



HOLMES MURPHY.

THINKING AHEAD

MAY 22, 2017

BECAUSE IT'S NEVER TOO EARLY

to plan YOUR
NEXT MOVE

- Pre-Renewal Discussion
- Current Biometric Screenings/Wellness Program
- Wellness Plan Evolution
- Next Steps



HOLMES MURPHY

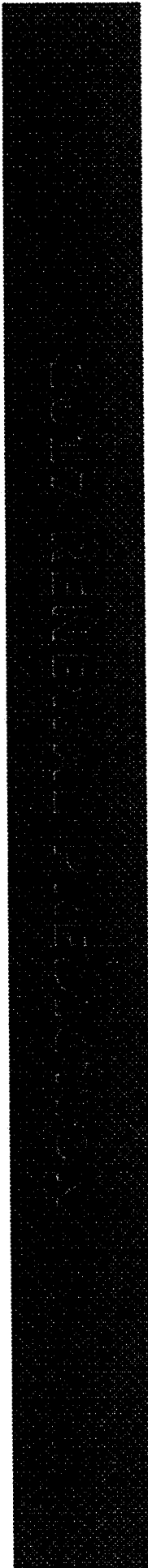
THINKING AHEAD

PRE RENEWAL DISCUSSION

Paid Date	Unique Subscribers	Unique Members	Total Contribution	Medical Paid	Pharmacy Paid	Paid
Jan 2016	524	601	\$399,929.06	\$313,491.84	\$83,816.70	\$397,308.54
Feb 2016	522	599	\$399,376.04	\$245,234.84	\$83,175.87	\$328,410.71
Mar 2016	519	601	\$399,041.62	\$195,460.84	\$76,430.31	\$271,891.15
Apr 2016	520	610	\$400,746.64	\$156,637.37	\$85,846.28	\$242,483.65
May 2016	522	614	\$402,212.68	\$262,247.95	\$82,906.07	\$345,154.02
Jun 2016	525	617	\$404,771.74	\$254,506.92	\$80,403.59	\$334,910.51
Jul 2016	531	620	\$408,809.86	\$189,377.99	\$78,505.55	\$267,883.54
Aug 2016	528	618	\$406,790.80	\$354,466.39	\$167,832.01	\$522,298.40
Sep 2016	520	608	\$400,530.64	\$420,706.81	\$123,807.93	\$544,514.74
Oct 2016	519	621	\$390,713.62	\$240,136.80	\$95,565.33	\$335,702.13
Nov 2016	523	627	\$393,898.90	\$216,923.60	\$121,126.23	\$338,049.83
Dec 2016	527	633	\$396,410.08	\$744,995.64	\$121,986.52	\$866,982.16
Total: Selected Filter(s)	580	701	\$4,803,231.68	\$3,594,186.99	\$1,201,402.39	\$4,795,589.38

TOTAL LOSS RATIO = 99.8%

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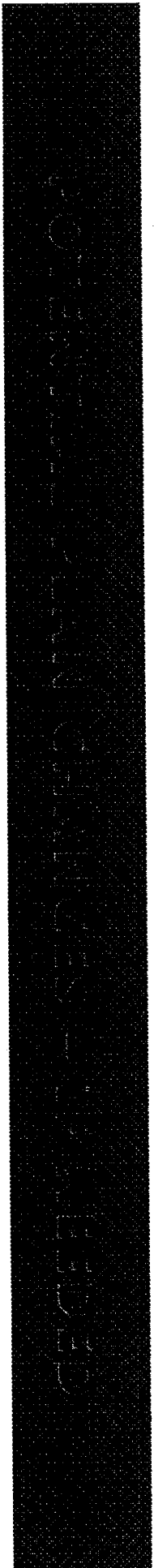


THE COUNTY WILL RECEIVE AN INCREASE

- **TAC POOL NOT RUNNING AS FAVORABLE AS LAST YEAR**
 - Anticipate increases for all clients

REMEMBER YOUR 2016 HEALTH PLAN RENEWAL?

- **3.27% DECREASE TO RATES**
- **THE COUNTY RECEIVED A CHECK FOR \$55,239**
- **TOTAL SAVINGS WITH RENEWAL & DIVIDENDS**
\$202,000



Medical/RX Benefit	Current plan
Deductible In/Out of Network	\$1,000/\$5,000
Co-Insurance % In/Out of Network	80%/50%
Out of Pocket Max In/Out of Network	\$5,000/\$10,000
Office Visit Copay	\$30
Specialist Visit Copay	\$45
ER Visit	\$300
Prescription Copay Retail	\$15/\$40/\$75
Prescription Mail Order	2.5x copay



Increase?

