

Missouri Educators Unified Health Plan

A Missouri Non-Profit Corporation

www.meuhp.com

"For School Districts, By School Districts"

MISSOURI EDUCATORS
UNIFIED HEALTH PLAN, INC.

MEUHP

"UNIFIED FOR STRENGTH,
STABILITY & SERVICE"

September, 2014 Newsletter

Executive Director's Report

A few years ago, my then 7 year old grandson was having dinner at our home. After eating a very hearty meal, he said, "Papa, would you please pass the chicken". I responded to Parker that the meat was not chicken it was pork. He quickly responded "Papa, it is a lot simpler to just call all meat--chicken".



Since that time, that statement has been my continued reinforcement----keep things simple. After three months working as your executive director, I have found that keeping things simple in the health insurance world is a real challenge. But here is my attempt to do so in reviewing some of my activities of the past three months and looking towards the future of MEUHP:

Building Relationships: My initial goal was to meet with all those actively involved with MEUHP. This would include your Board of Directors, Forrest T. Jones personnel, Anthem, attorney, actuary and auditor. That goal has been met with six trips to Kansas City/St. Louis and numerous conference calls, phone calls, emails and additional travel. This month alone I have attended six of the MASA district meetings.

Reviewing and Researching: I have spent a lot of time reviewing/analyzing the present structure and functioning of MEUHP as an organization. I think this is critical when you are new to any organization. This research has reinforced my belief that your MEUHP is strong and viable. Now it is up to me, working with your Board, to make sure we continue on the path that this is truly a program "by schools, for schools".

Summer Board Meeting: On July 30-31, I attended the summer Board meeting of MEUHP. 7 Board members and 6 Vice Chairs were in attendance. This meeting certainly helped me to get a clearer understanding of your Board's operation and vision for the future. We reviewed a number of items related to the "numbers" associated with MEUHP: membership, claims, reserves etc. Anthem's presentation included how they are working to control the cost of MEUHP which ultimately leads to stable and controlled costs to member districts.

Independent Actuarial Update: At the summer Board meeting we were presented with an in-depth report from our independent actuary on both our financial position and our rating formula. Another update is scheduled for the October 10 Board meeting. Further details will be released at the upcoming Fall Region Meetings. Bottom line: membership is stable and fixed costs and claim costs have been in line with expectations!

The revised rating formula included some conceptual ideas for a change in the methodology of establishing rates and tiers for member districts. There are four basic principles of the new rating formula.

1. Premiums must cover all costs.
2. Rating methodology should promote rate stability.
3. Rates should account for real cost differences by region and district.
4. The method should be transparent and understandable.

The actuary's presentation was well thought out and thorough. MEUHP leaders and FTJ representatives asked numerous questions and made good suggestions to further the mission of the MEUHP. Most importantly, we wanted to ensure that any changes are positive for the next renewal and for our long-term success. This level of due diligence and open discussion with the Board is vitally important for my role in serving the membership. There was unanimous agreement with the majority of the actuary's recommendations. But, we asked the actuary to provide additional testing, modeling and commentary for final review at the Fall Board meeting. He has done this and we have this item on the agenda.

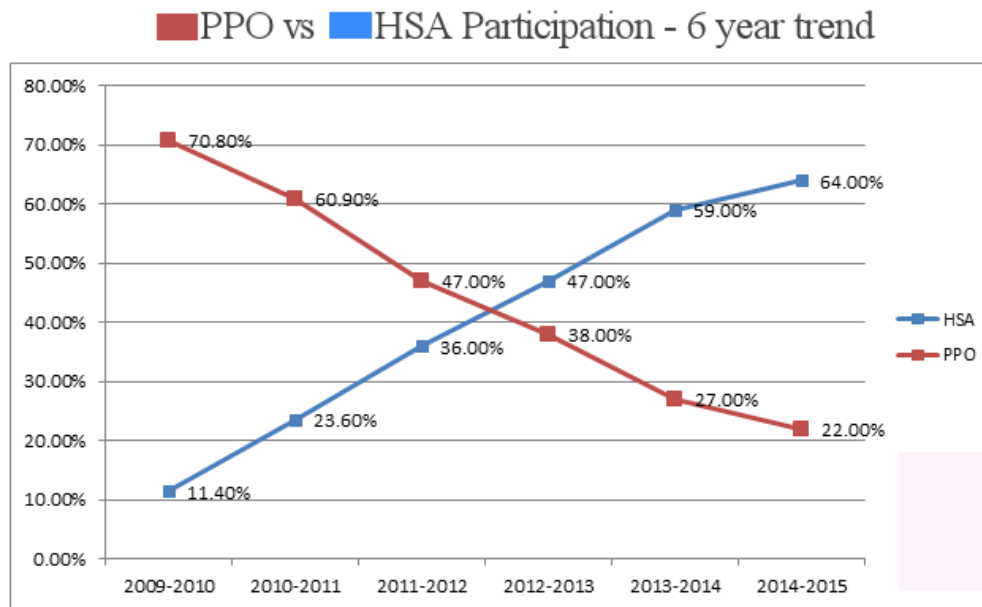
Subject to the Board's approval, I am confident you will find this new formula to be innovative and a very positive step in maintaining stability and fairness, key ingredients to help us build on our solid base of 113 member districts.

