

Personalizing Plans & Care

Partnering with a Large Northeast County Government Group to Revamp Retiree Healthcare

RetireeFirst

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Challenge

Supporting nearly 16,000 retirees and counting, a Large Northeast County Government Group found that its existing Medicare plan was unsustainable in serving a rising number of public sector retirees in need of health benefits.

Members were **paying upwards of \$450+ per month** for a Medigap Indemnity plan and prescription plan through Cigna, a tall order for those on a monthly fixed income. Likewise, **rising prescription and medical costs** resulted in a growing Other Post-Employment Benefits (OPEB) obligation liability, dwindling fund reserves and putting financial pressure on the county.

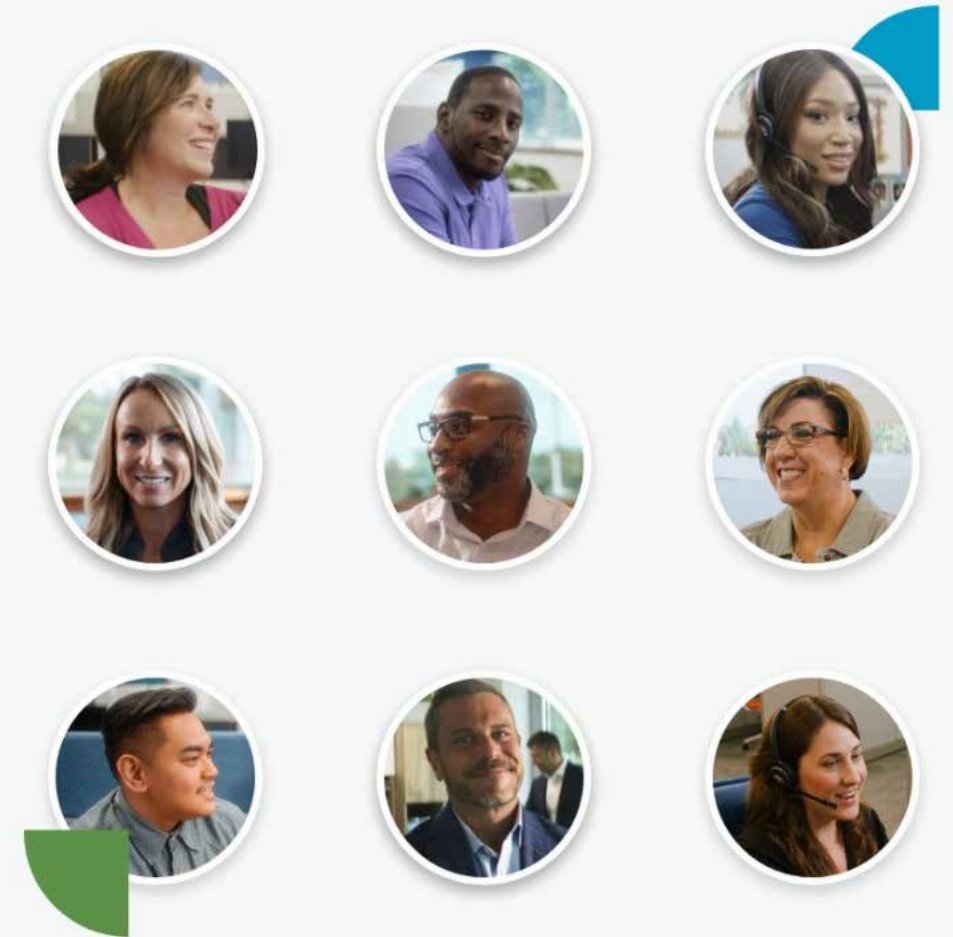
After receiving a recommendation from the Fire Fighters Association in the same county, government officials knew they wanted to shift away from a self-funded structure and move to a Medicare Advantage and Part D prescription drug group exchange program, which would give members access to customized plan options, flexible contribution and enrollment methods, and dedicated customer service among other critical benefits.

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Challenge

Successfully implementing any new Medicare Advantage group health insurance plan, however, is a time-intensive and multi-faceted process.

Ensuring members feel comfortable and confident in the changes made to their plans is also critical. Thus the organization knew they needed a partner with deep healthcare expertise, experience, and bandwidth to assist them in making the switch.



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Solution

To both expand health benefit options and educate retirees and public sector stakeholders, the county partnered with RetireeFirst to implement a group exchange with high, mid and low Medicare Advantage and Prescription Drug plans.



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Solution

To start the process, RetireeFirst met with stakeholders, union representatives, and respective HR teams to explain plan comparisons and options.

At the same time, RetireeFirst also connected the retirees with its team of Advocates—experts dedicated to helping retirees navigate the complex healthcare landscape—to answer any questions they had about the changes to their Medicare Advantage plans.

By lightening the administrative workload for the county, RetireeFirst was able to free up valuable staff time while significantly enhancing the benefits experience and helping improve the overall health and wellness for members.



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Solution

In fact, once the group health insurance plans were in place, retirees enjoyed new benefits, including gym memberships, post hospital meal delivery services, and clinical care programs; no changes in pharmacies within their PPO medical networks; benefit plans that were equivalent to what supported them prior to the change or better; **and 41% of prescriptions moved to a \$0 copay—all with their monthly cost reduced by 38.51%.**

“RetireeFirst helped make our transition to a Medicare Advantage group plan a breeze from start to finish and beyond. They helped us roll-out the new plan options strategically, ensuring our stakeholders and retirees felt supported every step of the way. They managed this all while fighting for us to maintain the same coverage and better benefits, at a lower cost.”

County Administrative Officer for this
Large Northeast County Government Group

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Results



\$34 Million

Saved Annually

The County's retiree plan cost was lowered to \$287 PMPM, saving 38.51% and \$34.3 million annually



\$3.3 Million

Reduced Contribution

Reduced retiree contribution by \$3.3 million across the County while maintaining equal or better coverage



\$1.21 Billion

Decreased Liability

Decreased OPEB obligation liability by \$1.21 billion (28.5%)

About RetireeFirst

We are the premier Retiree Benefit Management provider, enhancing the experience and outcomes for group plan sponsors and their retirees. We provide an end-to-end solution built on three pillars: Strategy, Support, and Advocacy, and partner with brokers, consultants, and clients to meet their unique needs—ultimately reducing costs while preserving group retiree benefits.

To learn more, contact sales@RetireeFirst.com



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Preserving Retiree Healthcare.

Ensuring Peace of Mind.