

Sumner County
Schools

CASE STUDY



Data and Collaboration Make the Grade for a Large School System

Sumner County, a large school system serving over 8,000 members, leveraged objective data to increase preventative care engagement for long-term cost savings and improvements in member health.



SITUATION

Sumner County Schools found themselves challenged with conflicting information — **their onsite clinic provider was reporting significant savings, yet their medical spend continued to climb.** The school system partnered with Vital Incite to complete an objective analysis of their plan to help identify strategies to improve their budget, while making sure they were providing appropriate and effective access to care for their plan members.

The initial analysis revealed that **out of the 8,000 members on their plan, 69% of employees and spouses had at least one chronic condition,** as well as **low preventative care compliance and poor care coordination.** Vital Incite also uncovered that the clinic actually had **low engagement and little to no impact on health or even compliance with care.**

STRATEGIES

Vital Incite worked with the client to take a collaborative approach between their onsite clinic provider, benefits advisors and their benefits team. Working together, they were able to make two significant strategic changes that had a major impact.

The client changed their plan design to offer two options:

The Wellness Plan required employees to meet wellness goals to participate in exchange for lower premiums.

The Standard plan was offered without requirements but members would have a higher premium.

The client also switched **onsite clinic providers. They leveraged the data from Vital Incite to align the needs of the population with the clinic's services.** These included convenient locations, preventive and primary care services, health coaching, lifestyle programs, telehealth, and behavioral health services.

RESULTS

As the programs have evolved, so has the success of the plan. Sumner County Schools has seen **improvements in employee health and member cost** on both plans, particularly among Wellness Plan members. These members have improved risk through **increased care compliance and lifestyle changes** that have reduced their dependency on medications.

Over the past
5 years:

Annual wellness exam compliance
has increased from **39%** to **87%**.

87%

of Wellness
Plan members
have engaged
in the onsite
clinic.



Wellness Plan members
became almost **\$2,000**
more cost efficient PMPY
than Standard Plan
members.

The client reduced
pharmacy spend by **22%**



VITAL**incite**

making health an asset