



***MISSOURI
HEALTH CARE
RESPONSIBILITY REPORT***

***First Quarter 2012
January to March, 2012***

Updated through October, 2012

*Missouri Department of Social Services
MO HealthNet Division
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MISSOURI HEALTH CARE RESPONSIBILITY REPORT

Introduction

On November 27, 2006, Governor Matt Blunt signed Executive Order 06-45, directing the Missouri Department of Social Services (DSS) to prepare a Medicaid beneficiary employer report to be submitted to the Governor on a quarterly basis and to be known as the Missouri Health Care Responsibility Report.

In the 2007 legislative session, the Missouri General Assembly enacted Senate Bill 577, which transformed the Missouri Medicaid program into MO HealthNet (MHN). Section 208.230 of SB 577 is known as the “Public Assistance Beneficiary Employer Disclosure Act.” It directs the Department of Social Services to prepare a MO HealthNet beneficiary employer report. The requirements of Section 208.230 and Executive Order 06-45 are virtually identical.

Data Confidentiality

The Department of Labor and Industrial Relations (DOLIR) maintains a database of employers, employees, and wage information for the purpose of administration of the state unemployment compensation program. United States Department of Labor regulations (20 CFR 603) govern how such information can be used and under what circumstances the information can be made available to others. Federal regulations allow the disclosure of normally confidential information to public officials for use in their official duties, but do not allow public disclosure of confidential information. Therefore, without statutory changes, the report must be limited to non-identifiable data regarding individual employers. Wherever possible, DSS has used aggregated data to describe the employed population that receives MHN benefits and services.

A more detailed explanation of the methodology used to compile the report follows the summary data shown on the next two pages.

SUMMARY DATA
MISSOURI HEALTH CARE RESPONSIBILITY REPORT
January to March 2012, updated October 2012

Number of Employees and Family Members Included in the Report

A total of 441,843 MHN enrollees were employed during the quarter or were the spouse or child of an employed individual. However, only 179,027 of these are associated with an employer with 50 or more such individuals and are included in this report.

Percentage of Workforce

Six hundred and thirty seven (637) companies were identified as employing fifty (50) or more individuals who either received MHN benefits or were responsible for a spouse or child who received such benefits. These companies employed a total of 874,187 individuals in the State of Missouri. The Department of Social Services identified 89,041 individuals who were MHN enrollees or were responsible for a family member who was enrolled in MHN. Therefore, 10.19% of the workforce of these companies received MHN benefits for themselves or their families.

Number of MHN Enrollees for Employers with Fifty or More Individuals

MHN Enrolled Employees (E)	45,959
Employees with MHN Enrolled Family Members (N)	43,082
Total Employees (E + N)	89,041
MHN Enrolled Spouses (S)	8,502
MHN Enrolled Children (C)	124,566
Total MHN Enrollees (E + S + C)	179,027

Insurance Coverage

Based on a survey of employers conducted by the MO HealthNet Division (MHD), 64% of the employers provide insurance for their full-time employees and their family members. As shown below, coverage for part-time employees was far less likely to be available.

Percentage of All Employers Surveyed Providing Coverage for:	Full-Time Employees	Part-Time Employees	Spouses	Children
Yes	64%	22%	64%	64%
No	4%	45%	4%	4%
Unknown	32%	33%	32%	32%

Cost to the State of Missouri

The total cost to date to the State of Missouri for providing MHN coverage to these employees and their family members was \$139 million during the quarter covered by the report.

HIPP Enrollees	641
HIPP Payments	\$141,469
Title XIX Cost	\$129,776,506
Title XXI Cost	\$9,632,999
Other Cost	\$74,481
Total Cost	\$139,625,455
Total MHN Enrollees (E + S + C)	179,027
Per Capita/PMPM Cost	\$260

It should be noted that receipt of MO HealthNet claims often lags for several months. Most bills are received and paid within six months. In order to capture as many claims as possible this report has been updated by a re-run of claims data.

Industry Sectors

The tables that follow break down the statewide data into industry sectors. Some employers are associated with more than one industry sector. Employees of the State of Missouri, for instance, are distributed across four sectors: Information, Educational Services, Health Care and Social Assistance, and Public Administration.