New Banking Arrangement: At the summer board meeting, I requested the Board to give me authority to look at establishing a new banking arrangement for the MEUHP Trust Fund (loss fund). Previously our money was on deposit with UMB in Kansas City. Last month, I moved your MEUHP account to Central Bank in Jefferson City. This was done to maximize returns, and provide me with the opportunity to actively manage the account in a safe/secure manner. Central Bank presently handles the state of Missouri's loss fund for their self-funded health program, so they are very knowledgeable of how the system operates. This move will result in adding to our loss fund, over the previous banking arrangement, by approximately \$30,000 through the end of December.

In closing, I hope that I have stayed true to my "chicken" message to you. Please know that I want you to feel welcome to call or email me at anytime. It has and will continue to be a pleasure to serve you. My contact information: tquinn@meuhp.com or 573-881-3825.

Tom Quinn
MEUHP Executive Director

Health Savings Account Participation on the Rise!



MEUHP's participation in HSA's is on the rise. With the 2014-2015 enrollment complete, the participation rate for HSA plans increased from 59% to 64% among MEUHP members. At the same time, the PPO participation rate decreased from 27% to 22%. HMO participation stayed about the same. The increase in HSA participation is due to several factors: education at open enrollment about how the plans work, positive feedback from co-workers already participating in HSAs, and the difference in the premiums the employees pay between the PPO and HSA.

These Account Based Health Plans (ABHP) are on the rise nationwide as well. According to the [2014 Towers-Watson Survey](#), 82% of employers expect to offer them in 2015. That number is much higher with the MEUHP; over **96%** of all Districts offer at least one HSA option (most often two plans).

Bottom Line: As more of our members utilize Health Savings Account based plans, the more likely our program will maintain long-term rate stability. With the built in financial and tax incentives of H.S.A's., members have a personal financial stake to pay closer attention to "their" health care costs and overall wellness.

Good news! EFT Now Available for all MEUHP Districts!

Good news! In order to make the billing a little easier for you, we now have the Electronic Funds Transfer (EFT) option available for ALL MEUHP Districts. This will save you the time and hassle of writing checks each month.

The EFT option will give you the flexibility of submitting the payment when you process your bill. And, you can determine what day you would like the payment to be drafted. To get started, just complete the [EFT form](#), attach a voided check and fax to 816-751-6051

As a reminder, the MEUHP requests that the premium be paid on or before the 25th of the month in which the premium is due.

For questions on billing and payments, including our E-Bill and EFT option, please contact Missy Maxwell at 800-821-7303, ext. 1179.

Third-Party Plan Administrator & Affordable Care Act Update

The MEUHP continues to save members valuable Tax Dollars!

The MEUHP continues to save significant "tax" dollars for members through its self-funded structure. Since going to a self funded program format 1-1-14, premiums do not include the "Insurer Fee," (approximately 2.5%), which is an additional Affordable Care Act (ACA) tax required of fully insured plans. MEUHP premiums do include the ACA "Reinsurance Fee" (\$5.25 per month per member) and the Patient Centered Outcome Research Institute Fee (\$2 per year per member), which are also paid by fully insured plans. For your convenience, all taxes and fees are included in your MEUHP premium payments.

The MEUHP continues to run smoothly and financially sound!

At the summer Board meeting, and at the upcoming October 10th Board meeting in Jefferson City, Forrest T. Jones & Company and independent actuary Mike Crooks, provided detailed membership and claim reports and analysis to the MEUHP Board and executive director. Further details will be released at the upcoming Fall Region Meetings. Bottom line: good service is being provided; membership is stable and fixed costs and claim costs have been in line with expectations!

With 113 member districts and 11,500 covered lives, the MEUHP continues to be in solid position to deliver stable, quality health benefits, for the long term benefit of members. Be sure to let your neighboring districts who are not members know that this is a great time to look at membership in the largest statewide health plan, "by schools, for schools." For information on membership in the MEUHP, they can contact executive director Tom Quinn at 573-881-3825 or tquinn@meuhp.com. Or, contact your local MEUHP--FTJ representative at 800-821-7303, ext. 1179.



FAQs on the MEUHP Wellness Incentive Program

Q. Who is eligible to get a gift card by completing a Health Assessment.

A. Any employee who is on the HSA plan through the MEUHP is eligible for one \$50 gift card when they complete the Health Assessment. Members on an HRA plan will receive a \$50 deposit into their Incentive Account.

