



GEORGIA DEPARTMENT  
OF COMMUNITY HEALTH

# State Health Benefit Plan



Presentation to: Board of Community Health

Presented by: Louis A. Amis, Executive Director

August 12, 2021



# Mission

The mission of the Department of Community Health is to provide access to affordable, quality health care to Georgians through effective planning, purchasing, and oversight.

*We are dedicated to A Healthy Georgia.*

# Overview

- Goals for 2022
- COVID 19 Impact
- Recommendation for 2022
  - Plan Designs
  - Plan Options
  - Wellness Initiatives
  - Member Rates
- Open Enrollment for Plan Year 2022

# Goals for 2022

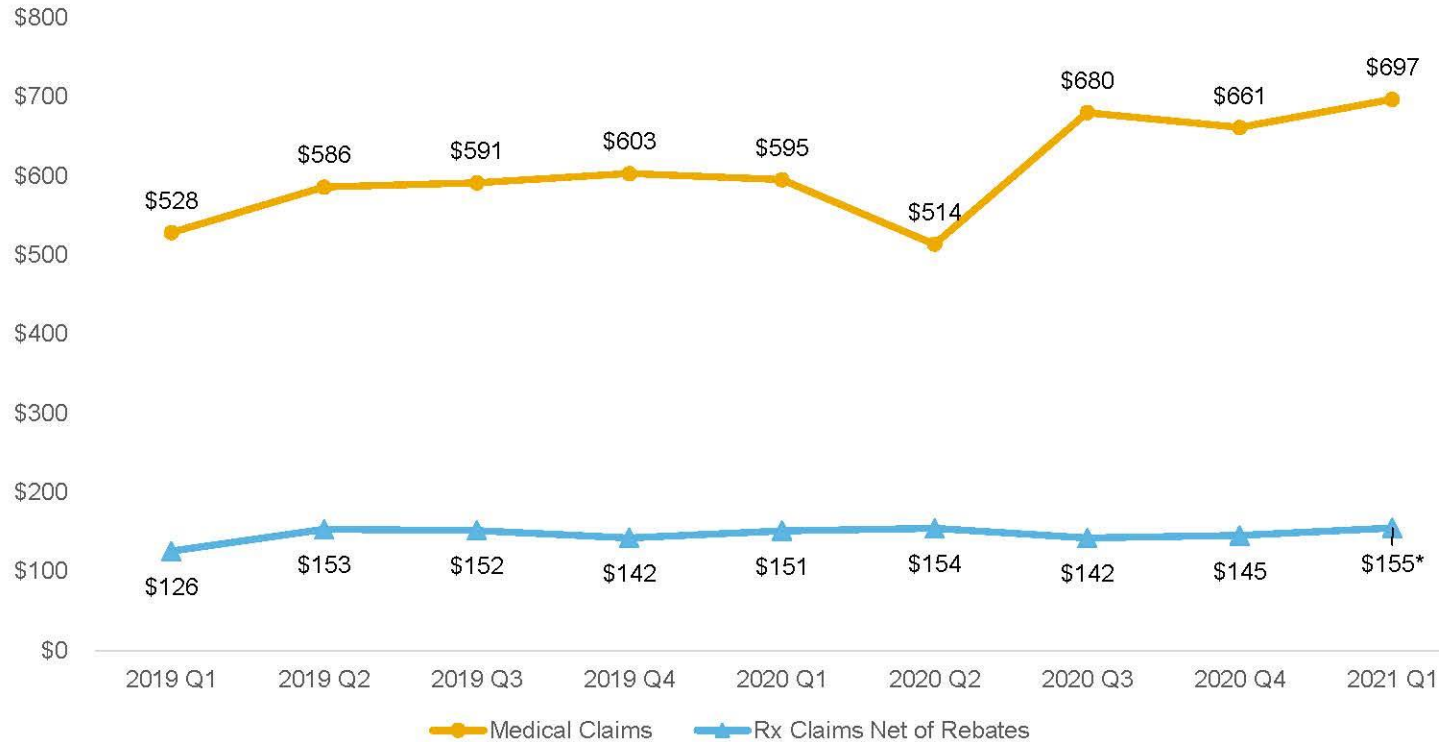
- Plan Year 2021 we explored opportunities for additional member benefits and focused on maintaining financial stability
- Plan Year 2022 we are seeking to continue our focus on improving member health
- Increase the member involvement in their health care decision making process and total wellness initiatives



