



MEMORANDUM

To: City of Menasha Administration Committee
From: Peggy Steeno, Director of Administrative Services
Date: September 30, 2015
RE: Health Insurance - 2016

BACKGROUND

In November of 2014, the City of Menasha contracted with Wisconsin Counties Association/Group Health Trust (WCA/GHT) to be the City's medical insurance carrier for the calendar years 2015 and 2016, per the plan details on the attached document.

By selecting this plan, the City saved approximately \$138,000 in comparison to the renewal offered by the City's previous provider Wisconsin Education Association Insurance Trust (WEA), for the same benefits.

WCA/GHT has delivered on all of the commitments made to the City as part of this agreement. While there are always things that can be improved upon, the overall experience with WCA/GHT has been positive. In regard to the issues that have arisen, in the areas of coverage and customer service, I am pleased to report that all issues have been resolved.

ANALYSIS

As part of the two year contract signed in November of 2014, the second year renewal pricing was guaranteed to be 8% or less. Again, WCA/GHT delivered on that commitment. The initial renewal rate provided to the City was 7%. However, after discussions with WCA/GHT, the increase was reduced to 5.5%. And, with a few minor plan design changes, the increase will be 2.5% for 2016.

The recommended plan design changes are as follows:

- (2% Premium Reduction) City agrees to participate in a local clinic being set up exclusively for the Menasha School District and the City of Menasha by offering the clinic to employees as another care option (employees will save money if they choose to participate) (flyer of a similar clinic attached),

- (1% Premium Reduction) The addition of a \$100 co-pay for high tech imaging, including MRI's, CT scans, and PET scans. This co-pay can be reduced to \$50 per occurrence if the covered member chooses to go to Smart Choice MRI (flyer attached), and
- (No cost addition or reduction) The addition of a health club reimbursement of \$120 (Single)/\$240 (Family) per year.

In addition, WCA/GHT provides the following as part of the contract with the City:

- Health Risk Assessments and Biometrics Testing,
- A Wellness Grant, and
- Pays all ACA Fees.

Currently, City employees are not required to pay a contribution toward the premiums. The absence of a premium contribution is a carryover from the transition from a traditional health care plan to a high deductible plan which took place in 2012.

The current Collective Bargaining Agreement for our Police Officers includes a 2.5% employee premium share beginning in 2016. In conjunction with this, we are recommending a 2.5% employee premium share for all employees participating in the City's health insurance program.

FISCAL IMPACT

The recommended changes do not impact the City's Health Insurance Budget. However, there are both pluses and minuses for the employee's, based on the premium sharing and the changes in plan design.

RECOMMENDATION

There is no action required on the agreement with WCA/GHT, since the City already committed to a two year agreement covering the 2015 and 2016 calendar years. However, approval is requested / needed for the plan design changes listed above and the premium contribution of 2.5% by all non-represented employees.

REQUESTED ACTION: Approval of the following:

- Plan Design Changes
 - Participation in the local clinic;
 - Addition of a \$100 Co-Pay for High Tech Imaging, and
 - Addition of a health club reimbursement benefit of \$120 (Single)/\$240 (Family).
- A Premium Contribution of 2.5% by all non-represented employees.

City of Menasha
 Option 1: Current Benefit Match Medical Cost Analysis
 Effective Date: January 1, 2015

Insurance / Risk Advisory / Employee Benefits HORTON		WCA	
		UHC +	
		In-Network	Out-of-Network
Rate Guarantee		2 year NTE 8%	
<u>Enrollment</u>			
Single	30	\$490.00	
Employee/sp	23	\$1,035.00	
Employee/ch	6	\$910.00	
Family	53	\$1,594.00	
Estimated Monthly Premium		\$128,447.00	
Annual Premium		\$1,541,364.00	
Total Current Annual		\$1,541,364.00	
Deductible			
Individual		\$1,500	\$3,000
Family		\$3,000	\$6,000
Coinsurance		100%	80%
Out-of-Pocket Limit			
Individual		\$1,500	\$4,250
Family		\$3,000	\$8,500
Hospitalization		ded/100%	ded/80%
Emergency Room		ded/100%	ded/100%
Urgent Care		ded/100%	ded/100%
Primary Care Copay		ded/100%	ded/80%
Specialty Copay		ded/100%	ded/80%
Maximum Out-of- Pocket (MOOP)		\$3,000/6,000 - Rx Only	
Prescription Drugs - Retail		Copay	
VCDP*		\$0	
Level 1		\$10	
Level 2		\$25	
Level 3		\$50	
Specialty			
WELLNESS		HRA Included Wellness Grant Included No ACA Fees	

OPENING JANUARY 2015!