Q. How do they access the Health Assessment?

A. Employees should go to www.anthem.com and create or logon to their account.

Q. If an employee and spouse are both on the plan ... are they both eligible?

A. Both the employee and the spouse can complete the health assessment; however there is only **one** \$50 gift card (or incentive deposit) PER FAMILY per calendar year.

Q. One of my employees is pregnant - how can she sign up for the future Moms program?

A. All she needs to do to enroll in this free program is call the member services number on the back of her ID card and let them know she would like to participate. If she is on the HSA Plan, she will also be eligible for a \$100 incentive on this program. HRA members will receive a \$100 incentive deposit into her account.

Q. We have several employees who smoke ... how does the tobacco free program work?

A. This is a step by step program that uses proven techniques and personalized support to help tobacco users stop smoking. It features one-on-one counseling sessions, including determining what nicotine-replacement products may work best. It also includes coverage for nicotine-replacement products (gum or patch). Employees and family members over age 18 are eligible to participate. Employees and spouses on the HSA plan are eligible for one \$50 gift card upon completion of the program. HRA members will receive a \$50 incentive deposit into their account.

Q. What other programs are available?

A. There are several more programs including Condition Care, Health Coach, Complex Care and Weight Management. Members will need to contact Member Services in order to determine if they are eligible for the programs. Download the [incentive flyer](#) for details on all of the programs. Please feel free to distribute this to your staff.

Q. How long does it take to get the gift cards?

A. The process generally takes about **5 to 6 weeks** from the time the program is completed. The gift cards are mailed from Forrest T. Jones & Company on behalf of MEUHP. Incentive deposits will be automatically deposited into the account.

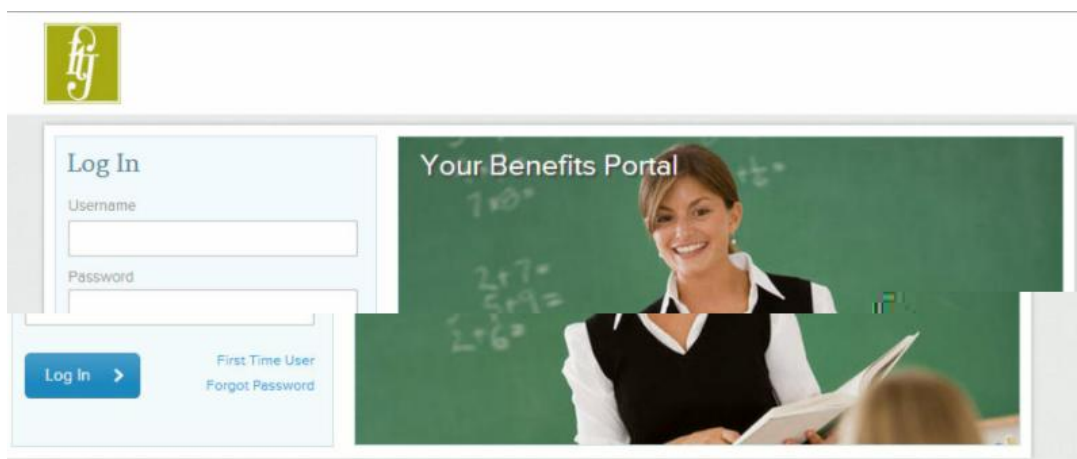
Q. Who can I contact to check on the status of my gift card or my incentive account deposit?

A. You can email moeducators@ftj.com or call Joyce MacDonald at 800-821-7303 ext 1384.

FTJ Connect Rollout continues

Web Based Enrollment for MEUHP Members

Now that our initial web enrollment has been completed, we will be contacting several more MEUHP Districts this fall. Our rollout will include training the Payroll Supervisor on the ftj.connect platform so they will be ready with the 2015-2016 open enrollment.



Medicare Annual Election Period (AEP) is Coming Soon.

October 15, to December 7

Open enrollment is coming soon and your staff or retirees may have questions. Our in-house Medicare Supplement advisors are available to assist with questions. Please feel free to contact Larry Dean at Ldean@ftj.com or 800-821-7303 ext. 1134.

- If an employee enrolls in a plan during AEP, their coverage starts January 1.
- In most cases, AEP is the only time employees or retirees can select a new Medicare Advantage or Medicare Part D plan.

Attn: Medicare Eligible

Employees And Retirees!
Medicare Part D
Creditable Coverage vs Non-Creditable
HSA39 And HSA11 are non-creditable plans;
all other MEUHP Plans are creditable

If the coverage is non-creditable, it means that when you convert to Medicare as your primary provider, your Medicare Part D prescription plan will incur a penalty equal to 1% per month times the average Part D premium (currently \$37.00 as of 2014), for each month you did not have creditable coverage.

This penalty continues for the rest of your Medicare life. If you elect to switch to a plan which has creditable coverage prior to age 65, the penalty will not apply. Also remember that neither you nor your employer may pay into an HSA fund starting the month you turn 65.

[Forward email](#)



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