



SCHOOL DISTRICT HEALTHCARE COSTS

CASE STUDY



THE SITUATION

Located in Southeast Wisconsin with approximately 400 benefit eligible employees, the District faced a **29%** increase in health care spend.

THE SOLUTION

The selection of R&R Insurance Services, aka "*The Knowledge Brokers*" to partner with as their benefit consultants.

THE PROCESS

The R&R team analyzed the District's current benefits package and budget to help prioritize their goals. Working together, they developed a long-term strategy to control health care costs.

THE TOOLS

The R&R **Analytics team** dug deep into the District's health plan, employing various tools at their disposal, to review such areas as contribution strategies, claim utilization, and comparative plan analysis using DPI data. They determined how best to design a cost effective yet competitive health plan for the District.

The **Wellness team** assisted in developing wellness incentives for employees. After one year, participation rose to 70% and currently participation has soared to 80%. This has helped drive down costs.

The **Communication team** employed a clear and comprehensive education initiative using customized videos, onsite meetings, and mobile device technology providing access to benefit information for teachers, staff and the Board.

THE RESULTS

After partnering with R&R Insurance Services, the 29% increase turned into a \$296,000 savings the first year. Based on high engagement in the new wellness program, the District received an 8% Wellness Credit saving \$501,000 in the second year. R&R worked with the District to self-insure and is conservatively expected to save \$685,000 in the third year.

THE BOTTOM LINE

R&R helped this District save approximately **\$1,482,000** dollars over three years!

We welcome the opportunity to have a conversation with you.