Methodology

The Department of Social Services formed a working team of representatives from the MO HealthNet Division (MHD); the Family Support Division (FSD); the Information Technology and Services Division (ITSD) of the Office of Administration (OA); the Research and Evaluation Section of the DSS Center for Management Information (DSS/R&E); and IFOX(now Wipro), the MHN claims administrator, to design, gather data, program, and produce the report. DSS also receives assistance and data from the Department of Labor and Industrial Relations (DOLIR), which maintains wage information on employed Missourians, and the Personnel Division of OA, which maintains state employee records.

Compiling the data for the report requires combining eligibility data from DSS; wage data from DOLIR; state employee data from OA; and MO HealthNet claims data from Wipro.

The steps in the process are outlined below:

- At the end of the quarter, DOLIR provides a computer file to FSD/FAMIS and ITSD that includes all wages paid during the quarter for each employee and identifying

information for the employer, including the number of employees for whom wages were paid by that employer during the quarter.

- FSD/FAMIS and ITSD match the wage file from DOLIR against DSS eligibility files to determine those employees who were eligible for MO HealthNet benefits at any time during the quarter and/or were responsible for a MO HealthNet eligible spouse or child. Since the DOLIR file contains only wage information and does not contain employment dates, DSS includes all individuals who received both wages and MHN benefits at any time during the quarter. (With respect to state employees, DSS takes the additional step of sending a file to the Division of Personnel in the Office of Administration to identify more precise employment dates.)
- FSD/FAMIS and ITSD add a code to the file for each individual. The code indicates if the individual is an employee who receives MO HealthNet benefits (E); an employee who does *not* receive MO HealthNet benefits, but is responsible for a spouse or child who does (N); an eligible spouse of an employed individual (S); or an eligible child of an employed individual (C). FSD/FAMIS and ITSD send both files to DSS/R&E.
- DSS/R&E combines the two files and eliminates all employees who work for employers that employ fewer than fifty (50) MO HealthNet beneficiaries or persons responsible for a MO HealthNet beneficiary.
- To determine the cost of MHN coverage, IFOX matches the file of employees against MO HealthNet claims and HIPP payment data. The total MHN cost includes Title XIX claims, Title XXI claims, and HIPP premium payments. (HIPP premium payments are made when a MO HealthNet enrollee has access to employer sponsored health insurance and it is more cost effective to pay the healthcare premium for the individual rather than to provide traditional MHN coverage. In such cases, the private insurance becomes the primary carrier. MHN is the secondary carrier and only pays for those services not covered by the primary carrier.)
- To obtain insurance information MHD conducted a telephone survey of all the employers included in the report.
- Limiting costs to services received within the same quarter in which wages were paid will understate costs in the initial quarterly report because of the inevitable lag between when services are delivered and when they are billed and paid. Based on historical data, approximately 85% of all claims are submitted and paid within three months from the date of service, while 93% are submitted and paid within six months. Therefore, DSS will save the data for each quarter's recipients and re-run the claims data at the end of the subsequent quarter in order to add payments made after the initial report was issued.
- DSS/R&E computes the per capita cost. The per capita cost is expressed in the report as a "per member, per month" (PMPM) cost. The PMPM cost is determined by

dividing the total cost (Title XIX, Title XXI, Other, and HIPP payments) by the number of MHN enrollees (E + S + C). The quarterly cost is then divided by three months in order to obtain a monthly cost.

- DSS/R&E compiles the report for publication.

Data that is Unavailable

There is no central source or database maintained by any agency of state government for three data elements that are required for the preparation of the Missouri Health Care Responsibility Report:

- whether the employer offers health insurance to its full-time and part-time employees and their dependents;
- the hours worked by the individual for each employer; and
- the employment dates for each individual for each employer.

DSS addressed the first by conducting a telephone survey requesting the information from all employers included in the report. The absence of the other two data elements prevents DSS from reporting whether or not individuals are employed full-time or part-time. It also prevents a direct correlation between dates of employment and MHN eligibility.

