

Senate Committee  
Reports

March 20, 2024



# Fringe Benefits Advisory Committee Summary

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*February 28, 2024*

# Medical & Dental Plan Updates

## **Medical Plan Financial Update**

- FY24 projected to be over budget by 21%
- Claims continue to run high in January - February 2024 and are projected to continue into FY25

## **Medical Plan Network Update**

- Tier I (Maximum Savings) Atrium providers offer the deepest network discounts
- Members continue to use Tier III\* (Standard Savings) non-Atrium providers

## **Dental Plan Update**

- Running favorable relative to budget July - December 2023

*\*Tier III member costs were kept the same as INN costs during the BCBS to Aetna transition in CY23.*

# CY25 Benefit Plan Considerations

## **Medical and Pharmacy Plan**

- Evaluate plan utilization and allowed/billed amounts between plan tiers
- Evaluate network tier incentives
- Evaluate plan cost-sharing (i.e., copay, deductible, etc.)
- Evaluate disease management programs (i.e. musculoskeletal/diabetes)
- Evaluate Rx Cost Saver program

## **Behavioral Health Plan**

- Evaluate Aetna as a third-party administrator
- Evaluate adding behavioral health services to the current Teladoc program

## **Dental Plan**

- Cost-sharing; continue path to fully-insured plan

## **Review Third-Party Administrators Contract Renewals**

- MetLife (dental)
- McGriff Insurance Services (flexible spending and COBRA)
- Aetna stop-loss insurance (medical; November)

# Next Steps

- Evaluate benefit plan considerations
- Monitor medical and dental plan claims
- Next FBAC meeting is March 27 at 2 p.m. via Zoom