

Sumner County Schools

Situation:

- Sumner County Schools is a large public school system in Tennessee that employs nearly 4,300 people across 53 schools. 80% of employees are women.
- Health plan offers rich benefits that attracts high dependent enrollment.
- Sumner County Schools was challenged with cost efficiently managing a high burden of chronic conditions in a population spread across a wide geographic area.
- Sumner County Schools wanted to increase access to quality care, control healthcare spend and improve health outcomes among their population.

Alera Group Approach:

- Leveraged Vital Incite analytics to understand population needs and ways to reduce plan spend.
- Created a plan design that offers lower premiums for members who complete wellness requirements. The Population health team analyzes impact of plan options on member health and healthcare spend.
- Sumner County Schools relied on Alera's tactical knowledge and experience to implement onsite clinics across 6 locations and has continued to expand services as new needs arise. Current onsite services include primary care, pharmacy, acute and chronic care, labs, x-rays, health coaching, virtual care, case management, behavioral health, pediatric care, and wellness programming. The onsite clinic vendor also leverages Vital Incite's tools to drive strategic outreach and focus initiatives.
- Alera's population health team continually identifies areas of need which has resulted in continued growth of service offerings as priorities have shifted. In addition to onsite clinic services, members also have access to a virtual and in-person musculoskeletal solution and a women's health program.
- Alera is facilitating constant collaboration between vendors to best support the population, as well as evaluating solutions to ensure intended impact and adjusting strategy when needed.

Client Results

- Total cost per member per month (PMPM) has remained flat and below benchmark since 2023.
- Spend across the top 4 non-HCC medical cost drivers has remained steady.
- Compliance with preventive screenings continues to increase and is well above benchmark.
- Although still higher than benchmark, chronic condition prevalence is stable, and costs are lower than expected.