



***MISSOURI
HEALTH CARE
RESPONSIBILITY REPORT***

***Fourth Quarter 2008
October - December, 2008***

*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
October to December, 2008

Number of Employees and Family Members Included in the Report

A total of 441,737 MHN enrollees were employed during the quarter or were the spouse or child of an employed individual. However, only 174,938 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 six (606) 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 887,744 individuals in the State of Missouri. The Department of Social Services identified 85,214 individuals who were MHN enrollees or were responsible for a family member who was enrolled in MHN. Therefore, 9.6% 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)	39,691
Employees with MHN Enrolled Family Members (N)	45,523
Total Employees (E + N)	85,214
MHN Enrolled Spouses (S)	7,171
MHN Enrolled Children (C)	128,076
Total MHN Enrollees (E + S + C)	174,938

Insurance Coverage

Based on a survey of employers conducted by DSS contractor, Info Crossing (IFOX), 69% 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	69%	24%	68%	68%
No	2%	47%	3%	3%
Unknown	28%	29%	29%	29%

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 is \$103.8 million during the quarter covered by the report.

HIPP Enrollees	555
HIPP Payments	\$116,700
Title XIX Cost	\$102,223,431
Title XXI Cost	\$1,388,435
Other Cost	\$80,141
Total Cost	\$103,808,707
Total MHN Enrollees (E + S + C)	174,938
Per Capita/PMPM Cost	\$198

It should be noted that receipt of MO HealthNet claims often lags for several months. Most bills are received and paid within six months. An updated report will be issued each quarter for up to one year to account for claims that were received and processed after the initial report was produced.

Industry Sectors

The tables that follow break down the statewide data into industry sectors. Some companies 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, the MHN claims administrator, to design, gather data, program, and produce the report. DSS also received 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 IFOX.

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 IFOX conducts 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 in subsequent quarters in order to add payments made after the end of the quarter in question. Each subsequent quarterly report will include information from the current quarter, as well as updated data for previous quarters for up to one year.

- 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 data base 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 - OCTOBER-DECEMBER, 2008**

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	465	52	11%
Construction	23	22,427	897	4%
Manufacturing	31, 32, and 33	49,508	3,979	8%
Wholesale Trade	42	6,862	548	8%
Retail Trade	44 and 45	189,467	21,177	11%
Transportation and Warehousing	48 and 49	21,035	2,284	11%
Information	51	12,714	649	5%
Finance and Insurance	52	21,356	1,261	6%
Real Estate and Rental Leasing	53	3,817	580	15%
Professional, Scientific, and Technical Services	54	7,798	1,059	14%
Management of Companies and Enterprises	55	3,168	152	5%
Administrative Support; Waste Management and Remediation Services	56	89,604	14,422	16%
Educational Services	61	107,437	3,359	3%
Health Care and Social Assistance	62	177,152	17,568	10%
Arts, Entertainment, and Recreation	71	8,224	502	6%
Accommodation and Food Services	72	91,999	13,235	14%
Other Services (except Public Administration)	81	10,174	899	9%
Public Administration	92	64,537	2,591	4%
TOTAL		887,744	85,214	10%

**TABLE 2. PARTICIPANT COUNTS BY SECTOR CODES
MISSOURI HEALTH CARE RESPONSIBILITY - OCTOBER-DECEMBER, 2008**

NAICS Sector	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	4	48	52	6	78	88	
Construction	23	441	456	897	76	1,103	1,620	
Manufacturing	31, 32, and 33	1,153	2,826	3,979	658	6,183	7,994	
Wholesale Trade	42	236	312	548	57	871	1,164	
Retail Trade	44 and 45	10,235	10,942	21,177	1,917	30,113	42,265	
Transportation and Warehousing	48 and 49	763	1,521	2,284	216	3,943	4,922	
Information	51	288	361	649	67	897	1,252	
Finance and Insurance	52	467	794	1,261	70	2,000	2,537	
Real Estate and Rental Leasing	53	204	376	580	49	961	1,214	
Professional, Scientific, and Technical Services	54	538	521	1,059	86	1,643	2,267	
Management of Companies and Enterprises	55	75	77	152	13	198	286	
Administrative Support; Waste Management and Remediation Services	56	8,009	6,413	14,422	1,417	21,804	31,230	
Educational Services	61	1,050	2,309	3,359	209	5,434	6,693	
Health Care and Social Assistance	62	7,710	9,858	17,568	1,064	27,893	36,667	
Arts, Entertainment, and Recreation	71	206	296	502	27	900	1,133	
Accommodation and Food Services	72	7,060	6,175	13,235	869	18,871	26,800	
Other Services (except Public Administration)	81	398	501	899	46	1,388	1,832	
Public Administration	92	854	1,737	2,591	324	3,796	4,974	
Total		39,691	45,523	85,214	7,171	128,076	174,938	

