



***MISSOURI
HEALTH CARE
RESPONSIBILITY REPORT***

***First Quarter 2011
January to March, 2011***

Updated through October, 2011

*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 2011, updated October 2011

Number of Employees and Family Members Included in the Report

A total of 408,698 MHN enrollees were employed during the quarter or were the spouse or child of an employed individual. However, only 168,052 of these are associated with an employer with 50 or more such individuals and are included in this report.

Percentage of Workforce

Five Hundred and ninety four (594) 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 824,563 individuals in the State of Missouri. The Department of Social Services identified 83,851 individuals who were MHN enrollees or were responsible for a family member who was enrolled in MHN. Therefore, 10.17% 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)	41,790
Employees with MHN Enrolled Family Members (N)	42,061
Total Employees (E + N)	83,851
MHN Enrolled Spouses (S)	8,252
MHN Enrolled Children (C)	118,010
Total MHN Enrollees (E + S + C)	168,052

Insurance Coverage

Based on a survey of employers conducted by the MO HealthNet Division (MHD), 65% 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%	23%	65%	66%
No	3%	46%	4%	3%
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 was \$122.5 million during the quarter covered by the report.

HIPP Enrollees	587
HIPP Payments	\$141,604
Title XIX Cost	\$114,225,361
Title XXI Cost	\$8,081,606
Other Cost	\$80,581
Total Cost	\$122,529,153
Total MHN Enrollees (E + S + C)	168,052
Per Capita/PMPM Cost	\$243

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 2011**

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	717	88	12.27%
Construction	23	13,417	267	1.99%
Manufacturing	31, 32, and 33	40,863	2,074	5.08%
Wholesale Trade	42	3,243	562	17.33%
Retail Trade	44 and 45	178,612	21,596	12.09%
Transportation and Warehousing	48 and 49	15,312	1,280	8.36%
Information	51	6,764	569	8.41%
Finance and Insurance	52	22,105	797	3.61%
Real Estate and Rental Leasing	53	3,676	505	13.74%
Professional, Scientific, and Technical Services	54	7,525	861	11.44%
Management of Companies and Enterprises	55	3,212	194	6.04%
Administrative Support; Waste Management and Remediation Services	56	82,097	16,991	20.70%
Educational Services	61	119,039	2,501	2.10%
Health Care and Social Assistance	62	161,360	17,956	11.13%
Arts, Entertainment, and Recreation	71	7,015	480	6.84%
Accommodation and Food Services	72	82,665	15,003	18.15%
Other Services (except Public Administration)	81	17,926	1,477	8.24%
Public Administration	92	59,015	650	1.10%
TOTAL		824,563	83,851	10.17%

**TABLE 2. PARTICIPANT COUNTS BY SECTOR CODES
MISSOURI HEALTH CARE RESPONSIBILITY - JANUARY-MARCH 2011**

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	44	44	88	32	151	227	
Construction	23	130	137	267	79	712	921	
Manufacturing	31, 32, and 33	1,010	1,064	2,074	805	5,529	7,344	
Wholesale Trade	42	280	282	562	65	704	1,049	
Retail Trade	44 and 45	10,760	10,836	21,596	2,172	27,286	40,218	
Transportation and Warehousing	48 and 49	636	644	1,280	157	2,506	3,299	
Information	51	283	286	569	61	729	1,073	
Finance and Insurance	52	399	398	797	74	1,514	1,987	
Real Estate and Rental Leasing	53	253	252	505	47	919	1,219	
Professional, Scientific, and Technical Services	54	426	435	861	100	1,208	1,734	
Management of Companies and Enterprises	55	95	99	194	11	299	405	
Administrative Support; Waste Management and Remediation Services	56	8,429	8,562	16,991	1,761	20,398	30,588	
Educational Services	61	1,250	1,251	2,501	336	6,028	7,614	
Health Care and Social Assistance	62	9,011	8,945	17,956	1,196	27,831	38,038	
Arts, Entertainment, and Recreation	71	238	242	480	56	868	1,162	
Accommodation and Food Services	72	7,485	7,518	15,003	977	17,056	25,518	
Other Services (except Public Administration)	81	742	735	1,477	78	2,317	3,137	
Public Administration	92	319	331	650	245	1,955	2,519	
Total		41,790	42,061	83,851	8,252	118,010	168,052	

