

PUBLIC SECTOR CASE STUDY

A 33% Decrease to Health Insurance Spend in 3 Years

THE SITUATION

A county in northeastern Wisconsin was facing a 6% increase in their health insurance costs.

Cottingham & Butler's public sector team was invited to conduct our 3C's analysis, where we benchmark coverage, cost and consumption compared to peer counties/municipalities in the area. This analysis led to identifying areas for opportunity and make targeted, quantifiable recommendations.

OUR RESULTS

1

Pharmacy Contract Review

We renegotiated the pharmacy benefit manager contract, moving from a 3 year to a 1 year contract. We also introduced step-therapy and coupon tracking on medications that led to \$115k in savings.

2

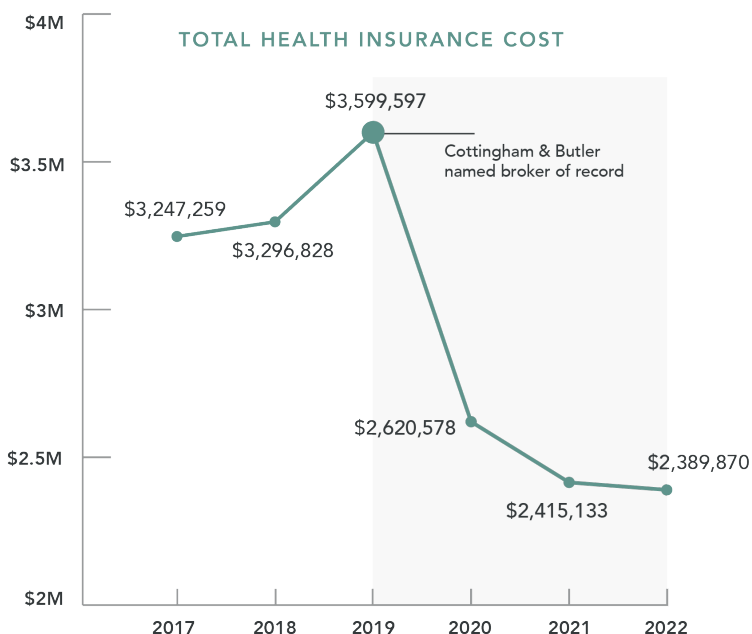
Tenure Based Opt-Out

We implemented a \$5,000 cash opt out based on tenure. This was an added benefit offered to employees with over 20 years of service to the County, which led to over \$84k in savings.

3

High Performance Network

We recommended, and the County elected to introduce, a tiered high performance network, incenting members, but not mandating, to use high quality, low cost providers leading to over \$280k in savings.



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We have been working with Cottingham & Butler for a few years and have received excellent customer service and great financial leadership in managing our self-insured health plan. We have been provided many plan options, which have helped offer a better benefit package and greater cost savings for the County. Cottingham & Butler has been very sensitive to the needs of the County and the employees by offering suggestions for both plan design and funding levels. We receive up-to-date financial reports and consultation throughout the year, which helps us make effective new changes.

County Administrator

Cottingham & Butler

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