TABLE 3 - ACCESS TO INSURANCE BY SECTOR CODES
MISSOURI HEALTH CARE RESPONSIBILITY - OCTOBER - DECEMBER, 2008

NAICS Sector	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%	33%	67%	0%	100%	0%	0%	100%	0%	0%
Manufacturing	31-33	71%	3%	26%	6%	69%	26%	71%	3%	26%	71%	3%	26%
Wholesale Trade	42	75%	0%	25%	0%	75%	25%	75%	0%	25%	75%	0%	25%
Retail Trade	44-45	63%	1%	36%	18%	45%	37%	61%	1%	38%	61%	1%	38%
Transportation and Warehousing	48-49	81%	0%	19%	44%	38%	19%	81%	0%	19%	81%	0%	19%
Information	51	63%	0%	38%	25%	38%	38%	50%	0%	50%	50%	0%	50%
Finance and Insurance	52	70%	0%	30%	30%	40%	30%	70%	0%	30%	70%	0%	30%
Real Estate and Rental Leasing	53	86%	0%	14%	43%	43%	14%	86%	0%	14%	86%	0%	14%
Professional, Scientific, and Technical Services	54	50%	0%	50%	13%	38%	50%	50%	0%	50%	50%	0%	50%
Management of Companies and Enterprises	55	50%	0%	50%	0%	50%	50%	50%	0%	50%	50%	0%	50%
Administrative Support; Waste Management and Remediation Services	56	58%	7%	36%	27%	37%	37%	58%	7%	36%	58%	7%	36%
Education Services	61	89%	0%	11%	32%	57%	11%	86%	4%	11%	86%	4%	11%
Health Care and Social Assistance	62	73%	4%	23%	24%	52%	24%	70%	5%	25%	71%	5%	24%
Arts, Entertainment, and Recreation	71	83%	0%	17%	17%	67%	17%	83%	0%	17%	83%	0%	17%
Accommodation and Food Services	72	68%	1%	32%	30%	38%	32%	66%	1%	33%	66%	1%	33%
Other Services (except Public Administration)	81	100%	0%	0%	22%	78%	0%	100%	0%	0%	100%	0%	0%
Public Administration	92	67%	0%	33%	33%	67%	0%	67%	0%	33%	67%	0%	33%
Total		69%	2%	28%	24%	47%	29%	68%	3%	29%	68%	3%	29%

TABLE 4. PARTICIPANT COSTS BY SECTOR CODES
MISSOURI HEALTH CARE RESPONSIBILITY - OCTOBER-DECEMBER, 2008

NAICS Sector	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	\$48,572	\$1,188	\$0	\$49,760	88	\$188
Construction	23	10	\$2,119	\$1,013,758	\$25,287	\$44	\$1,041,207	1,620	\$214
Manufacturing	31, 32, and 33	106	\$16,009	\$3,571,542	\$147,558	\$701	\$3,735,810	7,994	\$152
Wholesale Trade	42	2	\$134	\$655,123	\$6,074	\$389	\$661,721	1,164	\$189
Retail Trade	44 and 45	112	\$22,970	\$24,327,476	\$373,338	\$21,132	\$24,744,916	42,265	\$193
Transportation and Warehousing	48 and 49	7	\$3,453	\$2,371,834	\$38,714	\$26	\$2,414,026	4,922	\$178
Information	51	3	\$2,822	\$566,058	\$8,849	\$1,289	\$579,018	1,252	\$154
Finance and Insurance	52	12	\$3,249	\$1,175,844	\$18,301	\$2,283	\$1,199,677	2,537	\$158
Real Estate and Rental Leasing	53	0	\$0	\$633,239	\$21,316	\$0	\$654,555	1,214	\$180
Professional, Scientific, and Technical Services	54	10	\$3,577	\$1,112,890	\$12,592	\$2	\$1,129,059	2,267	\$166
Management of Companies and Enterprises	55	0	\$0	\$125,936	\$515	\$0	\$126,450	286	\$147
Administrative Support; Waste Management and Remediation Services	56	22	\$5,826	\$17,806,680	\$105,412	\$13,072	\$17,930,991	31,230	\$191
Educational Services	61	39	\$8,835	\$3,663,887	\$93,525	\$684	\$3,766,931	6,693	\$188
Health Care and Social Assistance	62	114	\$25,882	\$25,190,706	\$398,136	\$23,875	\$25,638,598	36,667	\$233
Arts, Entertainment, and Recreation	71	0	\$0	\$626,294	\$2,919	\$50	\$629,263	1,133	\$185
Accommodation and Food Services	72	22	\$3,718	\$16,598,671	\$81,523	\$5,653	\$16,689,567	26,800	\$208
Other Services (except Public Administration)	81	18	\$7,577	\$1,292,378	\$14,715	\$1,324	\$1,315,995	1,832	\$239
Public Administration	92	78	\$10,529	\$1,442,544	\$38,474	\$9,617	\$1,501,164	4,974	\$101
Total		555	\$116,700	\$102,223,431	\$1,388,435	\$80,141	\$103,808,707	174,938	\$198