TABLE 3 - ACCESS TO INSURANCE BY SECTOR CODES
MISSOURI HEALTH CARE RESPONSIBILITY - JANUARY-MARCH 2011

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	67%	4%	30%	4%	67%	30%	67%	4%	30%	67%	4%	30%
Wholesale Trade	42	33%	0%	67%	0%	33%	67%	33%	0%	67%	33%	0%	67%
Retail Trade	44,45	65%	1%	34%	17%	48%	35%	63%	1%	36%	63%	1%	36%
Transportation and Warehousing	48,49	85%	0%	15%	38%	46%	15%	85%	0%	15%	85%	0%	15%
Information	51	63%	0%	38%	13%	50%	38%	63%	0%	38%	63%	0%	38%
Finance and Insurance	52	60%	0%	40%	20%	40%	40%	60%	0%	40%	60%	0%	40%
Real Estate and Rental Leasing	53	78%	11%	11%	44%	44%	11%	78%	11%	11%	78%	11%	11%
Professional, Scientific, and Technical Services	54	40%	0%	60%	0%	40%	60%	40%	0%	60%	40%	0%	60%
Management of Companies and Enterprises	55	67%	0%	33%	33%	33%	33%	67%	0%	33%	67%	0%	33%
Administrative Support; Waste Management and Remediation Services	56	57%	6%	37%	25%	37%	38%	57%	6%	37%	57%	6%	37%
Education Services	61	94%	0%	6%	32%	61%	6%	94%	0%	6%	94%	0%	6%
Health Care and Social Assistance	62	68%	5%	26%	22%	52%	27%	66%	7%	27%	66%	7%	27%
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%	36%	35%	63%	2%	35%	63%	2%	35%
Other Services (except Public Administration)	81	90%	0%	10%	30%	60%	10%	90%	0%	10%	90%	0%	10%
Public Administration	92	67%	0%	33%	0%	67%	33%	67%	0%	33%	67%	0%	33%
Total		67%	3%	30%	23%	46%	31%	65%	4%	31%	66%	3%	31%

TABLE 4. PARTICIPANT COSTS BY SECTOR CODES
MISSOURI HEALTH CARE RESPONSIBILITY - JANUARY-MARCH 2011- UPDATED THROUGH OCTOBER 2011

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	\$143,412	\$1,889	\$0	\$145,301	227	\$213
Construction	23	12	\$2,599	\$467,619	\$88,701	\$0	\$558,919	921	\$202
Manufacturing	31, 32, and 33	76	\$19,767	\$3,769,248	\$318,233	\$780	\$4,108,029	7,344	\$186
Wholesale Trade	42	4	\$440	\$681,311	\$43,385	\$0	\$725,137	1,049	\$230
Retail Trade	44 and 45	102	\$24,248	\$26,479,001	\$1,850,900	\$17,773	\$28,371,921	40,218	\$235
Transportation and Warehousing	48 and 49	9	\$3,700	\$1,989,223	\$239,870	\$2,979	\$2,235,772	3,299	\$226
Information	51	0	\$0	\$478,488	\$39,017	\$336	\$517,842	1,073	\$161
Finance and Insurance	52	16	\$3,853	\$1,001,637	\$151,263	\$465	\$1,157,218	1,987	\$194
Real Estate and Rental Leasing	53	2	\$334	\$658,527	\$109,758	\$15	\$768,635	1,219	\$210
Professional, Scientific, and Technical Services	54	18	\$7,234	\$1,133,662	\$59,551	\$659	\$1,201,106	1,734	\$231
Management of Companies and Enterprises	55	0	\$0	\$163,581	\$17,857	\$0	\$181,438	405	\$149
Administrative Support; Waste Management and Remediation Services	56	16	\$3,781	\$19,690,101	\$852,880	\$5,669	\$20,552,430	30,588	\$224
Educational Services	61	37	\$9,387	\$4,471,837	\$820,992	\$4,227	\$5,306,443	7,614	\$232
Health Care and Social Assistance	62	146	\$36,555	\$32,214,568	\$2,083,957	\$19,016	\$34,354,096	38,038	\$301
Arts, Entertainment, and Recreation	71	0	\$0	\$628,192	\$70,205	\$0	\$698,397	1,162	\$200
Accommodation and Food Services	72	21	\$4,709	\$16,817,318	\$843,638	\$8,887	\$17,674,552	25,518	\$231
Other Services (except Public Administration)	81	22	\$4,434	\$1,720,192	\$210,532	\$300	\$1,935,458	3,137	\$206
Public Administration	92	106	\$20,563	\$1,717,444	\$278,978	\$19,475	\$2,036,460	2,519	\$269
Total		587	\$141,604	\$114,225,361	\$8,081,606	\$80,581	\$122,529,153	168,052	\$243