

THE VALUE OF TAC HEBP MEMBERSHIP

WHO WE ARE & WHY WE'RE HERE



SIZE

With 46,000+ members in TAC HEBP, its size allows for better negotiated rates, the best discounts, and rebates to keep costs low and outperform the market.

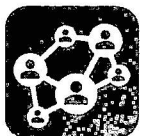
Members are eligible for Board-approved surplus distributions.



POOLING

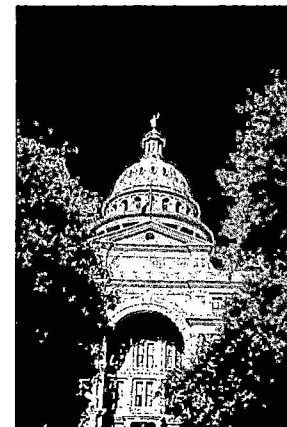
The pooling strategy allows TAC HEBP to spread the risk and provide financial stability.

Our rating mode takes a long-term, 36 -to 48-month perspective, compared with the standard 36 months.



PARTNERSHIPS

Superior vendor partnerships with BCBSTX and Navitus ensure superior networks, claims administration and customer service excellence.



WHAT WE DO

- Through excellent customer service, we assist officials, employees and dependents of Texas counties and county entities by providing options for quality benefits at the best value and equipping our members with knowledge and tools to live healthier lives, to help them achieve budget stability, optimal health, and lower claims and out-of-pocket costs.

March 17, 2025
(Exhibit #2)



MID-YEAR REVIEWS

Stay informed of your plan's performance and learn targeted strategies to influence its trend.

- ▶ Stay informed of your group's plan performance
- ▶ Learn targeted wellness strategies to influence a positive trend
- ▶ Be informed of key membership dates and announcements for the plan year
- ▶ Understand customer service needs, product changes or enhancements.

OVERVIEW

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PLAN REVIEW

Data Set | Plan Year AD
to Current

CURRENT COVERAGE		Medical Plan 1100-NG and Rx Plan 5B-NG
Medical Deductible		•Individual: \$750 •Family: \$2,250
Prescription Copays		\$10/30/50 \$100 Deductible
CLAIMS EXPERIENCE		
12 Month Loss Ratio (Jan 2024-Dec 2024)		111.3%
36 Month Loss Ratio		109.1%
CREDIBILITY FORMULA & FACTORS		
Credibility Factor		62.6%
Demographic Factor		11.1% Older
Area Factor		3.7 % more
HIGH-COST CLAIMANTS (Jan 2024-Dec 2024)		
> \$10,000		41 of claimants
> \$20,000		22 of claimants
> \$50,000		14 of claimants
> \$100,000		7 of claimants
> \$200,000		4 of claimants

ENROLLMENT REVIEW

Data Set | Plan Year AD to Current

Medical Demographics

	Oct 2023 - Dec 2023	Oct 2024 - Dec 2024	% Change
Average Membership	392	408	4.1%
Employee	178	182	2.2%
Spouse	76	79	3.9%
Dependent	138	147	6.5%
Average Contract Size	2.2	2.2	
Average Age	38.2	37.5	-1.8%
Employee	50.3	49.8	-1.0%
Spouse	51.9	51.2	-1.3%
Dependent	15.2	14.9	-2.0%
% Under 30	39.2%	41.6%	
% 30 to 49	23.4%	22.8%	
% 50 to 64	28.4%	26.6%	
% 65+	9.0%	9.0%	
Gender			
Proportion of Males	50.2%	49.2%	
Proportion of Females	49.8%	50.8%	
Females Ages 20-44	18.1%	18.9%	

- Overall, membership increased by 4.1% between reporting periods.
- The average age was 37.5 and decreased by 1.8% between reporting periods.
- Contract size remained stable by 0.0% between reporting periods.
- Females between the ages of 20 and 44 increased from 18.1% to 18.9% between reporting periods.