**TABLE 1. WORKFORCE PARTICIPATION BY SECTOR CODES
MISSOURI HEALTH CARE RESPONSIBILITY - JANUARY-MARCH 2012**

Sector Name	Sector Codes	Missouri Workforce	MHN Enrolled Employees and Financially Responsible Employees (E+N)	Percentage of Workforce With an Employee and/or Family Member Enrolled in MHN
Agriculture, Forestry, Fishing, and Hunting	11	544	159	29.23%
Construction	23	11,405	514	4.51%
Manufacturing	31, 32, and 33	38,096	3,477	9.13%
Wholesale Trade	42	2,051	266	12.97%
Retail Trade	44 and 45	185,178	22,289	12.04%
Transportation and Warehousing	48 and 49	17,882	1,439	8.05%
Information	51	10,333	523	5.06%
Finance and Insurance	52	24,992	1,426	5.71%
Real Estate and Rental Leasing	53	3,398	444	13.07%
Professional, Scientific, and Technical Services	54	7,643	1,048	13.71%
Management of Companies and Enterprises	55	3,202	142	4.43%
Administrative Support; Waste Management and Remediation Services	56	87,964	15,506	17.63%
Educational Services	61	120,858	3,871	3.20%
Health Care and Social Assistance	62	183,121	19,816	10.82%
Arts, Entertainment, and Recreation	71	10,055	707	7.03%
Accommodation and Food Services	72	88,276	14,211	16.10%
Other Services (except Public Administration)	81	8,764	1,077	12.29%
Public Administration	92	70,425	2,126	3.02%
TOTAL		874,187	89,041	10.19%

**TABLE 2. PARTICIPANT COUNTS BY SECTOR CODES
MISSOURI HEALTH CARE RESPONSIBILITY - JANUARY-MARCH 2012**

Sector Name	Sector Codes	Employees with MHN			Total Employees (E + N)	MHN Enrolled Spouses (S)	MHN Enrolled Children (C)	Total MHN Enrollees (E + S + C)
		MHN Enrolled Employees (E)	Enrolled Family Members (N)	Total				
Agriculture, Forestry, Fishing, and Hunting	11	46	113	159	37	242	325	
Construction	23	146	368	514	90	738	974	
Manufacturing	31, 32, and 33	950	2,527	3,477	768	5,297	7,015	
Wholesale Trade	42	156	110	266	29	317	502	
Retail Trade	44 and 45	12,014	10,275	22,289	2,237	28,845	43,096	
Transportation and Warehousing	48 and 49	578	861	1,439	134	2,300	3,012	
Information	51	264	259	523	52	647	963	
Finance and Insurance	52	627	799	1,426	85	2,075	2,787	
Real Estate and Rental Leasing	53	179	265	444	57	705	941	
Professional, Scientific, and Technical Services	54	583	465	1,048	111	1,489	2,183	
Management of Companies and Enterprises	55	52	90	142	24	203	279	
Administrative Support; Waste Management and Remediation Services	56	9,102	6,404	15,506	1,831	21,934	32,867	
Educational Services	61	1,228	2,643	3,871	347	5,772	7,347	
Health Care and Social Assistance	62	9,863	9,953	19,816	1,297	29,748	40,908	
Arts, Entertainment, and Recreation	71	316	391	707	74	1,047	1,437	
Accommodation and Food Services	72	8,668	5,543	14,211	934	18,720	28,322	
Other Services (except Public Administration)	81	578	499	1,077	68	1,468	2,114	
Public Administration	92	609	1,517	2,126	327	3,019	3,955	
Total		45,959	43,082	89,041	8,502	124,566	179,027	

