



2020

Moore County, TX

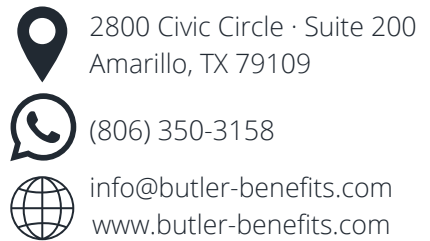
Case Study

“

What worked in the health insurance, employee benefits and risk management world 20 years ago no longer works! Let's be honest. Prices are out of control, benefits are getting worse, providers are writing off more and more uncompensated debt. Yet, the conventional wisdom in healthcare is to double down with the same tactics, same players, same plan designs, same risk management strategies, same brokers, same excuses, same poor outcomes. My mission is to help companies break free from conventional wisdom in healthcare so that they can be open to new ideas and new solutions.

Josh Butler, President

”



A Message From Our Owners,

We believe that hard-working Americans deserve access to a transparent and fairly-priced healthcare system, and that is our core mission at Butler Benefits. Healthcare is the one thing we all purchase before knowing the price or the quality, and that is simply unacceptable. We also realize that a majority of Americans access our healthcare system through their employer's insurance program. That is why we are working with employers to implement innovative solutions that lower the unit cost of care, improve access and affordability, and restore hope to hard-working Americans.

We have learned that it's not only possible to find a more enlightened path in healthcare, but that it's our responsibility to find a more enlightened path; for our company, our employees, our clients, and our community. Albert Einstein said "we can't solve problems by using the same kind of thinking we used when we created them." Our mission is to help companies break free from conventional wisdom in healthcare so that they can be open to new ideas and new solutions.

Sincerely,

Josh Butler

President

Allison Butler

VicePresident/CFO



— A Brief Summary —

Butler Benefits & Consulting has been working with Moore County handling their ancillary lines of coverage since 2012 and formed a solid working relationship. Because of the trust built over the years, the County agreed to allow Josh to do an analysis of their medical plan in 2020 to see what improvement opportunities there were.

Through analyzing their current medical plan, Josh saw several areas for improvement that would allow the County to reduce costs and improve the benefits.

Through a few unique strategies the County managed to save over \$550,000 just in the first year. In addition to the tremendous savings, they now offer dual plan options and have implemented educational and consumer resources for their employees. Rowdy Rhoades, County Judge of Moore County says "With this level of savings, we will almost completely balance our entire County budget for 2021."

Josh and Butler Benefits will continue progressing the 3-5 year strategy with Moore County to lower healthcare costs, and maintain quality benefit offerings for years to come.

About Butler Benefits

Butler Benefits & Consulting is a next-generation healthcare consulting and brokerage firm focused on bringing higher quality benefits to employers at lower costs by better managing the healthcare supply chain, choosing strategies that address the highest risk, and measuring healthcare utilization. We believe that Healthcare's solutions have already been discovered. We are committed to scaling those solutions to our current and future clients.

Moore County, TX CASE STUDY

Advisor: Josh Butler



Moore County

is a county located in the Texas Panhandle. As of 2010 census, its population was 21,904. The County Seat is Dumas, TX. Cities in Moore County include Dumas, Cactus, Fritch, and Sunray.

Despite facing a 0% increase in their 2020 health insurance plan, Moore County decided to allow Josh Butler, and Butler Benefits & Consulting to analyze the County's medical options.

Prior to changing its plans, Moore County and its employees were paying \$1,915,668 in annualized premiums for a single co-pay plan option. The employee only premium was \$839.39 per month, and family was \$2186.94 per month.



Target

Improve the quality of benefits, while reducing plan cost and educating employees.



Development

Provide County with a full plan analysis, and innovative solutions.



Implementation

A 3-5 year strategy that focus on cost of care, quality of care and employee engagement

Client Profile

Location

Dumas, Texas

Industry

Public Sector/County
Government

Size

Employees: 150-170
EEs on Plan: 136
Lives on Plan: 230

Funding Type

Fully Insured

Annual Spending (Health)

Deductible: \$680
Premiums: <\$2 Million
OOPM: \$4,080

Case Study Dates

Renewal period for 10/1/2020

Analysis

Josh began working with Moore County in 2012, handling the County's ancillary lines of coverage (Dental, Vision, Life, Supplemental). In May of 2020, Josh discovered several key areas of opportunity for Moore County. The County's loss ratios and risk profile indicated they would be a good candidate for partially self-funding a portion of the medical plan, which later became a critical part of the success of the overall strategy. In addition to claims, Josh analyzed all facets of the health plan.



