

# Health Care Trends PEBA Summer 2005

## Questions

Q1. What is the nature of your company's business?

Responses	Count	Percent
Chemical	0	0.0%
Consulting	0	0.0%
Computer/Data Services	1	2.3%
Education	5	11.6%
Financial Services	6	14.0%
Professional/Consultancy	0	0.0%
Healthcare	9	20.9%
Manufacturing	6	14.0%
Law	2	4.7%
Pharmaceutical	2	4.7%
Other	12	27.9%

Q2. What is the total number of employees for all locations?

Responses	Count	Percent
Fewer than 100	0	0.0%
100-499	10	23.3%
500-999	4	9.3%
1000-2499	12	27.9%
2500-4999	5	11.6%
5000 or more	12	27.9%

Q3. How many employees does your company have in the Delaware Valley?

Responses	Count	Percent
Fewer than 100	6	14.0%
100-499	14	32.6%
500-999	6	14.0%
1000-2499	10	23.3%
2500-4999	4	9.3%
5000 or more	3	7.0%

Q4. What is the approximate make-up of the employee population for your entire company?

Responses	Count	Percent
% Non-exempt hourly	26	60.5%
% Exempt salary	15	34.9%
% Salary supervisory/managerial	1	2.3%
% Executives	1	2.3%

Q5. Do you offer an HMO plan?

Responses	Count	Percent
Yes	24	55.8%
No	19	44.2%

Q6. What is the office visit co-payment for your HMO primary care physician?

Response	Number
2	2
5	3
10	8
15	6
20	5
25	25

Q7. What is the office visit co-payment for your HMO specialist?

Response	Number
0	1
5	5
15	5
20	8
25	5
30	2

Q8. What is the HMO inpatient hospital co-payment?

Responses	Count	Percent
None	10	41.7%
<\$100	0	0.0%
\$100-\$250	9	37.5%
\$251-\$500	4	16.7%
>\$500	1	4.2%

Q9. Is your inpatient hospital co-payment:

Responses	Count	Percent
Per day	0	0.0%
Per day with a maximum	4	28.6%
per admission	10	71.4%

Q10. What is the HMO outpatient hospital co-payment?

Responses	Count	Percent
None	17	70.8%
\$50	3	12.5%
\$100	3	12.5%
\$150	0	0.0%
\$200	1	4.2%
>\$200	0	0.0%

Q11. Do you offer a POS plan?

Responses	Count	Percent
Yes	26	60.5%
No	17	39.5%

Q12. What is the office visit co-payment for your POS primary care physician?

Response	Number
5	3
10	7
15	12
20	4

Q13. What is the office visit co-payment for your POS specialist?

Response	Number
5	2
10	2
15	3
20	9
25	8
30	2

Q14. What is the POS inpatient hospital co-payment?

Responses	Count	Percent
None	12	46.2%
<\$100	1	3.8%
\$100-\$250	12	46.2%
\$251-\$500	1	3.8%
>\$500	0	0.0%

Q15. Is your inpatient hospital co-payment:

Responses	Count	Percent
Per day	1	7.1%
Per day with a maximum	2	14.3%
Per admission	11	78.6%

Q16. What is the POS outpatient hospital co-payment?

Responses	Count	Percent
None	17	68.0%
\$50	1	4.0%
\$100	3	12.0%
\$150	1	4.0%
\$200	2	8.0%
>\$200	1	4.0%

Q17. What is the POS coinsurance in network / out of network?

Responses	Count	Percent
100% / 80%	10	38.5%
100% / 70%	8	30.8%
90% / 70%	2	7.7%
80% / 60%	1	3.8%
Other	5	19.2%

Q18. What is your POS deductible in network?

Responses	Count	Percent
None	18	75.0%
<\$250	3	12.5%
\$250-\$500	2	8.3%
\$500-\$1000	1	4.2%
>\$1000	0	0.0%

Q19. What is your POS deductible out of network?

Responses	Count	Percent
None	2	7.7%
<\$250	4	15.4%
\$250-\$500	13	50.0%
\$500-\$1000	5	19.2%
>\$1000	2	7.7%

Q20. Do you offer a PPO plan?

