

An MBGH Employer Benchmarking Survey

### 2017-2018 Health Benefit Directions

November 2016

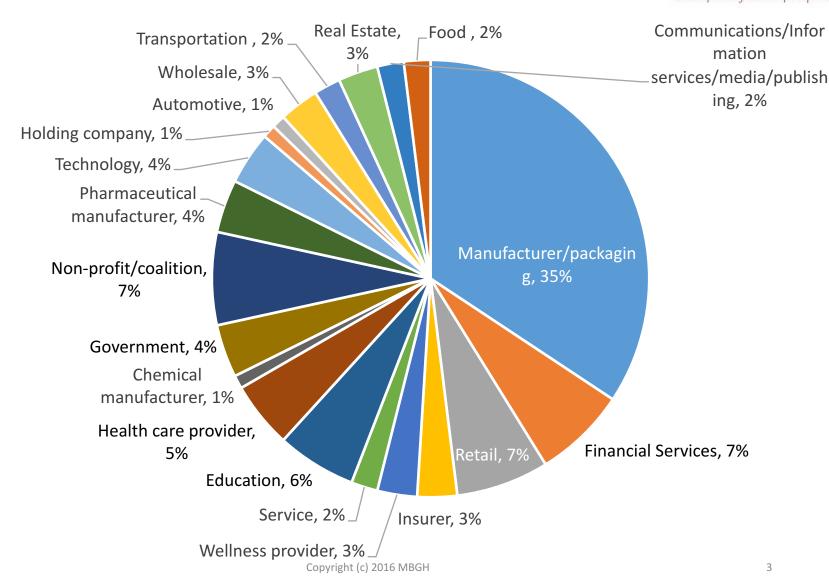


#### **Survey Overview**

- Survey was sent to all employer members of business coalitions
- Responses from 81 organizations
- Survey sent in August-September 2016

