



PLANS AND RATES FOR HEALTHSOURCE RI 2014

August 20, 2013

HealthSourceRI is Driving Change

**28 plans available through HealthSourceRI,
increasing quality and choice for Rhode Islanders**

.....

**Rhode Island will be one of the only states to offer
Full Employee Choice**

.....

**Ongoing negotiations with carriers to ensure that
Rhode Islanders have new choices about how to use health care**

.....

Providing support to all Rhode Islanders and businesses

.....

**To shine a light on how health insurance works
and how we can change it**

Overview

- ◆ A series of informational briefings
- ◆ Details of plans offered to Individuals
- ◆ Details of plans offered to Small Employers
- ◆ Conclusions
- ◆ Next Steps

Series of Informational Briefings

- ◆ The plans offered through HealthSourceRI, total cost and an introduction to who can get costs defrayed and how
 - ◆ Who can get costs defrayed and how: Individuals, Families, Small Employers; Advanced Premium Tax Credit, cost sharing assistance, RIteCare, RIteShare, RhodyHealth. New tools to help figure out what the actual costs will be for Individuals and Small Employers
 - ◆ What Employers need to know about health insurance and the ACA, new options for Small Employers, what is *Full Employee Choice*
 - ◆ What questions to ask when deciding whether to buy, what to look for when deciding on a plan, services for all RI'ers available through our Contact Center
 - ◆ What's next: negotiating next year's plans now, measuring the impact of coverage, establishing the baseline for outcomes, network choices
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PLAN OPTIONS FOR
INDIVIDUALS AND FAMILIES

Individuals and Families: Overview



- ◆ Insurance plan options offered to individuals and their families
- ◆ Who can buy insurance through HealthSourceRI
- ◆ Eight things to consider when looking at prices

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Insurance Plans to Meet the Needs of Individuals and Families

Individuals and Families: 8 Things to Consider when Looking at Prices



- 1) Premiums
 - 2) How You Get Your Care
 - 3) Services
 - 4) Preventive Services and Screenings
 - 5) Deductibles
 - 6) Coinsurance and Copayments
 - 7) Maximum Out-of-Pocket Payments
 - 8) Financial support available to some Rhode Islanders (*detailed run through at the next briefing*)
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Individuals and Families:



1) *Premiums*

- ◆ This is the total monthly payment for each plan
- ◆ This amount varies by age; the family rates depend on family size
- ◆ The next briefing will describe financial support available to some individuals and families

Individuals and Families:

2) *How You Get Your Care*

For example:

◆ ***Networks***

- PPO (Preferred Provider Organization)
- HMO (Health Maintenance Organization)
- Tiered Networks (*plan-specific value system for their providers like doctors and hospitals*)

◆ ***Different Kinds of Providers***

- PCMH (Primary Care Medical Homes—*also known as Patient Centered Medical Homes*)
- PCP (Primary Care Physician)

◆ ***Special Programs***

- Helping patients manage chronic diseases or conditions
-

Individuals and Families:

3) Services

All plans must cover the same services:

- ◆ Ambulatory Patient Services
(care you get without being admitted to a hospital, like doctor and specialist visits)
- ◆ Emergency Services
- ◆ Hospitalization
- ◆ Maternity and Newborn Care
- ◆ Mental Health and Substance Use Treatment Services *(including Counseling and Psychotherapy)*
- ◆ Prescription Drugs
- ◆ Rehabilitative and Habilitative Services and Devices
- ◆ Laboratory Services
- ◆ Preventive and Wellness Services
- ◆ Chronic Disease Management
- ◆ Pediatric Services

Individuals and Families:

4) Preventive Services & Screenings

Regardless of which plan you choose, you don't have to pay extra in the form of a deductible or co-payment for services such as:

- ◆ Blood Pressure Screening
 - ◆ Breast Cancer Screening and Mammography
 - ◆ Cervical Cancer Screening (Pap test)
 - ◆ Cholesterol Screening
 - ◆ Colorectal Cancer Screening
 - ◆ Depression Screening
 - ◆ Obesity Screening and Counseling
 - ◆ Adult Immunizations (*such as flu shots, Hepatitis A and B, and pneumonia vaccines*)
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Individuals and Families:

5) *Deductibles*



- ◆ This is the amount you have to pay for certain health care services before your plan will begin to pay for the services you receive.
- ◆ This amount is in addition to the premium.