FINANCIAL DASHBOARD | A 3-Year Look

Data Set | Rolling 12 and 36 Months

	January 2022- December 2022 (Rolling 12 months)	January 2023- December 2023 (Rolling 12 months)	January 2024- December 2024 Rolling 12 months
Total Medical Claims Spend	\$3,316,726.99	\$2,605,223.11	\$3,545,980.49
Total Rx Claims Spend	\$1,236,892.28	\$1,374,623.33	\$1,564,425.04
Total Claims (Medical & Rx)	\$4,553,619.27	\$3,979,846.44	\$5,110,405.53
Total PEPM	\$2,154.03	\$1,864.10	\$2,334.58
Total Contribution	\$3,759,667.12	\$4,155,344.30	\$4,593,007.88
Loss Ratio	121.1%	95.8%	111.3%
36 Month Loss Ratio: 109.1%			

Top 10 RX CATEGORIES

January 2024 – December 2024

Drug Category	Pharmacy Paid
TARGETED IMMUNOMODULATORS <i>cancer, ms, Parkinson's</i>	\$736,632.53
ANTIDIABETICS <i>ozempic</i>	\$434,920.54
ANTINEOPLASTICS AND ADJUNCTIVE THERAPIES	\$111,041.10
MEDICAL DEVICES AND SUPPLIES	\$34,762.65
MIGRAINE PRODUCTS	\$27,709.88
ANTICOAGULANTS	\$23,814.93
ANTIASTHMATIC AND BRONCHODILATOR AGENTS	\$19,563.27
ANTIVIRALS	\$18,395.96
ANTIHYPERLIPIDEMICS	\$16,927.04
ANTIDEPRESSANTS	\$12,153.77

Multiple drug names could mean different dosages of the prescription drug. Top drugs could be used to treat the following: anti-cancer, type 2 diabetes, psoriasis, rheumatoid arthritis, and allergix diseases (eczema, asthma, nasal polyps, etc.).

TOP DIAGNOSTIC CATEGORIES | A 3-Year Look

Data Set | Rolling 12 and 36 Months

	Jan 2022 - Dec 2022 (Rolling 12 months)	Jan 2023 - Dec 2023 (Rolling 12 months)	Jan. 2024 - Dec. 2024 (Rolling 12 months)
1st Diagnostic Category	Myo proliferative & Neoplasm <i>→ Cancer</i>	Circulatory <i>heart</i>	Myoproliferative & Neoplasm
Paid	\$429,634.22	\$320,030.69	\$445,920.00
2nd Diagnostic Category	Musculoskeletal System	MSK	MSK
Paid	\$363,969.08 <i>back knee surgery</i>	\$268,241.68	\$437,199.64
3rd Diagnostic Category	MSK	Factors Influencing Health	Circulatory
Paid	\$363,896.83	\$175,313	\$344,084.70
Total Medical Paid	\$1,157,500.13	\$763,584.14	\$1,227,204.34
% of Total Medical Paid	34.9%	29.3%	34.6%

TOP CHRONIC CONDITIONS| A 3-Year Look

Data Set | Rolling 36 Months

Diagnostic Group	Jan 2022- Dec 2022 (Rolling 12 months)		Jan 2023- Dec 2023 (Rolling 12 months)		Jan 2024- Dec 2024 (Rolling 12 months)	
	Claimant	Paid Amount	Claimant	Paid Amount	Claimant	Paid Amount
Hypertension	137	\$170,599	135	\$235,969	131	\$292,825
Hyperlipidemia	93	\$86,584	100	\$43,918	109	\$69,056
Diabetes	55	\$88,786	55	\$94,382	63	\$67,055
Coronary Artery Diseases	20	\$146,376	23	\$204,382	21	\$58,188
COPD	6	\$14,919	11	\$34,920	11	\$56,964
CHF	7	\$2,474	77	\$40,375	10	\$51,364
Depression	23	\$4,597	18	\$4,297	15	\$26,962
Asthma	24	\$21,958	23	\$49,718	21	\$12,940
Renal	5	\$2,185	6	\$1,622	5	\$2,461
Total Medical Paid		\$424,895		\$559,765		\$547,926
% of Total Medical Paid		12.8%		21.5%		15.5%

PREVENTIVE PRACTICES | Annual Physicals

Annual physicals help detect and treat chronic conditions early.

