td>18</td>
<td>4.00 %</td>
<td>407</td>
<td>90.44 %</td>
<td>0</td>
<td>0.00 %</td>
<td>25</td>
<td>5.56 %</td>
</tr>
<tr>
<td>Blood Pressure</td>
<td>56</td>
<td>3.91 %</td>
<td>1284</td>
<td>89.60 %</td>
<td>62</td>
<td>4.33 %</td>
<td>31</td>
<td>2.16 %</td>
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<tr>
<td>Pressure</td>
<td>1</td>
<td>0.07 %</td>
<td>1187</td>
<td>82.89 %</td>
<td>186</td>
<td>12.99 %</td>
<td>58</td>
<td>4.05 %</td>
</tr>
<tr>
<td>Body Mass Index (BMI)</td>
<td>0</td>
<td>0.00 %</td>
<td>173</td>
<td>26.37 %</td>
<td>40</td>
<td>6.10 %</td>
<td>443</td>
<td>67.53 %</td>
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</tbody>
</table>
Health Plan Membership Trend

- **Employee (subscribers)**: +3.2%
- **Total Members**: +4.1%

**Years**:
- Apr08-Mar09: 313
- Apr09-Mar10: 321
- Apr10-Mar11: 325
- Apr11-Mar12: 325
- Apr12-Mar13: 323

**Years**:
- Apr08-Mar09: 713
- Apr09-Mar10: 729
- Apr10-Mar11: 732
- Apr11-Mar12: 743
- Apr12-Mar13: 742
Inpatient Facility

Inpatient Facility

Inpatient Payments/Day

Inpatient Payments/Admission
Inpatient Facility

Inpatient Days/1000 Mbrs

- Apr08-Mar09
- Apr10-Mar11
- Apr12-Mar13

Inpatient Admissions/1000 Mbrs

- Apr08-Mar09
- Apr10-Mar11
- Apr12-Mar13
Rx Utilization: Costs

Health Plan Rx Claims Costs

- Apr08-Mar09: $351,675
- Apr09-Mar10: $386,852
- Apr10-Mar11: $364,743
- Apr11-Mar12: $323,171
- Apr12-Mar13: $318,789
Health Plan Claims: Dx Congestive Heart Failure

- Apr08-Mar09: $784,181, 5 Members
- Apr09-Mar10: $378,441, 4 Members
- Apr10-Mar11: $178,544, 4 Members
- Apr11-Mar12: $19,447, 2 Members
- Apr12-Mar13: $18,848, 2 Members
Health Plan Claims: Dx Diabetes

Total Health Plan Payments

- Apr08-Mar09: $320,729 (40 Members)
- Apr09-Mar10: $161,680 (36 Members)
- Apr10-Mar11: $311,423 (31 Members)
- Apr11-Mar12: $124,392 (35 Members)
Claim Costs Trend at 9%

Despite high-cost claimant, total claims costs are about $3.15 million less than expected over the past 5 years.

*includes HRA reimbursements
# Saving Summary

<table>
<thead>
<tr>
<th></th>
<th>Actual Health Plan Claims Costs* With CareHere</th>
<th>Projected Health Plan Costs Without CareHere @9%</th>
<th>Difference Per Member @9%</th>
<th>Average # of Members</th>
<th>Savings/Cost-Avoidance @ 9% Trend</th>
<th>Workers Compensation (Actual)</th>
<th>Workers Compensation (Budget)</th>
<th>Occupation Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td>Baseline</td>
<td>2933</td>
<td>2933</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Apr08-Mar09</td>
<td>2626.82</td>
<td>3196.97</td>
<td>570.15</td>
<td>713</td>
<td>$406,517</td>
<td>$348,056</td>
<td>$976,900</td>
<td>$75,000</td>
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<tr>
<td>Apr09-Mar10</td>
<td>2369.55</td>
<td>3484.7</td>
<td>1115.15</td>
<td>729</td>
<td>$812,944</td>
<td>$274,749</td>
<td>$449,885</td>
<td>$75,000</td>
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<td>Apr10-Mar11</td>
<td>3131.19</td>
<td>3798.32</td>
<td>667.13</td>
<td>732</td>
<td>$488,339</td>
<td>$257,934</td>
<td>$477,990</td>
<td>$75,000</td>
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<td>Apr11-Mar12</td>
<td>2827.21</td>
<td>4140.17</td>
<td>1312.96</td>
<td>743</td>
<td>$975,529</td>
<td>$332,614</td>
<td>$474,760</td>
<td>$75,000</td>
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<td>Apr12-Mar13</td>
<td>3872.32</td>
<td>4512.79</td>
<td>640.47</td>
<td>742</td>
<td>$475,229</td>
<td>$372,354</td>
<td>$475,000</td>
<td>$300,000</td>
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<td>Cost-Avoidance/Savings:</td>
<td></td>
<td></td>
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<td>$3,158,558</td>
<td>$1,585,707</td>
<td>$2,854,535</td>
<td>$600,000</td>
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<td>CareHere Costs</td>
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<td>$2,470,334</td>
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<td>Total Combined Cost-Avoidance/Savings</td>
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<td>$5,728,466</td>
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<td>Return-on-Investment (ROI)</td>
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<td>2.32:1</td>
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Questions