TABLE 3 - ACCESS TO INSURANCE BY SECTOR CODES
MISSOURI HEALTH CARE RESPONSIBILITY - JANUARY-MARCH 2012

Sector Name	Sector Code	Full-Time Coverage			Part-Time Coverage			Spouse Coverage			Child(ren) Coverage		
		Yes	No	Unknown	Yes	No	Unknown	Yes	No	Unknown	Yes	No	Unknown
Agriculture, Forestry, Fishing, and Hunting	11	100%	0%	0%	0%	100%	0%	100%	0%	0%	100%	0%	0%
Construction	23	100%	0%	0%	40%	60%	0%	100%	0%	0%	100%	0%	0%
Manufacturing	31,32,33	69%	7%	24%	3%	72%	24%	69%	7%	24%	69%	7%	24%
Wholesale Trade	42	67%	0%	33%	0%	67%	33%	67%	0%	33%	67%	0%	33%
Retail Trade	44,45	60%	1%	39%	14%	46%	40%	58%	1%	41%	58%	1%	41%
Transportation and Warehousing	48,49	82%	0%	18%	45%	18%	36%	82%	0%	18%	82%	0%	18%
Information	51	80%	0%	20%	20%	60%	20%	80%	0%	20%	80%	0%	20%
Finance and Insurance	52	70%	0%	30%	20%	50%	30%	70%	0%	30%	70%	0%	30%
Real Estate and Rental Leasing	53	67%	17%	17%	0%	83%	17%	67%	17%	17%	67%	17%	17%
Professional, Scientific, and Technical Services	54	44%	0%	56%	0%	44%	56%	44%	0%	56%	44%	0%	56%
Management of Companies and Enterprises	55	100%	0%	0%	0%	100%	0%	100%	0%	0%	100%	0%	0%
Administrative Support; Waste Management and Remediation Services	56	58%	9%	33%	27%	38%	35%	57%	10%	33%	57%	10%	33%
Education Services	61	86%	0%	14%	31%	54%	14%	86%	0%	14%	86%	0%	14%
Health Care and Social Assistance	62	67%	4%	29%	22%	49%	29%	65%	6%	29%	66%	5%	29%
Arts, Entertainment, and Recreation	71	56%	0%	44%	11%	44%	44%	56%	0%	44%	56%	0%	44%
Accommodation and Food Services	72	57%	2%	41%	27%	32%	41%	58%	1%	41%	58%	1%	41%
Other Services (except Public Administration)	81	90%	0%	10%	20%	70%	10%	90%	0%	10%	90%	0%	10%
Public Administration	92	50%	0%	50%	0%	50%	50%	50%	0%	50%	50%	0%	50%
Total		64%	4%	32%	22%	45%	33%	64%	4%	32%	64%	4%	32%

TABLE 4. PARTICIPANT COSTS BY SECTOR CODES
MISSOURI HEALTH CARE RESPONSIBILITY JANUARY-MARCH 2012- UPDATED THROUGH OCTOBER 2012

Sector Name	Sector Codes	HIPP Enrollees	HIPP Payments	Title XIX Cost	Title XXI Cost	Other Cost	Total Cost (XIX, XXI, HIPP & Other)	Total MHN Enrollees (E + S + C)	PMPM Cost
Agriculture, Forestry Fishing, and Hunting	11	0	\$0	\$131,753	\$6,138	\$0	\$137,891	325	\$141
Construction	23	14	\$3,277	\$564,252	\$99,645	\$13	\$667,188	974	\$228
Manufacturing	31, 32, and 33	62	\$10,192	\$4,488,062	\$293,644	\$1,602	\$4,793,500	7,015	\$228
Wholesale Trade	42	0	\$0	\$532,012	\$30,317	\$19	\$562,349	502	\$373
Retail Trade	44 and 45	121	\$22,200	\$30,503,796	\$2,129,786	\$12,365	\$32,668,147	43,096	\$253
Transportation and Warehousing	48 and 49	3	\$1,136	\$1,929,287	\$263,022	\$3,026	\$2,196,472	3,012	\$243
Information	51	0	\$0	\$503,344	\$53,803	\$88	\$557,235	963	\$193
Finance and Insurance	52	43	\$7,280	\$1,605,783	\$232,644	\$1,498	\$1,847,205	2,787	\$221
Real Estate and Rental Leasing	53	7	\$3,405	\$624,864	\$62,910	\$99	\$691,278	941	\$245
Professional, Scientific, and Technical Services	54	19	\$4,942	\$1,490,061	\$102,559	\$1,603	\$1,599,165	2,183	\$244
Management of Companies and Enterprises	55	6	\$1,129	\$175,175	\$20,231	\$0	\$196,535	279	\$235
Administrative Support; Waste Management and Remediation Services	56	31	\$7,138	\$22,346,702	\$1,003,513	\$6,161	\$23,363,514	32,867	\$237
Educational Services	61	39	\$8,371	\$5,011,141	\$952,210	\$4,073	\$5,975,795	7,347	\$271
Health Care and Social Assistance	62	181	\$49,625	\$36,230,227	\$2,705,624	\$21,555	\$39,007,032	40,908	\$318
Arts, Entertainment, and Recreation	71	0	\$0	\$889,602	\$88,492	\$0	\$978,094	1,437	\$227
Accommodation and Food Services	72	11	\$3,566	\$19,363,042	\$1,034,875	\$6,425	\$20,407,909	28,322	\$240
Other Services (except Public Administration)	81	6	\$1,543	\$1,389,136	\$153,428	\$506	\$1,544,614	2,114	\$244
Public Administration	92	98	\$17,665	\$1,998,266	\$400,157	\$15,444	\$2,431,532	3,955	\$205
Total		641	\$141,469	\$129,776,506	\$9,632,999	\$74,481	\$139,625,455	179,027	\$260