

SUCCESS STORY

BENEFIT DESIGN CONSULTANTS

EMPLOYEE BENEFITS | HUMAN CAPITAL MANAGEMENT | SOLUTIONS

CLIENT PROFILE

A multi-location pediatric clinic located in Northwest Harris County employing 51 employees covering 39 employees and dependents.

CHALLENGE

Not having access to quality claims experience to consider better plan designs that manage both employer and employee cost.

EXECUTIVE SUMMARY

The clinic has provided a fully insured health plan for several years with ever increasing premiums. After careful review of 3 years of historical fully insured premiums vs. claims experience along with large claims over \$25,000 it was decided to implement a self-funded health plan.

SOLUTION

A self-funded health plan with an individual stop loss of \$15,000 through a major carrier that gave more access to claims utilization and experience. A dual option design to comply with ACA affordability regulations with a buy-up plan option gave employees a plan choice to meet their health care needs.

RESULTS

After the first plan year and 3-month run out our client realized a \$43,420 premium surplus. With better claims data, for the second year, a value-based care network and tele-medicine service were offered.

The best solutions begin with a conversation

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