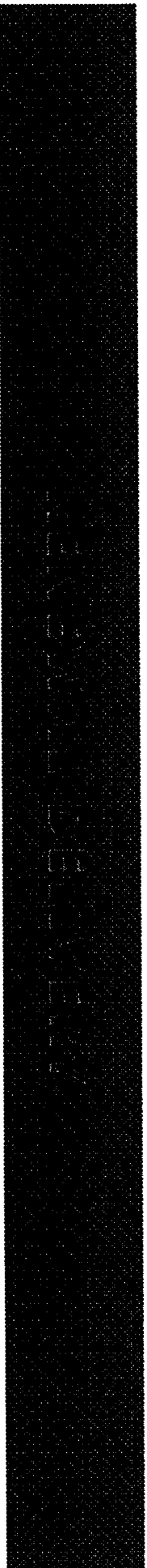


Narrow network?



Add tier 4?

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RENEWAL SHOULD COME EARLY JUNE

**HOLMES MURPHY WILL NEGOTIATE RENEWAL AND
OFFER PLAN CHANGE CHOICES IF NEEDED**

**WILL PRESENT TO THE COURT JUNE 26TH FOR PLAN AND
RATE APPROVAL**

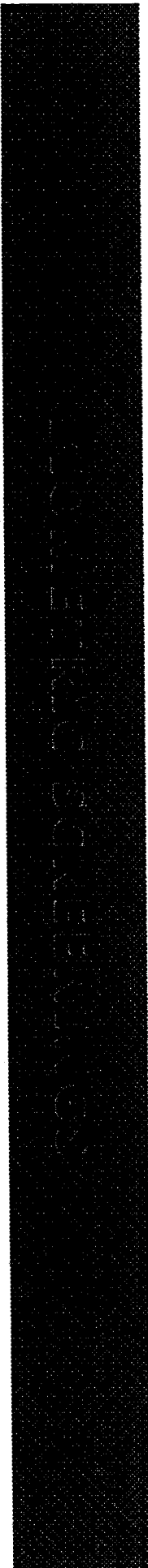
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HOLMES MURPHY.

THINKING AHEAD

WELLNESS PLAN



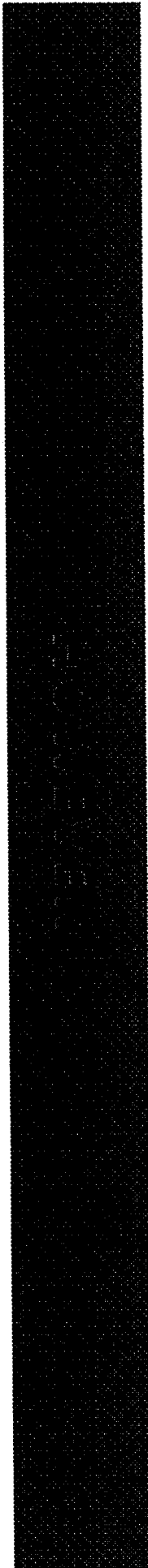
DIDN'T WORK THE WAY WE WANTED

- DATA COLLECTION ISSUES
- REPORTING ERRORS

CATAPULT

- WAIVED FEES
- SENT APOLOGY LETTERS

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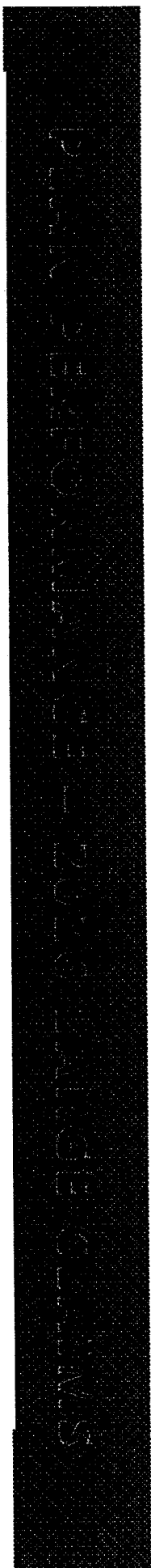


WELLNESS IS STILL IMPORTANT!!!

WHY?

We Believe...

