

# San Francisco Health Service System Health Service Board

Blue Shield HMO Final Rates  
Rates and Benefits Committee  
January Board Meeting

January 12, 2012

Prepared by Aon Hewitt  
Health and Benefits



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## Introduction

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During the December 22, 2011 Rates and Benefits Committee Meeting the six month Blue Shield HMO rates for both the status quo plan and alternate plan design changes were presented by Aon Hewitt.

At the November 2011 Health Service Board (HSB) meeting the HSB approved moving to a six month contract saving an estimated aggregate cost of employee savings of \$2,820,000, employer savings of \$3,200,000 for a total of \$6,020,000.

The HSB approved plan design changes to the status quo plan are as follows:

- Office visit copay from \$20 to \$25
- Outpatient surgery copay from \$50 to \$100
- Inpatient surgery copay from \$150 to \$200
- Retail pharmacy copays from \$5/\$20/\$45 to \$10/\$25/\$50
- Mail-order pharmacy copays from \$10/\$40/\$90 to \$20/\$50/\$100
- Out-of-pocket maximum from \$1,000/\$2,000 to \$2,000/\$4,000

The preliminary rates for the above changes were developed based on decrements provided by Blue Shield. Subsequent to the December board meeting, Aon Hewitt requested Blue Shield submit confirmed final rates.

## Introduction

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The preliminary rates have been adjusted accordingly based on the final Blue Shield rates received Tuesday, January 3, 2012. These rates have been evaluated and are now confirmed as final by Aon Hewitt.

The rates are adjusted per the final 10-county survey of \$522.97, which reflects an increase of \$19.08, or a 3.8% increase over last year.

These rates are being presented today as a matter of record to confirm and document final Board approval.

# Final Fully Insured Blue Shield HMO Rate Confirmation July – December 2012

# Blue Shield HMO: Total Annual Premium Costs and Savings July – December 2012 with Approved Plan Design Changes

Total Premium Renewal Calculation (Blue Shield)	Total Premium Costs				Increase from 2011-2012			
	Active Employees	Non- Medicare Retirees	Medicare Retirees	Total	Active Employees	Non- Medicare Retirees	Medicare Retirees	Total
Member	\$17,484,290	\$3,382,344	\$802,793	\$21,669,427	15.5%	11.0%	10.0%	14.5%
Employer	\$95,406,365	\$22,058,022	\$9,106,110	\$126,570,497	5.6%	6.4%	11.0%	6.1%
<b>Total Costs</b>	<b>\$112,890,655</b>	<b>\$25,440,366</b>	<b>\$9,908,903</b>	<b>\$148,239,924</b>	<b>7.0%</b>	<b>7.0%</b>	<b>10.9%</b>	<b>7.2%</b>

\* Calculations reflect a 6 month contract with approved plan design changes

## Observations:

- Overall impact with final Blue Shield rates and final 10 county survey
  - Reduces overall aggregate costs an additional \$7,761 from the \$148,232,163 presented in the December 22, 2011 Board Meeting
- The savings from the initial 12 month to final rates with approved design changes is \$11,549,999

Final Active/Early Retiree/Medicare  
Monthly Premium Rates July –  
December, 2012

# Blue Shield HMO: Final Active/Early Retiree Monthly Premium Rates July – December 2012

## Monthly Premium with Dollar and Percentage Increases

Monthly Premium Rate	Active Employee			Non-Medicare Retiree		
	EE	EE+1	EE+2	EE	EE+1	EE+2
2011/2012 Rates	\$584.58	\$1,169.19	\$1,654.40	\$1,303.62	\$1,888.23	\$2,373.44
2012/2013 Rates	\$625.67	\$1,251.37	\$1,770.68	\$1,395.24	\$2,020.94	\$2,540.26
% Increase	7.03%	7.03%	7.03%	7.03%	7.03%	7.03%
\$ Increase	\$41.09	\$82.18	\$116.28	\$91.62	\$132.71	\$166.82

\* Calculations reflect a 6 month contract with approved plan design changes

### Observations:

- Rates include:
  - Percent and dollar increase for the final Blue Shield rates including all approved plan design changes

# Blue Shield HMO: Final Medicare Monthly Premium Rates July – December 2012

## Monthly Premium with Dollar and Percentage Increases

Monthly Premium Rate	Medicare Retiree			
	EE	EE+1	EE+2 (All Medicare)	EE+2
2011/2012 Rates	\$373.99	\$747.98	\$1,127.97	\$1,233.19
2012/2013 Rates	\$415.66	\$831.32	\$1,246.98	\$1,350.63
% Increase	11.14%	11.14%	11.14%	9.52%
\$ Increase	\$41.67	\$83.34	\$125.01	\$117.44

\* Calculations reflect a 6 month contract with approved plan design changes

### Observations:

- Rates include:
  - Percent and dollar increase for the final Blue Shield rates including all approved plan design changes