Oct. 2021-Sept. 2022		Oct. 2022-Sept. 2023		Oct. 2023-Jan. 2024	
101 Annual Physicals out of 389 Avg. Members (26%)		110 Annual Physicals out of 387 Avg. Members (28%)		123 Annual Physicals out of 401 Avg. Members (31%)	
Employees	60 physicals out of 176 avg. covered (34%)	Employees	73 physicals out of 178 avg. covered (41%)	Employees	80 physicals out of 182 avg. covered (44%)
Spouses	25 physicals out of 77 avg. covered (32%)	Spouses	16 physicals out of 132 avg. covered (12%)	Spouses	26 physicals out of 78 avg. covered (34%)
Children	16 physicals out of 135 avg. covered (12%)	Children	16 physicals out of 132 avg. covered (12%)	Children	17 physicals out of 141 avg. covered (12%)

Insert More detailed information about your own table content here. You may use both text and bullet points. Lorem Ipsum is simply dummy text of the printing and typesetting industry.

HEALTHY COUNTY PARTICIPATION

Wellness programs can improve lives and control your bottom line. Let us help you strategize what is right for your employees.

PROGRAMS	2023	2024	YEAR TO YEAR % DIFFERENCE
Wondr Health	0 claimants	0 claimants	0%
Omada Participants	10 claimants	5 claimants	7.7%
Livongo Participants	51 claimants	49 claimants	39.5%
Airrosti Utilization	9 claimants	7 claimants	22.2%
MDLive Utilization	13 claimants	13 claimants	0%
Alliance Work Partners (EAP) Utilization	0%	0%	0%

- ▶ Annual Physicals are increasing
- ▶ Livongo participation could be higher for number of diabetics and hypertensives, especially with \$ increase for hypertension
- ▶ Omada and Wonder could/should be higher for heart disease and diabetes prevention (40-60% on diabetes escalator)
- ▶ EAP and MD Live are free resources for depression and mental health



HEALTHY COUNTY PARTICIPATION

Wellness programs can improve lives and control your bottom line. Let us help you strategize what is right for your employees.

PROGRAMS	2023	2024	YEAR TO YEAR % DIFFERENCE
WebMD One	N/A	10 registered user	
Wellness Workshops	3	2	66%
County Specific Incentives (Y/N)	Y	Y	
County Employer Rewards	\$2,380 of \$7,000	\$3,150 of \$7,000	132%

- ▶ Doing very well here with being proactive
- ▶ Nice increase in Employer Rewards this year
- ▶ Need to increase WebMD One usage
- ▶ WebMD One Demo and Registration Days are available
- ▶ A variety of wellness workshop topics are available



COST CONTAINMENT STRATEGY

Healthy County programs help prevent and manage chronic conditions in order to control claims costs.

1. Need to push Livongo, Omada and Wondr Health for at risk employees
2. Need to reach employees not attending trainings
3. Need to increase engagement in WebMD One Wellness platform

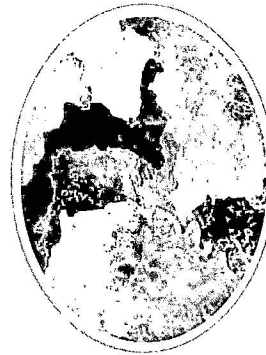
TENTATIVE RENEWAL TIMELINE

GROUPS RENEWING WITH A 10/1 ANNIVERSARY DATE

4-30-2025

TAC HEBP BOARD MEETING

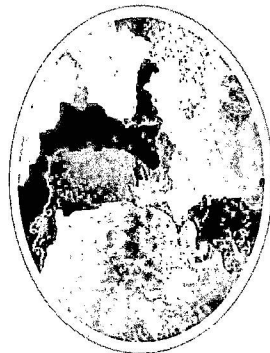
Board meeting set to review the proposed renewal rates for Plan Year 2025.



Late May

Group Renewal Package Emailed

Renewal packets will be emailed to the Group's Primary Contact and the County Judge or designated Contracting Authority.