**THAT THE #1 DRIVER OF
YOUR HEALTHCARE COST IS...**

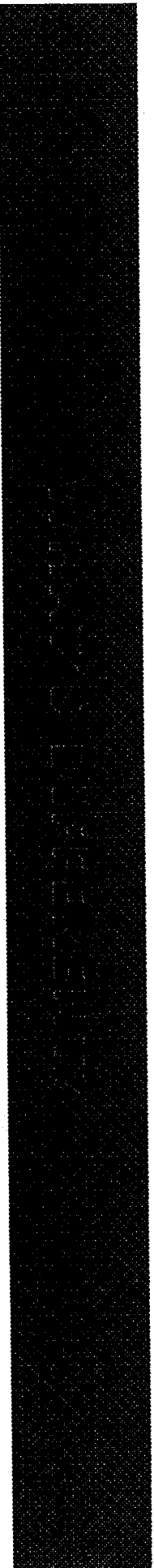


Mar 2016 - Dec 2016

Leading Diagnostic Category	Inpatient		Outpatient		Professional	
	Paid	Paid	Paid	Paid	Paid	Paid
Infectious/Parasitic	\$383,056	\$8,725	\$30,462	\$422,243		
Endocrine	\$199,611	\$15,724	\$19,074	\$234,409		
Infectious/Parasitic	\$92,385	\$17,861	\$8,695	\$118,941		
Circulatory	\$42,566	\$42,289	\$24,148	\$109,003		
Musculoskeletal	\$61,559	\$2,784	\$15,917	\$80,260		
Infectious/Parasitic	\$52,695	\$9,031	\$12,941	\$74,667		
Endocrine	\$54,830	\$3,857	\$13,926	\$72,613		
Musculoskeletal	\$39,443	\$12,114	\$17,709	\$69,266		
Musculoskeletal	\$60,245	\$2,167	\$5,978	\$68,390		
Musculoskeletal	\$47,758	\$841	\$7,873	\$56,472		
	\$1,034,148	\$115,393	\$156,723	\$1,306,264		

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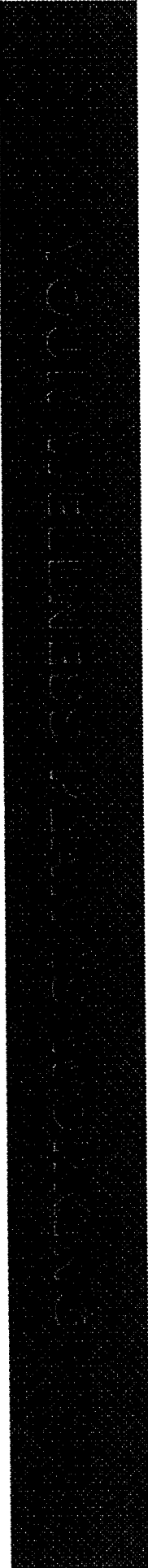
Claimant 1	\$167,000	Diabetes with Complications/Transplant
Claimant 2	\$79,300	Cancer
Claimant 3	\$75,000	Heart Disease
Claimant 4	\$70,000	Glaucoma
Claimant 5	\$66,000	Diabetes with Complications
Claimant 6	\$60,000	Chest Pains
Claimant 7	\$60,000	Cancer
Claimant 8	\$52,000	Musculoskeletal
Claimant 9	\$41,500	Multiple Sclerosis



2016

2011

		Diabetes, Auto Correlations, Transplants
Endocrine		Cancer
		Heart Disease
Circulatory		Chrohn's
		Oral, with complications
		Chest Pains
Musculoskeletal		Musculoskeletal