Responses	Count	Percent
Yes	35	81.4%
No	8	18.6%

Q21. What is the office visit co-payment for your PPO primary care physician?

Response	Number
0	1
5	2
10	15
15	12
20	4

Q22. What is the office visit co-payment for your PPO specialist?

Response	Number
0	1
5	1
10	9
15	6
20	6
25	7
30	2
40	1

Q23. What is the PPO inpatient hospital co-payment?

Responses	Count	Percent
None	19	54.3%
<\$100	3	8.6%
\$100-\$250	10	28.6%
\$251-\$500	3	8.6%
>\$500	0	0.0%

Q24. Is your inpatient hospital co-payment:

Responses	Count	Percent
Per day	2	12.5%
Per day with a maximum	5	31.3%
Per admission	9	56.3%

Q25. What is the PPO outpatient hospital co-payment?

Responses	Count	Percent
None	26	76.5%
\$50	3	8.8%
\$100	3	8.8%
\$150	1	2.9%
\$200	0	0.0%
>\$200	1	2.9%

Q26. What is the PPO coinsurance in network / out of network?

Responses	Count	Percent
100% / 80%	11	31.4%
100% / 70%	9	25.7%
90% / 70%	6	17.1%
80% / 60%	3	8.6%
Other	6	17.1%

Q27. What is your PPO deductible in network?

Responses	Count	Percent
None	24	68.6%
<\$250	5	14.3%
\$250-\$500	2	5.7%
\$500-\$1000	4	11.4%
>\$1000	0	0.0%

Q28. What is your PPO deductible out of network?

Responses	Count	Percent
None	1	2.9%
<\$250	10	28.6%
\$250-\$500	12	34.3%
\$500-\$1000	12	34.3%
>\$1000	0	0.0%

Q29. What is the full time employee contribution for your medical plans?

Responses	Count	Percent
Employee pays a fixed percentage of premium	15	34.9%
Employee pays a fixed dollar amount	19	44.2%
Employee pays difference between core plan and buy up plan	6	14.0%
Dependent / family coverage is the same percentage as employee only coverage	7	16.3%
Dependent / family coverage is a higher percentage than employee only coverage	8	18.6%
Dependent / family coverage is a greater dollar amount than employee only coverage	9	20.9%
Employee is not charged for coverage, but dependent / family is charged	2	4.7%
No cost for employee or dependent / family coverage	1	2.3%
Salary band	2	4.7%

Q30. What is the percentage of premium an employee pays for HMO single coverage?

Responses	Count	Percent
None	4	9.3%
<10%	5	11.6%
10% - 20%	11	25.6%
21% - 30%	2	4.7%
31% - 40%	2	4.7%
>40%	0	0.0%
NA	19	44.2%

Q31. What is the percentage of premium an employee pays for HMO family coverage?

Responses	Count	Percent
None	2	4.7%
<10%	4	9.3%
10%-20%	7	16.3%
21%-30%	3	7.0%
31%-40%	3	7.0%
>40%	4	9.3%
Employee pays 100% for dependent coverage	0	0.0%
NA	20	46.5%

Q32. What is the percentage of premium an employee pays for POS single coverage?

Responses	Count	Percent
None	3	7.0%
<10%	4	9.3%
10% - 20%	12	27.9%
21% - 30%	4	9.3%
31% - 40%	2	4.7%
>40%	0	0.0%
NA	18	41.9%

Q33. What is the percentage of premium an employee pays for POS family coverage?

Responses	Count	Percent
None	0	0.0%
<10%	3	7.0%
10%-20%	9	20.9%
21%-30%	6	14.0%
31%-40%	3	7.0%
>40%	4	9.3%
Employee pays 100% for dependent coverage	1	2.3%
NA	17	39.5%

Q34. What is the percentage of premium an employee pays for PPO single coverage?

Responses	Count	Percent
None	3	7.0%
<10%	3	7.0%
10% - 20%	19	44.2%
21% - 30%	6	14.0%
31% - 40%	2	4.7%
>40%	1	2.3%
NA	9	20.9%

Q35. What is the percentage of premium an employee pays for PPO family coverage?

