

# 2014 Cleveland Metroparks Group Health Care Benefits

Harold G. Harrison  
Chief Human Resources Officer

# Current State

- ▶ **Self insured since 2007**
  - ▶ **481 employees have medical coverage**
  - ▶ **52 employees participate in the buyout program**
  - ▶ **Projected claims experience reduction in 2013 compared to 2012**
- 

# 2013 Request for Proposals

- ▶ Fully Insured PPO
  - ▶ Fully Insured HMO
  - ▶ Stop Loss
  - ▶ Life Insurance
  - ▶ Dental
  - ▶ Vision
  - ▶ Telehealth
  - ▶ Flexible Spending
- 

# Major Medical Benefits (Self Insured)

- ▶ **Current Provider : Medical Mutual of Ohio**
- ▶ **Fully Insured Plans Examined (8.5% –25.5% increase)**
- ▶ **PPO A and B Plans**
- ▶ **Plan Design Changes – increased deductibles, co-pays, co-insurance and out of pocket maximums**
- ▶ **15%/10% premium contribution structure will remain same**
- ▶ **Premium Rate Reduction in 2014**
  - **A Plan – 4.4%**
  - **B Plan – 6.0%**

# Health Maintenance Organization

- ▶ **Current Provider : Catholic Health Partners (formerly Kaiser)**
  - ▶ **Current plan participants: 5 Single / 10 Family**
  - ▶ **Proposed a 9.3% increase for 2014**
  - ▶ **Cleveland Clinic is no longer in-network provider**
  - ▶ **Eliminate fully insured HMO option in 2014**
  - ▶ **Met with Kaiser participants regarding recommended change**
- 

# Buyout

- ▶ Currently set at \$295.27 per month
- ▶ Proposing reduction to \$150.00 per month
  - More accurately aligned with general premium cost of employee joining spouse's health plan
  - The offering of “buyouts” is increasingly a minority trend
    - Only 43.9% of Ohio public employers offer buyouts
      - Statewide public sector average: \$112/single \$170/family

# PPO Administrative Fees

- ▶ **Current Provider: Medical Mutual**
- ▶ **Claims adjudication, education/case management and network access/discounts**
- ▶ **2014 Projection – \$203,099 (+4.9%)**
  - **2% annual Increase built into 3-year contract signed in 2013 (19% negotiated rate reduction in 2013)**
- ▶ **Additional increase due to proposed elimination of Kaiser HMO option**

# Stop Loss Insurance

- ▶ **Current Provider : HCC Life Renewal**
- ▶ **Specific stop loss: \$100,000 per individual**
- ▶ **Aggregate stop loss: 125% of expected claims/\$5,718,542**
- ▶ **\$36,255 increase in 2014 based on claims data history and elimination of Kaiser**

# Dental Care

- ▶ **Current Provider: Aetna**
  - ▶ **4.2% reduction based on plan design change**
  - ▶ **Negotiated in-network rate for out-of-network services**
  - ▶ **\$14,318 cost reduction in 2014**
- 

# Vision

- ▶ **Current Provider: Union Eye Care**
  - ▶ **Transition to Aetna Vision in 2014**
  - ▶ **Change based on current provider's limited network and employee feedback**
  - ▶ **Change will result in a \$4,502 increase based on current provider's lowest quote**
- 

# Telehealth

**Current Provider: Teladoc**

**Telephonic medical consultation service with U.S. board-certified, state-licensed doctors**

**Can diagnose, recommend treatment, and prescribe medication(s)**

**Medical services include:**

- **Cold and Flu symptoms, Bronchitis, Allergies**
- **Poison ivy, Pink eye, Urinary tract infection**
- **Respiratory infections, Sinus problems, Ear infection and more!**

# Redirection Cost

Service	Consults	Avg. Cost	Total
Primary Care	67	\$77.50	\$5,192.50
Urgent Care	52	\$150.00	\$7,800.00
Emergency Room	6	\$2,216.00	\$13,296
Would not have sought treatment	12	\$0.00	\$0.00
<b>Total</b>	<b>137</b>		<b>\$26,288.50*</b>

**\*Through September 2013, diverted from self-insured claims experience by avoiding office, urgent care and emergency room visits**

# Wellness Credits Update

- ▶ Implemented wellness credits in 2013 to incentivize healthy actions/behaviors

	Total Participation	% Participation
Employee Annual Physical Exam	370	88.94%
Dependent(s) Annual Physical Exam	204	68.46%
Employee Non-Tobacco User	319	67.02%
Blood Pressure >130/85 mmHg	325	68.28%
Teledoc	363	76.26%

# Wellness Strategy

## ▶ 2014

- Continuation of Wellness Credit Program
  - Health Risk Assessment
  - Preventative Care Provider Certification
  - Engage dependent participation
- “Know your Numbers” Campaign
  - Educate employees on importance of biometric data

# Wellness Strategy



**Emerald Dragons**  
**September 21, 2013**  
**Year 1 – 7<sup>th</sup> Place!**