



***MISSOURI
HEALTH CARE
RESPONSIBILITY REPORT***

***First Quarter 2010
January-March, 2010
Updated through October, 2010***

*Missouri Department of Social Services
MO HealthNet Division
October 31, 2010*

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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, 2010

Number of Employees and Family Members Included in the Report

A total of 427,447 MHN enrollees were employed during the quarter or were the spouse or child of an employed individual. However, only 164,236 of these are associated with an employer with 50 or more such individuals and are included in this report.

Percentage of Workforce

Five hundred ninety five (595) 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 822,168 individuals in the State of Missouri. The Department of Social Services identified 81,022 individuals who were MHN enrollees or were responsible for a family member who was enrolled in MHN. Therefore, 9.85% 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)	38,988
Employees with MHN Enrolled Family Members (N)	42,034
Total Employees (E + N)	81,022
MHN Enrolled Spouses (S)	7,955
MHN Enrolled Children (C)	117,293
Total MHN Enrollees (E + S + C)	164,236

Insurance Coverage

Based on a survey of employers conducted by the MO HealthNet Division (MHD), 67% 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	67%	22%	65%	65%
No	3%	47%	4%	4%
Unknown	30%	31%	31%	31%

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 \$118.1 million during the quarter covered by the report.

HIPP Enrollees	551
HIPP Payments	\$106,959
Title XIX Cost	\$114,731,108
Title XXI Cost	\$3,222,817
Other Cost	\$56,445
Total Cost	\$118,117,329
Total MHN Enrollees (E + S + C)	164,236
Per Capita/PMPM Cost	\$240

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 an updated report will be issued in the following quarter.

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 MHD 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 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 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 - JANUARY-MARCH, 2010**

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	462	74	16.02%
Construction	23	14,788	704	4.76%
Manufacturing	31, 32, and 33	35,817	2,979	8.32%
Wholesale Trade	42	2,933	430	14.66%
Retail Trade	44 and 45	172,268	19,022	11.04%
Transportation and Warehousing	48 and 49	14,534	1,587	10.92%
Information	51	10,143	527	5.20%
Finance and Insurance	52	26,443	1,409	5.33%
Real Estate and Rental Leasing	53	5,530	564	10.20%
Professional, Scientific, and Technical Services	54	5,646	761	13.48%
Management of Companies and Enterprises	55	2,998	219	7.30%
Administrative Support; Waste Management and Remediation Services	56	75,291	13,022	17.30%
Educational Services	61	122,810	3,948	3.21%
Health Care and Social Assistance	62	175,493	19,206	10.94%
Arts, Entertainment, and Recreation	71	10,402	762	7.33%
Accommodation and Food Services	72	81,614	12,649	15.50%
Other Services (except Public Administration)	81	8,215	850	10.35%
Public Administration	92	56,781	2,309	4.07%
TOTAL		822,168	81,022	9.85%

**TABLE 2. PARTICIPANT COUNTS BY SECTOR CODES
MISSOURI HEALTH CARE RESPONSIBILITY - JANUARY-MARCH, 2010**

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	16	58	74	13	95	124	
Construction	23	192	512	704	104	1,039	1,335	
Manufacturing	31, 32, and 33	786	2,193	2,979	602	4,671	6,059	
Wholesale Trade	42	203	227	430	43	627	873	
Retail Trade	44 and 45	9,395	9,627	19,022	2,038	25,995	37,428	
Transportation and Warehousing	48 and 49	626	961	1,587	141	2,661	3,428	
Information	51	240	287	527	67	628	935	
Finance and Insurance	52	607	802	1,409	101	2,249	2,957	
Real Estate and Rental Leasing	53	209	355	564	45	922	1,176	
Professional, Scientific, and Technical Services	54	427	334	761	78	1,155	1,660	
Management of Companies and Enterprises	55	79	140	219	22	287	388	
Administrative Support; Waste Management and Remediation Services	56	7,242	5,780	13,022	1,653	18,638	27,533	
Educational Services	61	1,202	2,746	3,948	314	6,102	7,618	
Health Care and Social Assistance	62	9,207	9,999	19,206	1,266	29,451	39,924	
Arts, Entertainment, and Recreation	71	358	404	762	80	1,194	1,632	
Accommodation and Food Services	72	7,086	5,563	12,649	973	17,087	25,146	
Other Services (except Public Administration)	81	395	455	850	63	1,265	1,723	
Public Administration	92	718	1,591	2,309	352	3,227	4,297	
Total		38,988	42,034	81,022	7,955	117,293	164,236	