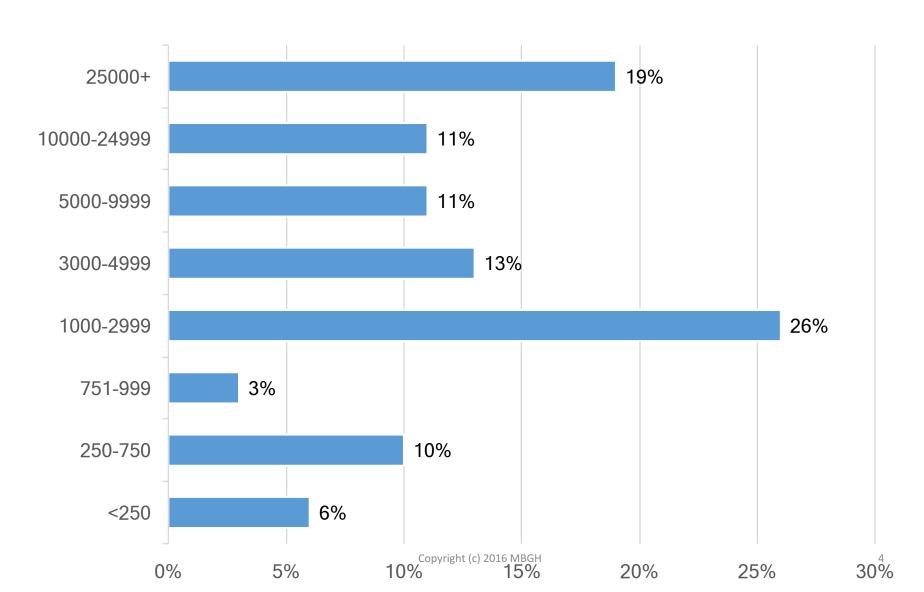
### **Industry of Respondents**





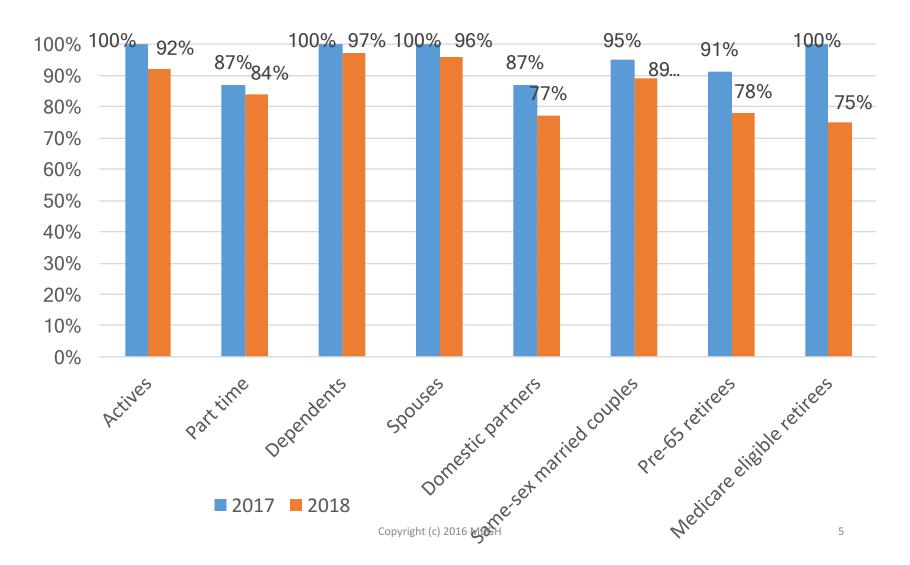


### Size of Employer Respondents



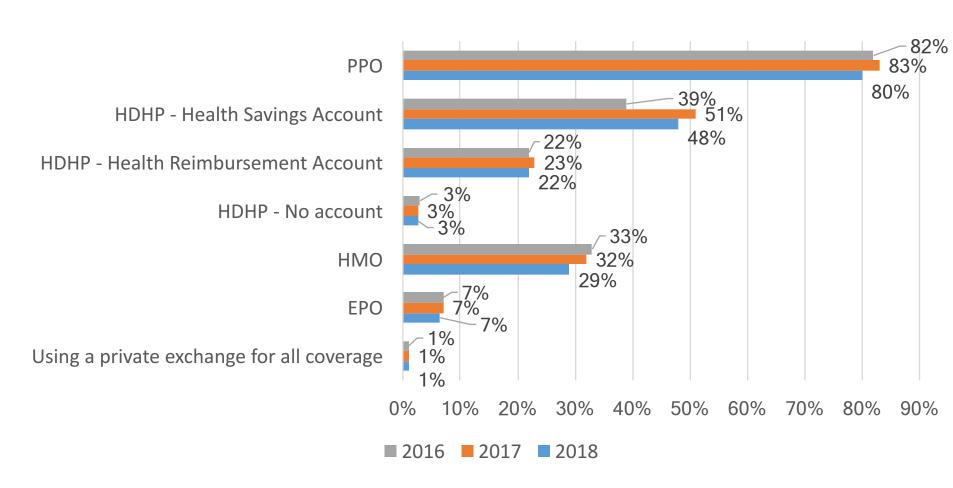
# Populations Eligible for Benefits in 2017 and 2018





