



SCHOOL DISTRICT HEALTHCARE COSTS

CASE STUDY



THE SITUATION

Mid-sized school district in Wisconsin with approximately 275 benefit eligible employees—the District faced continual increases in benefit costs and faced a \$500,000 ACA penalty from a government audit from a time period before they partnered with R&R.

THE SOLUTION

The selection of **R&R Insurance Services, aka "The Knowledge Brokers"** as a consulting partner for their benefit program.

THE PROCESS

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

THE TOOLS

The R&R **Compliance team** gathered information regarding the ACA penalty and assisted the District in putting together revised information that the government was missing. Their \$500,000 penalty was reduced to \$11k.

Our **Analytics team** used its comparative plan analysis tools which helped the District move to self-funding for its dental program, resulting in tens of thousands of savings. R&R also used its robust analytical software program to model the impact of moving their health plan to a self-funded arrangement which has resulted in strategic clinic and wellness programming and significant savings.

Prior to moving to self-funding, the **Benefit Consulting team** utilized its expertise and skilled negotiation techniques with the District's carrier for a flat renewal in the first year with us. In subsequent years, R&R used its marketing capabilities to provide competitive bids with a second year rate cap with other carriers. Finally, in working with the **Analytics team**, the timing was right to help the District move from a 5% increase on their fully-insured plan to an 11% decrease with a self-funded health plan.

THE RESULTS

After partnering with R&R Insurance Services, the District saved approximately \$35,000 on their self-funded dental plan. Via our carrier marketing skills, R&R limited the District's healthcare spend by almost \$390,000 while fully insured. Additionally, with the move to a self-funded plan, the District is estimated to save \$500,000 compared to if they remained fully insured.

THE BOTTOM LINE

R&R helped the District reduce their healthcare spend by over **\$900,000** and avoid **\$489,000** in ACA penalties.

Give us a call. We welcome the opportunity to have a conversation with you!