



Cottingham & Butler

TRIBAL NATIONS CASE STUDY

A 36% Decrease to Benefit Spend

THE SITUATION

A Midwest Native American Indian Tribe was facing an unsustainable increase in their health insurance costs.

Cottingham & Butler's tribal nations team was invited to conduct our 3C's analysis, where we benchmark **coverage, cost and consumption**. This analysis leads to identifying areas for opportunity and make targeted, quantifiable recommendations.

“ ”

We have been working with Cottingham & Butler for over 3 years and within that time frame, they have helped our program reach amazing goals – that as a Tribe and department we felt were impossible.

Cottingham & Butler has gone above and beyond what is necessary as a broker by treating us with great respect and filling us with knowledge that will help us maintain and support our tribes needs throughout future generations.

Benefits Manager

OUR RESULTS

- 1 Medicare Like Rates**
We successfully implemented Medicare Like Rates (MLR) for all eligible claims for both facility and professional services. This strategy has hit \$10M in savings in just the first 3 years.
- 2 Sponsorship**
We implemented a marketplace program for short-term and ongoing high cost claimants. This has lead to \$8M in savings within the first 3 years.
- 3 Out-of-Network Reference Based Pricing**
This pricing was implemented for large out-of-network spend and is primarily used for mental health and substance abuse. This addition has led to \$1.2M in savings.
- 4 Pharmacy Benefits Optimization**
A change in their Pharmacy Benefits Manager was recommended. The new Pharmacy Benefit Optimizer (PBO) was implemented with better pricing and traditional rebates on in house claims leading to \$600K in savings.

**BENEFIT SPEND
DECREASED**

36%

**FROM A \$28M
SPEND IN 2019**

Cottingham & Butler

1.800.793.5235 | www.CottinghamButler.com