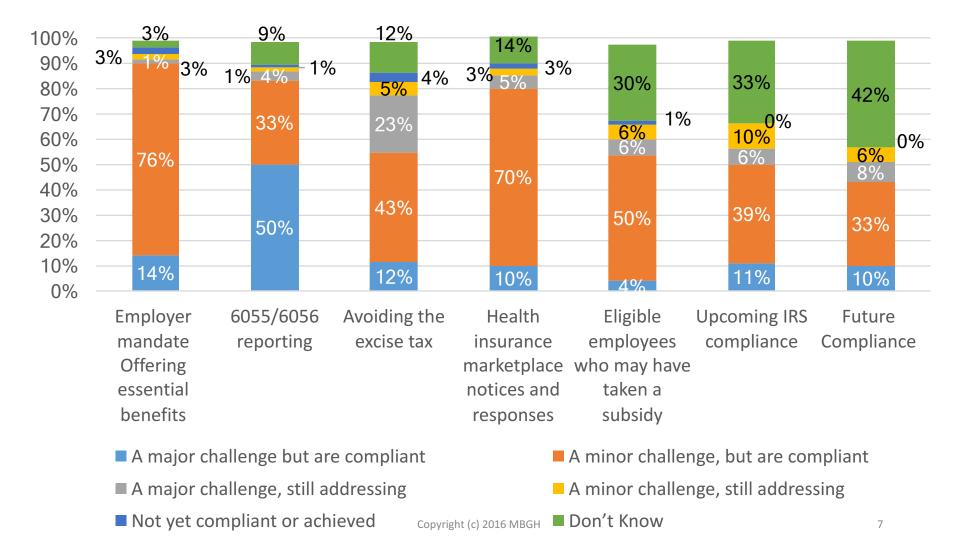


## Plan options offered in 2016 and intended for 2017 and 2018



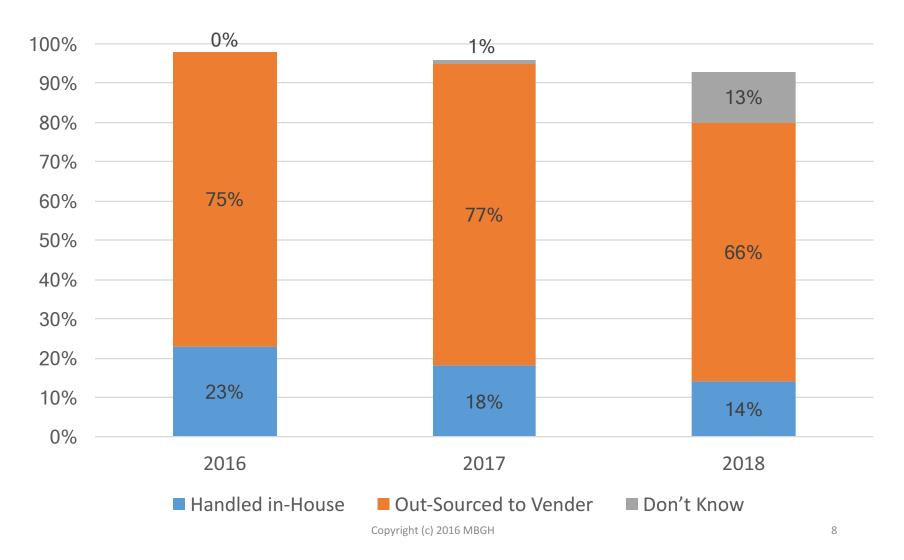
# MBGH Midwest Business Group on Health The Source for Leading Health Benefits Professionals

### Level of challenge to comply with the ACA requirements



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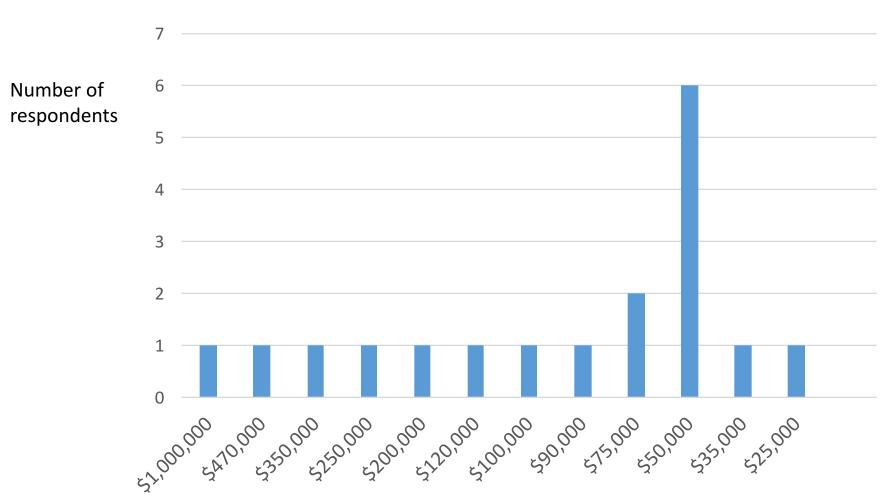
# Addressing 6055/6056 reporting requirements



### Sample estimates of employer spend on 2016 ACA compliance:

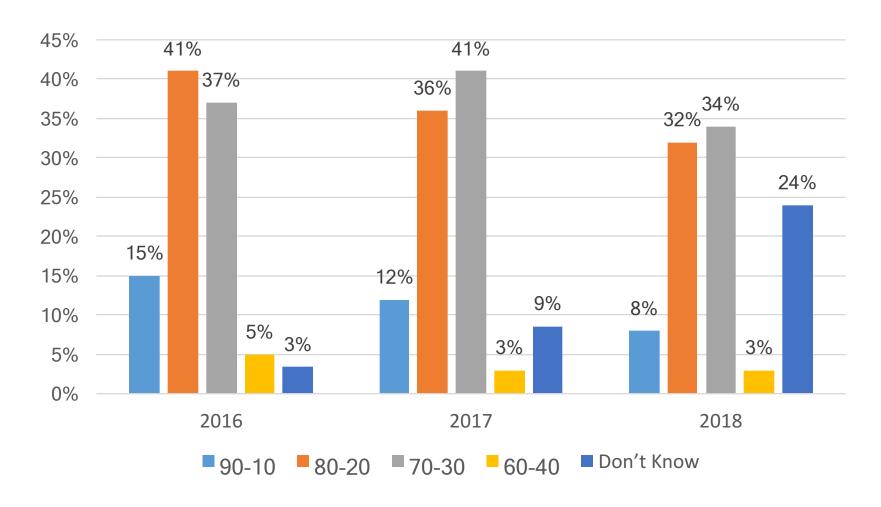


Reporting fees, staff time, PCORI fee, Transitional insurance, etc.