Compliance Challenges

Josh also advised the County about the mandatory procurement process the County would need to embark on in order to hire Butler Benefits & Consulting as the County's healthcare consultant.

Pursuant to Texas Local Government Code Sec. 262.036, a County in Texas may select a "Broker of Record" to obtain proposals and coverages for the County. There are a couple of contingencies in this arrangement: 1) The "broker of record" must not receive any commissions from any insurance carrier the County does business with, and 2) The "broker of record" shall disclose any business relationship with the insurance carriers the County does business with.



Challenges

01

Cost

02

Lack of Options

03

Employee Education

To stay in compliance

with this regulatory provision. Josh decided to waive ALL commissions earned through insurance placement in exchange for a DIRECT FEE charged directly to Moore County. This brought a very important aspect to the relationship: TRANSPARENCY.

This compensation model also aligns with Moore County's interests as well. It removed any conflict of interest for Butler Benefits financially. Butler Benefits works directly on behalf of Moore County, and receives no revenue from any other source but Moore County.

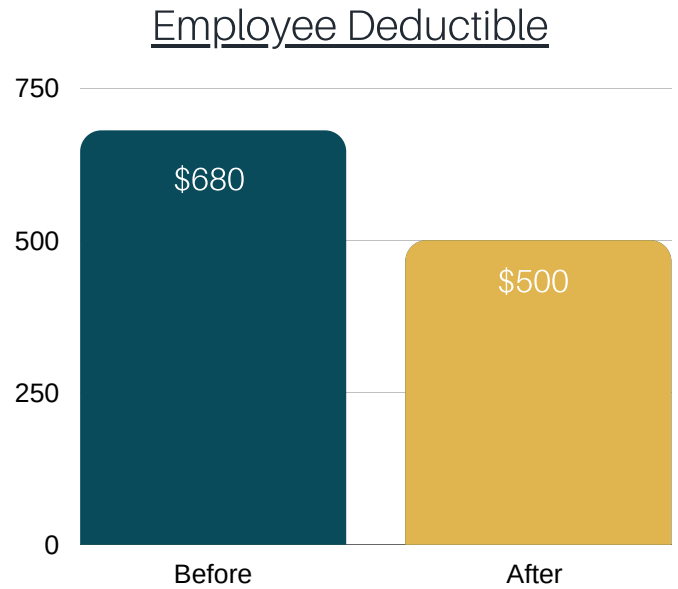
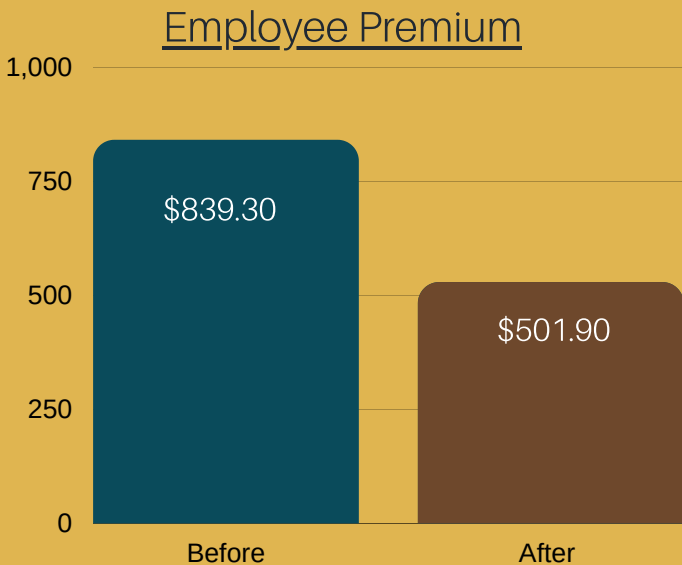
Solutions

Josh helped Moore County reduce costs and improve benefits by implementing a couple of different strategies, including introducing dual plan options, and supplemented with an HSA/HRA strategy to reimburse specific medical costs for employees, allowing Moore County to partially self-fund much of the employee expense. The Employee only rate went from \$839.30 to \$528.30, yielding an annual savings PER EMPLOYEE of \$3,732.00. With this savings, the County chose to reinvest much of that annual savings into a strategy that would eliminate healthcare costs for almost 80% of County employees entirely.

