



Developing New Strategies for Employee Growth and Retention

How to Improve Health Plan Benefits While Controlling Costs

The Challenge

One of Wisconsin's largest credit unions, with expectations for continued growth, was looking for a benefits consultant with extended resources to help them develop new strategies for employee growth and retention. The credit union felt they had **outgrown their local broker and needed better analytics to support their self-funded health plan** with a goal to find cost containment solutions and plan design enhancements.

The Action

By partnering with InterLutions, the credit union joined a **community of like-minded peers** to collectively access resources typically only provided to the nation's largest employers. These resources provided **deeper insight to their cost drivers with additional models to improve their benefits and control their costs**. Two examples included a provider network analysis customized to their employee locations and accessing a more preferred and transparent pharmacy coalition.

The Result

By optimizing their provider network, I-Care saved the credit union **\$990,000** in the first year, with extended potential for savings going forward. The network optimization strategy lowered expenses without reducing benefits and with minimal employee disruption (less than 1%). Conducting a Pharmacy Utilization Analysis provided transparency to the contract and cost-drivers allowing for renegotiated contract with favorable sourcing, pricing, and terms. We also negotiated dollar-for-dollar financial guarantees with independent auditing, creating an overall saving of approximately **\$500,000** per year.

As the Credit Union continues with our CUSO, the savings are continuing to compound each year, allowing them to reinvest in other employee offerings and while keeping employee contributions for the health plan more affordable. Since 2016, the credit union has saved an estimated amount of over \$26,000,000. This equates to 0.41% improvement to ROA, with last year accounting for 25.4% of net income.