Responses	Count	Percent
None	2	4.7%
<10%	4	9.3%
10%-20%	13	30.2%
21%-30%	5	11.6%
31%-40%	5	11.6%
>40%	5	11.6%
Employee pays 100% for dependent coverage	1	2.3%
NA	8	18.6%

Q36. Which cost containment techniques for your medical plan have been utilized in the last 3 years?

Responses	Count	Percent
Change or consolidate carrier or administrator	16	37.2%
Eliminate / consolidate medical plan options	13	30.2%
Add a lower cost catastrophic plan option	4	9.3%
Introduce HRA/HSA as a plan option	1	2.3%
Add/Increase deductible, out of pocket maximum or co-payments	31	72.1%
Decrease coinsurance level	2	4.7%
Convert to self insured	3	7.0%
Convert to fully insured	0	0.0%
Increase employee contributions	34	79.1%
Increase eligibility waiting period	6	14.0%
Implement restrictions for dependent coverage	1	2.3%
Provide education for employees to become better consumers	19	44.2%
Other	3	7.0%
None of the above	1	2.3%

Q37. Which cost containment techniques for your prescription drug plan have been utilized in the last 3 years?

Responses	Count	Percent
Introduce a formulary	19	44.2%
Prior authorization for specific drugs	17	39.5%
Step therapy	11	25.6%
Mandatory mail order maintenance drugs	5	11.6%
Mandatory generic drugs	5	11.6%
Implement a 3 tier co-payment plan	21	48.8%
Change from co-payment to coinsurance	5	11.6%
Implement an annual deductible	0	0.0%
Implement an annual maximum	2	4.7%
Adding a tier program to manage specialty drugs (high cost, low volume drugs used to treat complex diseases such as injectables)	2	4.7%
Limit network access (i.e. smaller network with a deeper discount)	0	0.0%
Increase employee contributions	22	51.2%
Adopt a closed formulary	0	0.0%
Provide education for employees to become better consumers	13	30.2%
Other	1	2.3%
None of the above	5	11.6%

Q38. What is the maximum healthcare rate increase you expect to budget for 2006?

Responses	Count	Percent
<3%	1	2.3%
4%-7%	7	16.3%
8%-10%	14	32.6%
11%-15%	15	34.9%
>15%	6	14.0%
None	0	0.0%

Q39. What percentage of your expected rate increase do you plan on passing on to your employees?

Responses	Count	Percent
0%-25%	34	79.1%
26%-50%	5	11.6%
51%-75%	0	0.0%
76%-100%	4	9.3%

Q40. Do you plan on implementing any of the following cost containment techniques to your medical plan for the next plan year?

Responses	Count	Percent
Change or consolidate carrier or administrator	10	23.3%
Eliminate / consolidate medical plan options	8	18.6%
Add a lower cost catastrophic plan option	9	20.9%
Introduce HRA/HSA as a plan option	14	32.6%
Add/Increase deductible, out of pocket maximum or co-payments	15	34.9%
Decrease coinsurance level	2	4.7%
Convert to self insured	5	11.6%
Convert to fully insured	0	0.0%
Increase employee contributions	25	58.1%
Increase eligibility waiting period	0	0.0%
Implement restrictions for dependent coverage	1	2.3%
Provide education for employees to become better consumers	25	58.1%
Other	0	0.0%
None of the above	6	14.0%

Q41. Do you plan on implementing any of the following cost containment techniques to your prescription drug plan for the next plan year?

Responses	Count	Percent
Introduce a formulary	1	2.3%
Prior authorization for specific drugs	4	9.3%
Step therapy	3	7.0%
Mandatory mail order maintenance drugs	5	11.6%
Mandatory generic drugs	3	7.0%
Implement a 3 tier co-payment plan	1	2.3%
Change from co-payment to coinsurance	4	9.3%
Implement an annual deductible	4	9.3%
Implement an annual maximum	0	0.0%
Adding a tier program to manage specialty drugs (high cost, low volume drugs used to treat complex diseases such as injectables)	4	9.3%
Limit network access (i.e. smaller network with a deeper discount)	0	0.0%
Increase employee contributions	13	30.2%
Adopt a closed formulary	0	0.0%
Provide education for employees to become better consumers	20	46.5%
Other	3	7.0%
None of the above	12	27.9%

Q42. Do you plan on implementing any of the following wellness programs?