Josh also customized a traditional co-pay plan option that reduced the employee deductible by 26% (\$680 to \$500), and reduced the employee maximum out of pocket amount by 14% (\$4,080 to \$3,500).

He also implemented educational resources for employees about how to be wise healthcare consumers in the healthcare market.

Lastly, Josh created a 3-5 year strategy that will continue lowering costs and improving benefits.



Key Results

31%

REDUCTION IN
TOTAL SPEND
FIRST YEAR

26%

REDUCTION IN
DEDUCTIBLE

> \$550,000
IN TOTAL SAVINGS

“

With this level of savings, we will almost completely balance our entire County budget for 2021.

Rowdy Rhoades, County Judge
Moore County

”

Implementation

Josh worked directly with County officials and presented final figures to Commissioner's Court. He worked to create an organization-wide vision for their new healthcare plans and funding strategies; one where costs were lower, employee paychecks were higher, and access to many healthcare services were lower in cost.

In the first year, Moore County will reduce their overall healthcare/benefits spend by more than \$550,000. This is a tremendous relief for Moore County and the taxpayers in Moore County. More funds will be allocated to County projects because of the lesser amounts being paid for health insurance.

Josh and Butler Benefits will continue progressing the 3-5 year strategy with Moore County to lower healthcare costs, and maintain quality benefit offerings for years to come.



Advisor Background



Josh Butler is the co-founder of Butler Benefits & Consulting with over a decade of experience helping employers transform their health plans. He is passionate about healthcare reform and helping employers save money while improving the quality of employee benefits.



Our Solutions

[Value-based Primary Care](#)

Properly incentivized Primary Care is the front-line defense against downstream healthcare costs. At Butler Benefits, we help companies discover the value of solid investments into Primary Care, and how it provides better care at much lower prices.

[Transparent Pharmacy Benefits](#)

Buyers of healthcare deserve true transparency. Without proper data and facts, buyers of healthcare have no way to make sound purchasing decisions. Prescription drug prices are rising faster than any other sector in healthcare, and it is having a big impact on working class families. We help companies purchase medications for employees from non-traditional sources, saving thousands, and solve a problem many people face today, the high cost of prescriptions.

[Transparent Advisor Relationships](#)

It is time for companies to start demanding that the financial interests of their brokers/advisors be aligned with your company's interests. Under the status-quo model, brokers make more as your insurance rates increase, and there is no financial incentive for that broker to reduce your costs.

[Transparent Data](#)

You cannot manage what you do not measure. Claims management is the key to lowering health plan costs and improving quality outcomes for your employees. We help companies address price variance, fraud, waste, improper payments, and avoidable claims within their populations.

Our Services

[Health Insurance/Risk Management](#)

Employers of all sizes will find value in working with Butler Benefits & Consulting. Beginning with a thorough evaluation of your company's current benefit offerings and claims, we first promise to "do no harm". If we cannot find opportunities for improvement within your current plan, we won't recommend you change anything. Managing the healthcare supply chain is the key to reducing plan costs as well as improving the quality of benefits being offered. Knowing what you are paying for healthcare is the first step in determining if you are paying a fair price or not.

[Vision/Dental Insurance](#)

Butler Benefits & Consulting we know how important Dental and Vision care is to families. Keeping with our core vision, we consult with each client to find the right plan and the right level of benefits, including cash options with local dentists.

[Disability Insurance/Long-Term Care](#)

You can't predict what your future long-term care needs are going to be, and Long-Term Care Insurance can help you pay for the care you will need, whether you are living at home or in an assisted living facility or nursing home. In addition, protecting your income in the event you cannot work is important too. Disability insurance helps prevent a health situation from becoming a financial situation as well.

[Life Insurance](#)

Butler Benefits & Consulting can provide you access to dozens of national carriers, making finding the right life insurance plan much easier. Term, whole, universal, you name it, we can provide it for you. A solid life insurance policy will give you peace of mind that things will be taken care of in your absence.



2800 Civic Circle · Suite 200
Amarillo, TX 79109



(806) 350-3158



info@butler-benefits.com
www.butler-benefits.com