

Health Awareness

A County Health Pool Publication



November, 2013

CHP Annual Board and Membership Renewal Meeting

The County Health Pool held its annual Board and Membership renewal meeting on September 19, 2013. Historically, the County Health Pool has experienced less than the national industry average increase and this trend was accomplished again for the 2014 renewal. The 2014 national industry increases on average will be between 20-25%. You will be pleased to know that the CHP rate increases for 2014 will be 10%. This increase also includes the mandated changes imposed by the Patient Protection Affordability Care Act (PPACA). CHP was again able to maintain a relatively low increase as a result of low overhead costs, cost containment and the members continued to commitment to becoming



wiser health consumers. CHP was able to maintain all dental, vision and life benefit plans with no rate change. As a result of the PPACA, the County Health Pool continues to be required to adopt and mandate changes for the 2014 policy year. Approximately 5% of the 10% increase is due to the mandate changes.

The following changes have been adopted and approved at the 2014 County Health Pool Membership Renewal Meeting;

1. Added a HDHP/HSA plan with \$2000 individual deductible/\$4,000 family deductible and \$5,000 individual OOP maximum/\$10,000 family OOP Maximum, 80/20% co-insurance (not embedded, must meet entire family deductible before CHP will begin paying benefits)
2. Added a HDHP/HSA plan with \$2,000 individual deductible/\$4,000 family deductible and \$5,000 individual OOP maximum/ 10,000 family OOP Maximum, 80/20% co-insurance. (embedded, if select family coverage, when one member meets the individual deductible, CHP will begin paying benefits. The remainder of the family deductible can be met by a combination of other family members)
3. Co-payments applied to annual deductible and OOP maximum.

In addition to the changes adopted and approved by the CHP Board of Directors, the following items are the mandated changes that have been implemented as a result of PPACA;

(Over)



CHP Annual Board and Membership (Continued)

2014 PPACA Requirements

1. W-2 Reporting
2. Issue Exchange Model Notice to New Hires
3. Waiting Period cannot exceed 90 days
4. Research Fees (County Health Pool will remit fees to HHS on behalf of Membership)
 - a. PCORI (Comparative Effectiveness Research Fee) \$2 per covered life
 - b. Annual Reinsurance Fee; \$63 per covered life
5. Wellness Reward increased to 30%
6. Individual Mandate/Penalty
7. Employer Shared Responsibility Provisions (Large Employers with 50 or more FT employees as defined by PPACA) (Delayed penalty until 2015)
8. Updated Summary of Benefit Coverage
9. Removal of pre-existing limitations for participants over age 19

Prior Year PPACA Requirements

1. Preventive Services as defined by HHS covered at 100%
2. Women's Preventive Services as defined by HHS covered at 100%
3. Removal of dollar limits on essential health benefits
4. Medicare Tax Increase
5. Medical loss ratio requirement for insurance carriers
6. External Claims Review
7. Removal of pre-existing condition limitation for participants under age 19
8. Dependent age eligibility increased to age 26
9. No reimbursement of over-the-counter (OTC) drugs unless patient has an Rx (affects FSA, HSA, HRA)
10. \$2,500 cap on (Flexible Spending Account) contribution
11. Rescission of coverage only allowed if this is fraud

The County Health Pool continues to grow in Membership (YTD 72 Members) and continues to be a financial success as a result of its members and their underlying commitment to cost containment.

Because of the self governance of the pool by its members, the low overhead and low fixed costs, the County Health Pool continues to maintain its status as the best option for local governments in Colorado.

Benefits Corner

Reminder:

As a reminder, you will only receive a new ID card for 2014 if you are making any changes to your current enrollment status or plan selection. All 2014 SBCs (Summary of Benefits and Coverage), Dental and Vision Summaries are located at www.ctsi.org