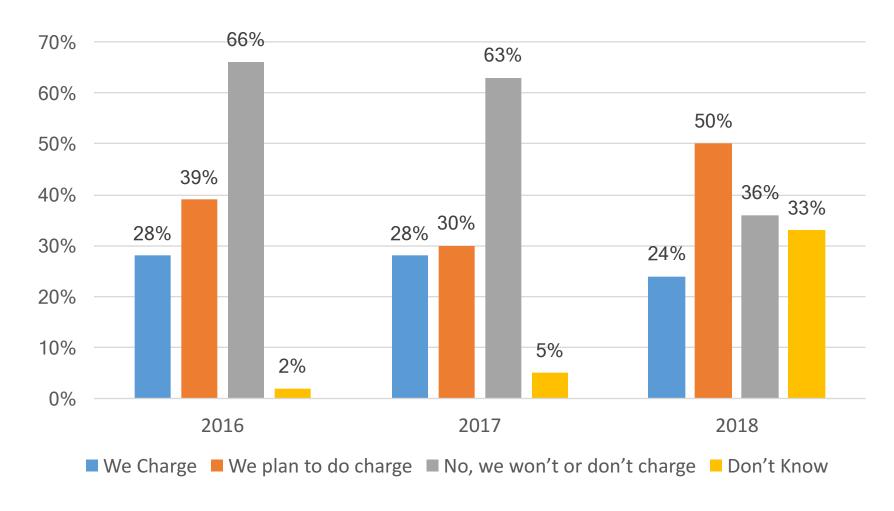


## Current and planned cost sharing (ER-EE) ratio for 2017 and 2018

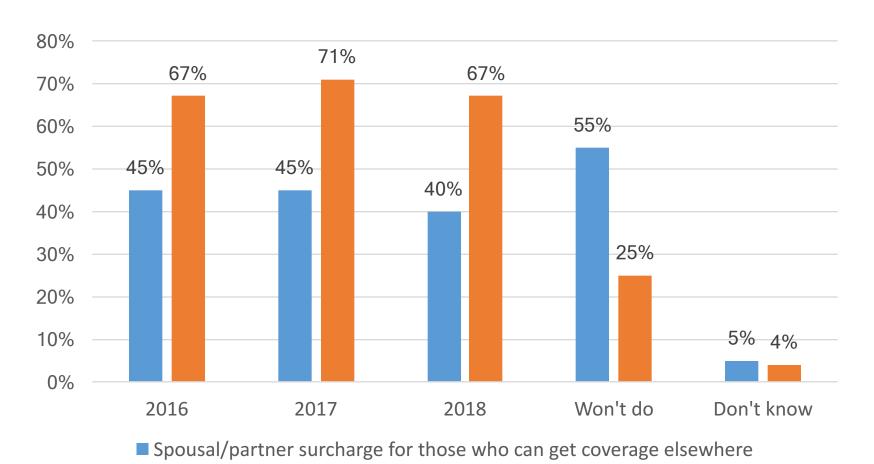




# Charging for dependent coverage separately



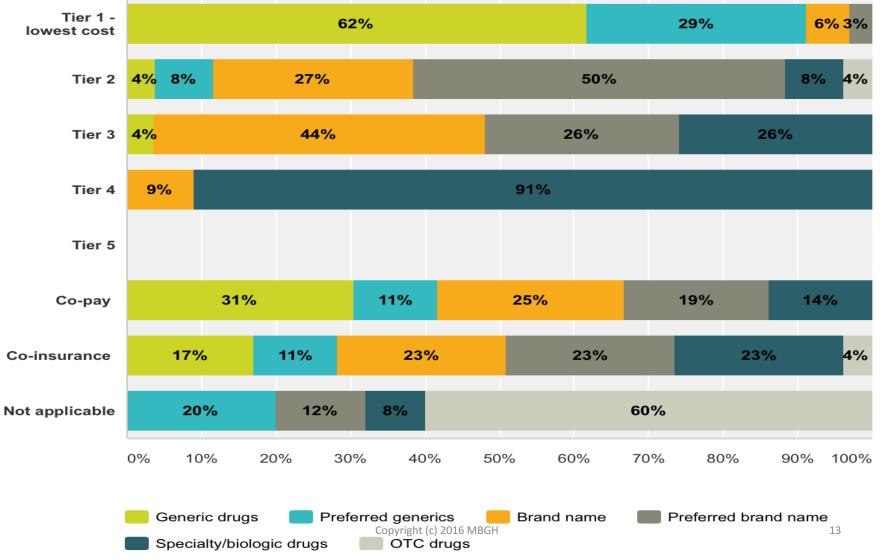
## Surcharges in 2016 and what will apply in 2017-2018