Your New Health Wave Employee Clinic

Your new clinic is on its way, and available exclusively to plan members of Oshkosh Area School District, the City of Oshkosh and Winnebago County.

- No cost
- Personalized medical care
- Convenient hours

We sincerely care about you and your health. That means offering programs, tools, and resources which empower people to proactively engage in healthy behaviors that drive personal and work success.

With our partners, we choose to make health and wellness a priority by providing primary care and preventive health resources, and health coaching.



Health Wave Clinic

This list of services is only a partial list of Family Physician Assistant offerings. Our Family Physician Assistant is capable of performing many other services.

Physician Assistant Scope of Care

- Provide primary and preventive medical care
- Diagnose and treat illnesses
- Prescriptive authority
- Focus on health promotion and wellness
- Partner with you to manage chronic illnesses (non-insulin dependent diabetes, asthma, cholesterol, etc.)
- Order, perform and interpret diagnostic studies such as lab work and x-ray (x-rays not performed at clinic)

Health Promotion & Wellness

- Comprehensive Health Risk Assessment (HRA)
- Results shared with you via coach and/or physician assistant
- A plan for wellness coordinated, at your request, by the physician assistant

Patient Education

- Partnership with physician assistant
- Results of HRA could trigger need to provide additional education
- Health prevention and promotion
- Education before, during and after appointment with physician assistant

Disease/Case Management

- Identify high risk employees through HRA
- Develop plan based on individual results
- Ongoing monitoring

Services Not Performed by the Physician Assistant

- Specialty care - management of chronic pain, insulin therapy, eye and hearing exams
- Procedures - excision of moles or skin lesions, suturing
- Diagnostic testing - EKG, x-rays, mammograms
- Emergency care - acute chest/abdominal pain, anaphylactic reactions, difficulty breathing, etc.

Physician Assistant Primary Medical Care

- Routine physicals
- Well baby visits
- Routine gynecological visits
- Comprehensive primary and preventive care
- Blood pressure monitoring
- Blood glucose monitoring
- Care for injuries-lumps, bumps, etc.
- Care for occupational injuries-work related injuries
- Allergies
- Athlete's foot
- Bladder infections
- Camp physicals
- Cold and flu symptoms
- Cold sores
- Ear infections
- Impetigo
- Insect bites
- Laryngitis
- Minor burns and rashes
- Mononucleosis
- Pharyngitis
- Poison ivy
- Ringworm
- Sinus infections
- Sore throat/strep throat
- Sports physicals
- Styes
- Swimmer's ear
- Upper respiratory infections
- Wart treatment
- Immunizations and screening





Value, Quality and Convenience

Introducing our new Appleton location!



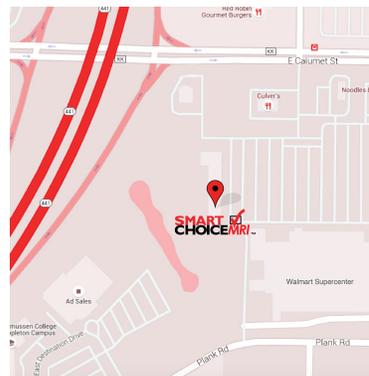
Or less...



Superior GE MRI Technology



Cleveland Clinic
MRI results are read by Cleveland Clinic physicians



3525 Calumet St. #1500
Appleton, WI 54915
(HWY 441/KK Next to Walmart)

Other Locations

- Milwaukee, WI
- Kenosha, WI
- Sheboygan, WI
- Richfield, WI
- Waukesha, WI

Bonus Incentive for YOU!



WCA GHT is offering a **\$50.00 Visa Gift Card** to spend on anything you wish!

SMART CHOICE MRI™
Every MRI, just \$600.