TABLE 3 - ACCESS TO INSURANCE BY SECTOR CODES
MISSOURI HEALTH CARE RESPONSIBILITY - JANUARY-MARCH, 2010

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	86%	0%	14%	29%	57%	14%	86%	0%	14%	86%	0%	14%
Manufacturing	31,32,33	81%	2%	17%	3%	80%	17%	73%	4%	23%	76%	4%	20%
Wholesale Trade	42	50%	0%	50%	0%	50%	50%	50%	0%	50%	50%	0%	50%
Retail Trade	44,45	62%	0%	38%	20%	41%	39%	61%	0%	39%	61%	0%	39%
Transportation and Warehousing	48,49	67%	0%	33%	45%	21%	34%	78%	0%	22%	80%	0%	20%
Information	51	67%	0%	33%	17%	50%	33%	67%	0%	33%	67%	0%	33%
Finance and Insurance	52	55%	0%	45%	18%	36%	46%	55%	0%	45%	55%	0%	45%
Real Estate and Rental Leasing	53	72%	14%	14%	43%	14%	43%	72%	14%	14%	72%	14%	14%
Professional, Scientific, and Technical Services	54	33%	0%	67%	0%	33%	67%	33%	0%	67%	33%	0%	67%
Management of Companies and Enterprises	55	50%	0%	50%	50%	0%	50%	50%	0%	50%	50%	0%	50%
Administrative Support; Waste Management and Remediation Services	56	51%	6%	43%	25%	36%	39%	51%	6%	43%	51%	6%	43%
Education Services	61	92%	0%	8%	30%	62%	8%	92%	0%	8%	92%	0%	8%
Health Care and Social Assistance	62	69%	6%	25%	21%	53%	26%	65%	8%	27%	66%	8%	26%
Arts, Entertainment, and Recreation	71	67%	0%	33%	11%	56%	33%	67%	0%	33%	67%	0%	33%
Accommodation and Food Services	72	64%	2%	34%	29%	37%	34%	63%	2%	35%	63%	2%	35%
Other Services (except Public Administration)	81	100%	0%	0%	38%	62%	0%	100%	0%	0%	100%	0%	0%
Public Administration	92	67%	0%	33%	0%	67%	33%	67%	0%	33%	67%	0%	33%
Total		67%	3%	30%	22%	47%	31%	65%	4%	31%	65%	4%	31%

TABLE 4. PARTICIPANT COSTS BY SECTOR CODES
MISSOURI HEALTH CARE RESPONSIBILITY - JANUARY-MARCH 2010 - UPDATED THROUGH OCTOBER 2010

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	\$66,487	\$2,475	\$15	\$68,977	124	\$185
Construction	23	7	\$1,387	\$480,700	\$28,406	\$25	\$510,518	1335	\$127
Manufacturing	31, 32, and 33	72	\$8,934	\$3,139,970	\$179,116	\$1,638	\$3,329,658	6059	\$171
Wholesale Trade	42	5	\$969	\$574,334	\$30,353	\$0	\$605,656	873	\$207
Retail Trade	44 and 45	108	\$23,761	\$24,912,366	\$868,037	\$9,371	\$25,813,534	37428	\$230
Transportation and Warehousing	48 and 49	10	\$2,840	\$1,939,955	\$83,053	\$134	\$2,025,983	3428	\$173
Information	51	1	\$426	\$518,695	\$9,143	\$277	\$528,541	935	\$188
Finance and Insurance	52	14	\$2,852	\$1,459,689	\$58,699	\$2,886	\$1,524,126	2957	\$172
Real Estate and Rental Leasing	53	1	\$216	\$789,901	\$51,304	\$266	\$841,687	1176	\$239
Professional, Scientific, and Technical Services	54	8	\$4,467	\$875,432	\$16,613	\$58	\$896,569	1660	\$180
Management of Companies and Enterprises	55	0	\$0	\$213,290	\$16,080	\$0	\$229,371	388	\$197
Administrative Support; Waste Management and Remediation Services	56	26	\$5,217	\$17,852,250	\$240,043	\$345	\$18,097,855	27533	\$219
Educational Services	61	27	\$5,458	\$4,708,060	\$265,510	\$2,083	\$4,981,111	7618	\$218
Health Care and Social Assistance	62	161	\$32,916	\$35,472,973	\$829,589	\$8,547	\$36,344,024	39924	\$303
Arts, Entertainment, and Recreation	71	0	\$0	\$888,045	\$12,407	\$17	\$900,469	1632	\$184
Accommodation and Food Services	72	23	\$5,654	\$17,716,861	\$350,916	\$19,933	\$18,093,364	25146	\$240
Other Services (except Public Administration)	81	1	\$486	\$1,410,324	\$100,631	\$2,224	\$1,513,665	1723	\$293
Public Administration	92	87	\$11,378	\$1,711,775	\$80,443	\$8,626	\$1,812,222	4297	\$141
Total		551	\$106,959	\$114,731,108	\$3,222,817	\$56,445	\$118,117,329	164,236	\$240