# COVID Impact Commentary

# Quarterly Paid Claims for Self-Insured Plans— January 2019 Through March 2021

Millions



**Increase 2020 Over 2019**

Medical: 6.1% even with COVID dampening for Q2

**Increase 2020 Over 2019**

Rx: 3.5% with COVID dampening being minimal

- Includes active and pre-65 retiree populations; includes net plan paid claims for Anthem, UHC, and CVS
- Does not include the fully-insured plans: Kaiser and Anthem/UHC Medicare Advantage
- Pharmacy is net of rebates, with an assumption used for the Q1 2021 Rx Rebate expectation necessitated by typical rebate lag
- *Source: Paid claims files from DCH; does not include miscellaneous ad hoc offsets, such as audit findings and/or performance guarantee credits*



# COVID-19—

## 2021 and 2022 Projected Market Impacts

The effects of COVID-19 are expected to continue in 2021 and 2022, with some factors inflating costs and other factors suppressing costs.

### Rebound Claims

Rebound claims that were suppressed in 2020 and early 2021 due to lockdowns and general deferred utilization may rebound later in 2021 and into 2022

### Conditions

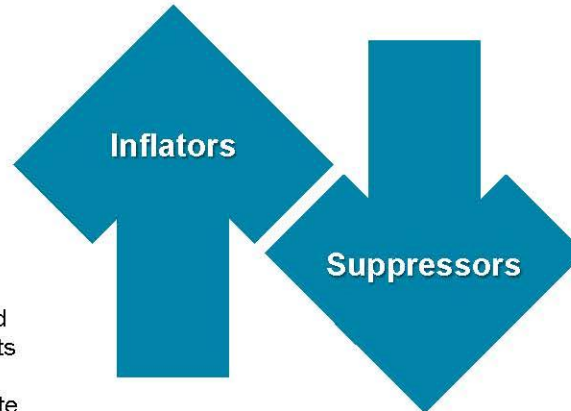
Members that neglected care may have unmanaged chronic conditions which can result in an increase in severity

### Direct Costs

There will be a cost for ongoing testing and vaccinations (including boosters for variants and reduced immunity over time; additionally, ongoing direct COVID-19 acute and chronic “long hauler” claims will result in additional costs

### Health System and Economic Conditions

Continued provider consolidation may increase market leverage and drive higher costs; stimulus and economic recovery may cause utilization spike



### Avoided Claims

Claims suppressed during additional waves in early 2021 may not return

### Continued Precautions

Continued social distancing and mask-wearing in early 2021 likely reduced the spread of other diseases (like the flu) and also impacted the likelihood of members seeking care

### Virtual Care

Increased member utilization of virtual care options could reduce overall professional category spend

### Health System Capacity

Reduced staffing levels may limit the return of deferred care until capacity levels return to normal

# Recommendation for 2022: Plan Designs

	Gold Plan		Silver Plan		Bronze Plan		ANTHEM/UHC HMO	HDHP		Kaiser HMO
	In	Out	In	Out	In	Out	In	In	Out	In
<b>Deductible</b>										
You	\$1,500	\$3,000	\$2,000	\$4,000	\$2,500	\$5,000	\$1,300	\$3,500	\$7,000	None
You + Child(ren)/Spouse	\$2,250	\$4,500	\$3,000	\$6,000	\$3,750	\$7,500	\$1,950	\$7,000	\$14,000	None
You + Family	\$3,000	\$6,000	\$4,000	\$8,000	\$5,000	\$10,000	\$2,600	\$7,000	\$14,000	None
<b>Medical OOPM</b>										
You	\$4,000	\$8,000	\$5,000	\$10,000	\$6,000	\$12,000	\$4,000	\$6,450	\$12,900	\$6,350
You + Child(ren)/Spouse	\$6,000	\$12,000	\$7,500	\$15,000	\$9,000	\$18,000	\$6,500	\$12,900	\$25,800	\$12,700
You + Family	\$8,000	\$16,000	\$10,000	\$20,000	\$12,000	\$24,000	\$9,000	\$12,900	\$25,800	\$12,700
<b>Deductible/OOPM Type</b>	Embedded		Embedded		Embedded		Embedded	Embedded		Embedded
<b>Coinsurance (Plan Pays)</b>	85%	60%	80%	60%	75%	60%	80%	70%	50%	100%
<b>HRA</b>										
You	\$400		\$200		\$100		N/A	N/A		N/A
You + Child(ren)/Spouse	\$600		\$300		\$150		N/A	N/A		N/A
You + Family	\$800		\$400		\$200		N/A	N/A		N/A
<b>Medical</b>										
ER	coins after ded		coins after ded		coins after ded		\$150 copay	coins after ded		\$150 copay
Urgent Care	coins after ded		coins after ded		coins after ded		\$35 copay	coins after ded		\$35 copay
PCP Visit	coins after ded		coins after ded		coins after ded		\$35 copay	coins after ded		\$35 copay
Specialist Visit	coins after ded		coins after ded		coins after ded		\$45 copay	coins after ded		\$45 copay
Preventive Care	100%	No coverage	100%	No coverage	100%	No coverage	100%	100%	No coverage	100%
<b>Retail Rx</b>										
Tier 1	15%, Min \$20, Max \$50		15%, Min \$20, Max \$50		15%, Min \$20, Max \$50		\$20 copay	coins after ded		\$20 copay
Tier 2	25%, Min \$50, Max \$80		25%, Min \$50, Max \$80		25%, Min \$50, Max \$80		\$50 copay	coins after ded		\$50 copay
Tier 3	25%, Min \$80, Max \$125		25%, Min \$80, Max \$125		25%, Min \$80, Max \$125		\$90 copay	coins after ded		\$80 copay
<b>Mail Order Rx</b>										
Tier 1	15%, Min \$50, Max \$125		15%, Min \$50, Max \$125		15%, Min \$50, Max \$125		\$50 copay	coins after ded		\$50 copay
Tier 2	25%, Min \$125, Max \$200		25%, Min \$125, Max \$200		25%, Min \$125, Max \$200		\$125 copay	coins after ded		\$125 copay
Tier 3	25%, Min \$200, Max \$312.50		25%, Min \$200, Max \$312.50		25%, Min \$200, Max \$312.50		\$225 copay	coins after ded		\$200 copay
<b>Rx OOPM</b>	Combined with Medical		Combined with Medical		Combined with Medical		Combined with Medical	Combined with Medical		Combined with Medical