May 5 (Tentative)

Renewal Webinars

Join HBS staff to hear key dates for processing your group's renewal and other important announcements.

June 28 (Tentative)

Renewal Due Back to TAC

Receiving signed and completed renewal paperwork ensures timely internal processing and setup for Plan Year 2026.

A black and white photograph of a woman with short hair and glasses, wearing a dark blazer over a light-colored top. She is sitting at a desk, smiling, and looking towards a laptop. Her hands are resting on the desk. The background is slightly blurred, showing what appears to be an office setting.

REPORT APPENDIX



TEXAS ASSOCIATION of COUNTIES HEALTH AND EMPLOYEE BENEFITS POOL

12 Month Medical

Post Date: Dec 2024

Run Date: 1/28/2025

Metrics: (Average
Subscribers,
Average

Rows: (Paid Date)

Columns: (Metrics)

Paid Date: Last 12 Months

Account: (000094500 -

Coverage Type: (Medical)

Group: (036856 -

Paid Date	Average Subscribers	Average Members	Total Contribution	Contribution PEPM	Medical Paid	Medical PEPM	Pharmacy Paid	Pharmacy PEPM	Paid	Total Paid PEPM	Total Paid PEPM	Loss Ratio
Jan 2024	181	401	\$373,859.18	\$2,065.52	\$322,120.77	\$1,779.67	\$126,455.40	\$588.16	\$428,577.17	\$2,367.83	\$1,088.77	114.84%
Feb 2024	153	401	\$376,811.82	\$2,059.08	\$249,082.22	\$1,361.11	\$100,860.04	\$551.15	\$349,942.26	\$1,912.25	\$872.67	92.87%
Mar 2024	153	397	\$375,808.14	\$2,052.49	\$242,467.32	\$1,324.95	\$139,223.70	\$700.79	\$381,691.02	\$2,085.74	\$961.44	101.62%
Apr 2024	153	393	\$376,781.04	\$2,058.91	\$317,614.51	\$1,735.60	\$142,976.05	\$781.29	\$460,590.56	\$2,516.83	\$1,157.26	122.24%
May 2024	153	393	\$376,781.04	\$2,058.91	\$217,735.28	\$1,189.81	\$149,172.28	\$815.15	\$366,907.56	\$2,004.98	\$933.61	97.35%
Jun 2024	156	411	\$394,464.06	\$2,087.01	\$330,166.41	\$1,775.09	\$90,916.72	\$483.81	\$421,083.13	\$2,263.69	\$1,024.59	119.52%
Jul 2024	181	395	\$371,478.60	\$2,052.37	\$421,690.70	\$2,323.78	\$115,688.79	\$645.79	\$538,579.49	\$2,975.58	\$1,363.49	144.98%
Aug 2024	150	394	\$370,303.70	\$2,057.24	\$324,499.01	\$1,802.77	\$148,703.31	\$828.13	\$473,202.32	\$2,628.90	\$1,201.02	127.79%
Sep 2024	152	393	\$376,208.98	\$2,067.08	\$352,465.78	\$1,991.57	\$147,199.19	\$803.79	\$509,664.97	\$2,800.36	\$1,277.36	135.47%
Oct 2024	152	403	\$401,250.06	\$2,204.67	\$327,683.11	\$1,800.35	\$126,379.02	\$694.33	\$454,042.13	\$2,494.74	\$1,110.13	113.15%
Nov 2024	153	411	\$405,687.16	\$2,276.87	\$144,075.10	\$787.30	\$142,420.44	\$778.25	\$286,495.54	\$1,565.55	\$697.07	70.62%
Dec 2024	152	404	\$403,776.10	\$2,278.55	\$256,400.28	\$1,573.63	\$153,223.10	\$841.92	\$409,623.38	\$2,415.55	\$1,058.13	118.88%
Total: Selected Filter(152	401	\$4,593,007.88	\$2,098.22	\$3,545,980.43	\$1,619.91	\$1,564,425.04	\$714.68	\$5,110,405.53	\$2,334.58	\$1,051.79	111.26%