Individuals and Families:

6) Copayments and Coinsurance



- ◆ Plans have different combinations of copayments and coinsurance
 - A Copayment is the amount you pay per visit or healthcare service regardless of whether you have met your deductible – for example, you pay \$25 dollars each time you visit the doctor..
 - Under Coinsurance, you pay the full cost of certain healthcare services until the deductible is met after which you only pay a percentage of the cost – for example, you are hospitalized and it costs \$20,000, you pay your \$3,000 deductible and after that you pay 20% of the cost.
 - ◆ In some plans payments reflect a tiered value system for their providers (such as doctors and hospitals).
 - ◆ Some plans encourage the use of a PCMH (Primary Care Medical Home or Patient Centered Medical Home) which is a team of providers (physicians, nurses, pharmacists, nutritionists, social workers, etc.)
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Individuals and Families:

7) *Maximum Out of Pocket (OOP) Cost*



- ◆ The total amount of annual out-of-pocket costs (not including the monthly premium) cannot exceed this amount.
- ◆ Once it is reached, you are protected from any additional costs.



Small Employers and Employees: Overview



- ◆ Understanding what plans are offered
- ◆ Full employee choice
- ◆ Composite rate
- ◆ Employer contribution requirement

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Insurance Plans to Meet the Needs of Small Employers and their Employees

Small Employers Using HealthSource RI

Employers have *two choices* when purchasing insurance through HealthSource RI:

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Use the Full Employee Choice Option ...

- You select a plan and a contribution level that best fits your budget
- Your employees select the plan that best meets their needs
- You write one check
- Your employees have access to 7-day-a-week support
- You focus on your business, not on health insurance

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... Or a Single Plan for all of your employees

Example: *Full Employee Choice at Work*

Maria owns a small manufacturing company in Pawtucket.

She selects a Blue Cross & Blue Shield of Rhode Island plan that costs \$1,000/month per family and \$500/month per individual. She decides to contribute \$650 a month toward the family premium and \$325 toward the individual premium.

Her employees check out HealthSource RI

Selena is 27 years old.
She finds a UnitedHealthcare plan with a lower premium and higher out-of-pocket costs.

United Plan = \$400/mo
Employer Contribution = \$325
Employee = \$75

Jimmy thinks the plan Maria selected is just fine for him and his family.

He goes with that.

BCBSRI Plan = \$1,000/mo
Employer Contribution = \$650
Employee = \$350

Eddie is over 50. He opts for a plan from Neighborhood Health Plan of Rhode Island for his family with a higher monthly premium and he pays the difference.

NHPRI Plan = \$1,200/mo
Employer Contribution = \$650
Employee = \$550

Whatever her employees choose...

***Maria writes one check to HealthSource RI.
The Contact Center is available to help them all.***

Employees: 8 Things To Consider When Looking at Prices



- 1) Premiums
 - 2) How you get your care
 - 3) Services
 - 4) Preventive services and screening
 - 5) Deductibles
 - 6) Coinsurance and Copayments
 - 7) Maximum Out-of-Pocket Payments
 - 8) Tax-free employer contribution, pre-tax employee contribution
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Employees:

1) *Premiums*



- ◆ This is the total monthly premium for each plan for each employee
- ◆ This amount varies by age; the family rate depends on family size
- ◆ Your cost will be between 0 and 50 percent depending on what your employer can contribute
- ◆ You do not pay taxes on the amount your employer contributes
- ◆ Your premium payments are made with pre-tax dollars

Employees:

2) How You Get Your Care

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What Does It Mean?

- ◆ HealthSourceRI is focused on working with consumers, doctors, hospitals, insurers, as well as, employers to provide better options for getting care – not just changing the deductibles and copayments to affect premiums
 - ◆ The real room for savings and improving outcomes is in how our health care is delivered and how we use it
 - ◆ In 2013, HealthSourceRI laid the groundwork by:
 - Working with Carriers to ensure participation in HealthSourceRI
 - Negotiating with the Carriers for full employee choice
 - Increasing choices for individuals and families who pay directly
 - Establishing a robust call center to provide the information and support consumers need to understand the different plan and delivery system choices and to be available if they are having a problem accessing the services they need throughout the year
 - Creating an online presence that will adapt and provide additional information and tools to help RI'ers make health insurance and health care decisions
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