# Recommendation for 2022: Plan Options

- The medical vendors will remain the same:
  - UnitedHealthcare: HMO, HDHP, MA
  - Anthem Blue Cross and Blue Shield: HMO, HRA, MA
  - Kaiser Permanente: Regional HMO
- The Plan designs will remain the same :
  - No changes to copays, co-insurance, deductibles
- Benefits Enhancements:
  - Bariatric Surgery will be a covered benefit in 2022
  - Expansion of the Diabetes Prevention Program

# Recommendation for 2022: Plan Options

## Pharmacy and Wellness

- CVS will remain the Pharmacy Benefits Manager for Commercial (non-MA plan options) for 2022.
  - No Plan Changes
- Sharecare will remain the Wellness administrator for 2022.
  - Sharecare will be offering additional services for Enhanced Behavioral and Mental Health Programing

# Recommendation for 2022: Wellness Initiatives

## Wellness

### Serenity Now:

- Serenity Now is a suite of programs, which is offered at no additional cost to SHBP or the members, it includes four evidenced-based digital therapeutics proven to improve mental health & manage cravings. SHBP members will have access to two additional Serenity Now Programs in 2022
  - Breath (adding 1/1/2022): Relaxation and meditation
  - Eat Right Now (adding 1/1/2022): Manage and control food cravings
  - Unwinding Anxiety (currently offered): Managing stress and anxiety
  - Craving to Quit (currently offered): Quit tobacco and vaping

# Recommendation for 2022: Member Rates

Commercial (Non-Medicare Advantage) member contributions for active members will remain flat for 2022.

Medicare Advantage (MA) premiums for retirees will remain the same for the MA Standard Plan Options

- The lowest priced basic\* MA Standard Plan Option will be \$0 per month.
- The lowest priced basic\* MA Premium Plan Option will remain \$148.22 per month.

\*Basic refers to the SHBP Annuitant Basic Subsidy Policy rate structure. For more information on SHBP's rate structures, visit <https://shbp.georgia.gov/retiree-rates>.

# Recommendation for 2022: Member Rates (continued)

The following is an overview of the Basic\* MA Standard and MA Premium Rates:

Plan Option	Vendor	Premium*
MA Standard	UHC	\$0.00
MA Premium	UHC	\$148.22
MA Standard	Anthem	\$146.15
MA Premium	Anthem	\$298.68

\*Basic refers to the SHBP Annuitant Basic Subsidy Policy rate structure. For more information on SHBP's rate structures, visit <https://shbp.georgia.gov/retiree-rates>.

# Open Enrollment for Plan Year 2022

**Begins:            October 18, 2021**

**Ends:              November 5, 2021**





# Purpose:

Shaping the future of A Healthy Georgia by improving access and ensuring quality to strengthen the communities we serve.