■ Tobacco surcharge for smokers

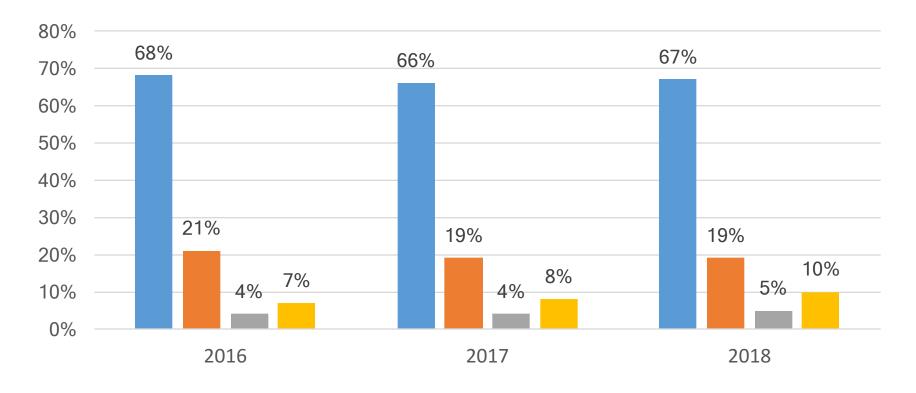
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Pharmacy benefit tiers and cost-sharing applied





# Current and future involvement with drug formulary design



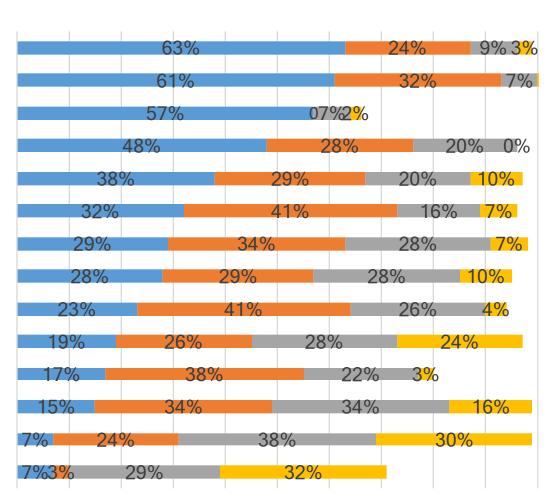
- We accept the drug formulary of our plan/PBM We review and ask for changes in the formulary
- We create our own formulary

■ We don't have a formulary

# Priority in 2017-2018 in addressing health benefit management activities



Managing Specialty Drugs Creating a culture of health Improving communications Avoiding 2020 ACA excise tax Offering telemedicine Offering price &quality tools Integrating data to manage pop. health Contracting for Ctrs of Excellence Contracting on outcomes Aggregating all data Coordinating vendor programs Measuring productivity Adopting reference-based pricing Moving to bundled payments

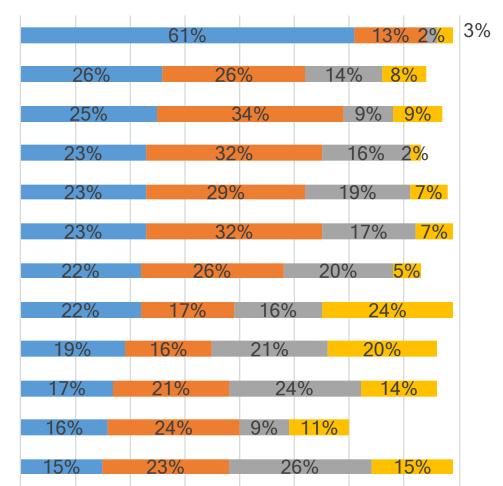


0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

### Priority in 2017-2018 in addressing worksite wellness activities



Increasing engagement Offering fitness challenges Offering engagement incentives Providing effective weight mgmt Offering stress resources Offering targeted wellness prog Reducing tobacco use Offering onsite clinic Offering outcomes incentives Determining wellness ROI Offering healthy food choices Expanding behavioral health services



0% 10% 20% 30% 40% 50% 60% 70% 80% 90%



### Other employer challenges

- Identifying best in class vendors
- Remaining ACA-IRS compliant moving forward
- Direct contracting with providers
- Decoding prescription plan rebates and guarantees
- Finding high-value networks
- Using cost-effective approaches to healthy management of musculoskeletal issues
- Staying on top of nationwide issues
- Finding ways to increase purchasing power to change the delivery system

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