Responses	Count	Percent
Disease management	17	41.5%
Behavioral health program	5	12.2%
Health care consumer education	18	43.9%
Health risk assessments	13	31.7%
24 hour nurse line	8	19.5%
Smoking cessation	10	24.4%
Nutrition program	8	19.5%
Other	3	7.3%
None of the above	13	31.7%

Q43. Do you plan on introducing an employee contribution model based on lifestyle factors (smoker / nonsmoker, participation in wellness programs, health survey response)?

Responses	Count	Percent
Yes	3	7.0%
Uncertain	12	27.9%
No	28	65.1%

Q44. In an employee's spouse has coverage available through another group plan, do you currently require the spouse to:

Responses	Count	Percent
Enroll in the other plan?	3	7.0%
Pay more for coverage if electing your plan?	5	11.6%
Pay an opt out credit for working spouse not electing your plan?	2	4.7%
Do not require other plan election or higher contribution?	33	76.7%

Q45. Do you plan on implementing spouse election restrictions for your next plan year?

Responses	Count	Percent
Yes	3	7.0%
Uncertain	19	44.2%
No	21	48.8%

Q46. If yes, will you:

Responses	Count	Percent
Require the working spouse to enroll in their employers' plan?	2	66.7%
Require the employee to pay more if the working spouse elects your plan?	1	33.3%
Pay an opt out credit for working spouse not electing your plan?	0	0.0%

Q47. If you currently offer a Consumer Driven Health Care Plan (HRA / HSA) or are considering one for the next plan year, would this plan be:

Responses	Count	Percent
Offered as a plan option to other plans offered?	10	23.3%
Offered as a replacement for at least one option?	4	9.3%
Offered as a replacement plan for all plans?	0	0.0%
Not offered / not considering.	29	67.4%

Q48. If you currently offer a Consumer Driven Health Care Plan (HRA / HSA) or are considering one for the next plan year, would the annual individual deductible for this plan be?

Responses	Count	Percent
<\$500	0	0.0%
\$500-\$1000	3	25.0%
\$1001-\$1500	4	33.3%
\$1501-\$2000	3	25.0%
>\$2000	2	16.7%

Q49. If you plan on offering a Consumer Driven Health Care plan, do you plan on contributing a percentage of the deductible to the employees fund?

Responses	Count	Percent
Yes	5	35.7%
Uncertain	7	50.0%
No	2	14.3%

Q50. If yes, what percentage of the deductible do you plan on contributing?

Responses	Count	Percent
<25%	1	20.0%
25%-50%	3	60.0%
51%-75%	0	0.0%
>75%	1	20.0%

Q51. What is the prescription drug co-payment / coinsurance for the HMO participants? (enter as \$ or %)

Responses	Mean
Generic	13.5
Brand formulary	28.1
Brand non-formulary	45.9
No Rx Plan	0.0
NA	

Q52. What is the prescription drug co-payment / coinsurance for the POS participants? (enter as \$ or %)

Responses	Mean
Generic	11.6
Brand formulary	27.4
Brand non-formulary	42.7
No Rx Plan	0.0
NA	

Q53. What is the prescription drug co-payment / coinsurance for the PPO participants? (enter as \$ or %)

Responses	Mean
Generic	12.2
Brand formulary	25.7
Brand non-formulary	39.9
No Rx Plan	0.0
NA	

Q54. What is the prescription drug co-payment / coinsurance for participants if your plan is offered through a pharmacy benefit manager (PBM)? (enter as \$ or %)

Responses	Mean
Generic	10.1
Brand formulary	18.5
Brand non-formulary	28.7
No Rx Plan	0.0
NA	