# Final Active/Early Retiree/Medicare Monthly Premium (Contribution) Costs

# Blue Shield HMO: Final Active/Early Retiree/Medicare Monthly Premium (Contribution) Costs July – December 2012

## Member and Employer Monthly Premiums with Dollar and Percentage Increases

Blue Shield	Active Employee			Non-Medicare Retiree			Medicare Retiree				
	EE	EE+1	EE+2	EE	EE+1	EE+2	EE	EE+1	EE+2 (All Medicare)	EE+2	
<b>Members</b>	\$0.00	\$107.52	\$533.44	\$53.76	\$368.51	\$890.98	\$0.00	\$209.73	\$628.54	\$732.19	
% Increase	0.0%	25.8%	13.4%	25.8%	9.4%	8.0%	0.0%	11.0%	11.0%	8.1%	
\$ Increase	\$0.00	\$22.06	\$63.23	\$11.03	\$31.58	\$65.69	\$0.00	\$20.84	\$62.51	\$54.94	
<b>Employer</b>	\$630.49	\$1,152.47	\$1,249.01	\$1,346.30	\$1,661.05	\$1,661.05	\$420.48	\$630.21	\$630.21	\$630.21	
% Increase	7.0%	5.5%	4.4%	6.4%	6.5%	6.5%	11.0%	11.0%	11.0%	11.0%	
\$ Increase	\$41.09	\$60.12	\$53.05	\$80.59	\$101.13	\$101.13	\$41.67	\$62.50	\$62.50	\$62.50	
<b>Total</b>	<b>\$630.49</b>	<b>\$1,259.99</b>	<b>\$1,782.45</b>	<b>\$1,400.06</b>	<b>\$2,029.56</b>	<b>\$2,552.03</b>	<b>\$420.48</b>	<b>\$839.94</b>	<b>\$1,258.75</b>	<b>\$1,362.40</b>	
% Increase	7.0%	7.0%	7.0%	7.0%	7.0%	7.0%	11.0%	11.0%	11.0%	9.4%	
\$ Increase	\$41.09	\$82.18	\$116.28	\$91.62	\$132.71	\$166.82	\$41.67	\$83.34	\$125.01	\$117.44	
<b>Savings</b>	Member	\$0.00	\$44.55	\$121.27	\$22.27	\$46.85	\$87.66	\$0.00	\$15.85	\$47.57	\$56.67
	Employer	\$49.17	\$53.79	\$17.90	\$87.39	\$111.98	\$111.98	\$31.71	\$47.56	\$47.56	\$47.56
<b>Total Savings</b>		\$49.17	\$98.34	\$139.16	\$109.66	\$158.83	\$199.64	\$31.71	\$63.41	\$95.13	\$104.23

\* Calculations reflect a 6 month contract with approved plan design changes

### Observations:

- Rates include:
  - Percent and dollar increase for the final Blue Shield contributions including all approved plan design changes
  - Adjusted for the final 10 county survey
  - Includes vision costs (\$3.78, \$7.58, and \$10.73)
  - Includes \$1.04 expense accrual

# Blue Shield Rate Card

# Blue Shield HMO Rate Card: July – December 2012 with Approved Plan Design Changes

	Employee Only	Employee and One Dependent	Employee and Family	Retiree without Medicare	Retiree & Spouse w/o Medicare	Retiree & Family	Retiree with Medicare	Retiree & Spouse with Medicare	Retiree & Family (all medicare)	Retiree & Family
Premium	\$ 625.67	\$ 1,251.37	\$ 1,770.68	\$ 1,395.24	\$ 2,020.94	\$ 2,540.26	\$ 415.66	\$ 831.32	\$ 1,246.98	\$ 1,350.63
Vision	\$ 3.78	\$ 7.58	\$ 10.73	\$ 3.78	\$ 7.58	\$ 10.73	\$ 3.78	\$ 7.58	\$ 10.73	\$ 10.73
Expense	\$ 1.04	\$ 1.04	\$ 1.04	\$ 1.04	\$ 1.04	\$ 1.04	\$ 1.04	\$ 1.04	\$ 1.04	\$ 1.04
Medicare Part D Subsidy	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Flex Funded Plan Closedown Adjustment	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
<b>Total</b>	<b>\$ 630.49</b>	<b>\$ 1,259.99</b>	<b>\$ 1,782.45</b>	<b>\$ 1,400.06</b>	<b>\$ 2,029.56</b>	<b>\$ 2,552.03</b>	<b>\$ 420.48</b>	<b>\$ 839.94</b>	<b>\$ 1,258.75</b>	<b>\$ 1,362.40</b>
10-County Amount	\$ 522.97	\$ 522.97	\$ 522.97	\$ 522.97	\$ -	\$ -	\$ 420.48	\$ -	\$ -	\$ -
Single Retiree Offset	\$ -	\$ -	\$ -	\$ -	\$ 522.97	\$ 522.97	\$ -	\$ 420.48	\$ 420.48	\$ 420.48
Medicare Part B Subsidy	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
"Actuarial Difference"	\$ -	\$ -	\$ -	\$ 769.57	\$ 769.57	\$ 769.57	\$ -	\$ -	\$ -	\$ -
Prop. E Subsidy	\$ -	\$ -	\$ -	\$ 53.76	\$ 368.51	\$ 368.51	\$ -	\$ 209.73	\$ 209.73	\$ 209.73
Subtotal City Contributions	\$ 522.97	\$ 522.97	\$ 522.97	\$ 1,346.30	\$ 1,661.05	\$ 1,661.05	\$ 420.48	\$ 630.21	\$ 630.21	\$ 630.21
(Gap Dollars)	\$ -	\$ -	\$ -							
<b>Non-Bargained Contribution Rate</b>	<b>\$ 107.52</b>	<b>\$ 737.02</b>	<b>\$ 1,259.48</b>	<b>\$ 53.76</b>	<b>\$ 368.51</b>	<b>\$ 890.98</b>	<b>\$ -</b>	<b>\$ 209.73</b>	<b>\$ 628.54</b>	<b>\$ 732.19</b>
75% Kaiser Pickup	\$ -	\$ 629.50	\$ 726.04							
Single Employee Pickup	\$ 107.52	\$ -	\$ -							
<b>Typical Bargained Member Contribution</b>	<b>\$ -</b>	<b>\$ 107.52</b>	<b>\$ 533.44</b>							