**FREQUENCY AND SEVERITY OF PREVENTABLE CLAIMS
HAS DECREASED DRAMATICALLY**

**MEMBERS ARE RECEIVING APPROPRIATE AND TIMELY
PREVENTIVE CARE**

NEED TO KEEP THE MOMENTUM

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MEASURES OF OPPORTUNITY

MUSCULOSKELETAL

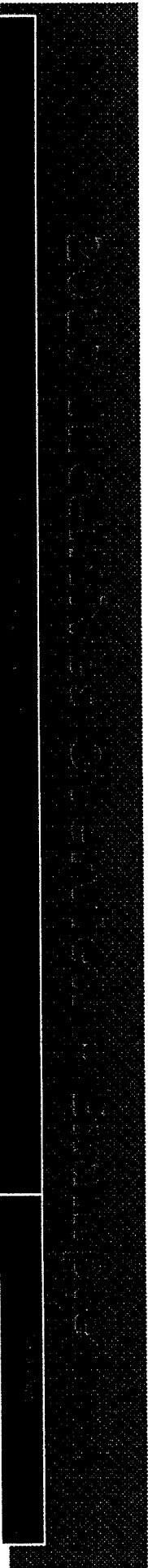
DIABETES PREVENTION AND CARE

PRIMARY CARE RELATIONSHIP BUILDING

PROPOSED NEW ACTIVITIES

- 1. OBTAIN BIOMETRIC SCREENING AT PRIMARY CARE PHYSICIAN**
- 2. MEET 4 OUT OF 5 BIOMETRIC TARGETS OR ENROLL IN ALTERNATIVE ACTIVITY**
- 3. ENROLL IN (OR COMPLETE) CONDITION MANAGEMENT OR LIFESTYLE MANAGEMENT**
- 4. CERTIFY AS A TOBACCO NON-USER OR COMPLETE A TOBACCO CESSATION PROGRAM**

- TAC HEBP, IN PARTNERSHIP WITH PROVANT AND BLUE CROSS AND BLUE SHIELD OF TEXAS, WILL ADMINISTER THE INCENTIVE TRACKING.
- AN ANNUAL REPORT WILL BE PROVIDED TO THE COUNTY
 - PROGRESS REPORT 03/01 AND FINAL REPORT 08/31
- NO ADDITIONAL REPORTING OR ADMINISTRATIVE TASKS WILL NEED TO BE PERFORMED BY THE COUNTY WITH THE EXCEPTION OF PAYROLL DEDUCTIONS IF THE WELLNESS INCENTIVE PROGRAM IS ADOPTED.



<p>PREVENTIVE CARE</p>		
<p>LIFESTYLE MANAGEMENT Blue Care Connection Supported</p>	<p>Blue Cross of Michigan Member Services 1-800-368-7636 www.bcsmi.com</p>	<p>Contribution Differential Premium Surcharge</p>
<p>CONDITION MANAGEMENT Blue Care Connection Supported</p>		

2017-2018 BUDGET PROPOSAL

		MIS FUND	
			<p>When an employee completes all health activities, he/she will avoid the monthly premium surcharge.</p> <p>If employee opts-out of the biometric screening, employee contributes \$100 per month towards their medical benefits.</p>
			<p>If employee opts-out of this activity, employee contributes \$25 per month towards their medical benefits.</p>
			<p>Tobacco Surcharge of \$75 applies to those employees who opt-out Tobacco Certification and/or Cessation program.</p>

Goal: Wiser healthcare consumers internally motivated to take better care of themselves.

- Review requirements of voluntary wellness incentive program.
- Connect the dots between lifestyle and healthcare choices impacting their pocketbook and their benefits – now and in the future.
- Understand their benefits plan, terminology and who pays what.
- Discuss medical pricing and value of comparison shopping.
- Understand how insurance plans change when budgets are tight.

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NEXT STEPS

MEDICAL RENEWAL

- IF WE NEED TO MAKE PLAN CHANGES - WHAT'S OFF LIMITS?

WELLNESS DIRECTION

- WHERE THE COURT WANTS TO SEE US GO

HMA TO RETURN JUNE 26

- PRESENT 5 YEAR WELLNESS STRATEGY
- PRESENT RENEWAL

We Believe...

**THAT I'VE TALKED A LOT!
GOT ANY QUESTIONS?**

2016 RENEWAL

Tier	Current Rates
Employee Only	\$709.02
Employee + Child	\$883.62
Employee + Children	\$1,093.14
Employee + Spouse	\$1,491.16
Employee + Family	\$1,665.76
Approximate Annual Spend:	\$4,346,000

OPTIONAL PLAN DESIGN

Medical/RX Benefit	Current plan	Renewal Plan	Optional Plan
Deductible In/Out of Network	\$1,000/\$5,000	\$1,000/\$5,000	\$1,000/\$3,000
Co-Insurance % In/Out of Network	80%/50%	80%/50%	80%/60%
Out of Pocket Max In/Out of Network	\$5,000/\$10,000	\$5,000/\$10,000	\$3,000/\$6,000
Office Visit Copay	\$30	\$30	\$30
Specialist Visit Copay	\$45	\$45	\$40
ER Visit	\$300	\$300	\$150
Prescription Copay Retail	\$15/\$40/\$75	\$15/\$40/\$75	\$10/\$30/\$50
Prescription Mail Order	2.5x copay	2x copay	2x copay
Cost Difference			
		3% decrease to current rates or \$147,000 under current annual spend	2% increase to current rates or \$90,000 over current annual spend