

Simple Solution Brings Big Results

A HIGGINBOTHAM, HEALTH ROSETTA AND MITIGATE PARTNERS CASE STUDY



High Profile Litigation Lawfirm

Continued concern prompts a willingness to listen

Like many employers, this client was facing the continuing merry go round of increasing rates and weak explanations of why and what could be done to stop the continued cycle.

Unlike many employers, this client could not afford to pass on increased cost or diminished benefits to their employees. As a top five firm, attracting top talent required not only competitive compensation but a very competitive benefit package.

Having been self funded with one of the big 4 national carriers there appeared to be little that could be done to control their own destiny.





The longest journey begins with one step

The start of a cultural journey

We approached this client engagement with an emphasis on meeting them where they were in their healthcare journey.

The initial solutions were not dramatic or drastic. Initially it was a recommendation to engage an independent TPA. This change would assure them the opportunity to have complete access to their health plan data and in turn allow them to understand their employee population and their claims. They would finally be able to measure their plan performance and therefor be able to manage plan performance.

Over the following years we have made many additional enhancements to the program. The results to date have been very positive. We now have a plan that will provide employees a zero out of pocket cost if all plan components are followed. This has been accomplished with an overall increase in rates of 16.8% over the past 10 years.

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It was not your typical meeting. For the first time we really listened to what was being said. What we discovered was how much we didnt know.



Strategies:

- Cash Payments
- Direct Contracts
- Centers of Excellence
- Enhanced Medical Management
- High Performance Rx program
- Value Based Reimbursement