



***MISSOURI
HEALTH CARE
RESPONSIBILITY REPORT***

***Second Quarter 2014
April - June, 2014
Updated through January, 2015***

*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
April - June, 2014, Updated through January, 2015

Number of Employees and Family Members Included in the Report

A total of 399, 009 MHN enrollees were employed during the quarter or were the spouse or child of an employed individual. However, only 162,117 of these are associated with an employer with 50 or more such individuals and are included in this report.

Percentage of Workforce

Six hundred (600) 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 879,678 individuals in the State of Missouri. The Department of Social Services identified 84,356 individuals who were MHN enrollees or were responsible for a family member who was enrolled in MHN. Therefore, 9.59% 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)	45,225
Employees with MHN Enrolled Family Members (N)	39,131
Total Employees (E + N)	84,356
MHN Enrolled Spouses (S)	6,730
MHN Enrolled Children (C)	110,162
Total MHN Enrollees (E + S + C)	162,117

Insurance Coverage

Based on a survey of employers conducted by the MO HealthNet Division (MHD), 62% 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	63%	21%	62%	62%
No	3%	45%	4%	4%
Unknown	34%	34%	34%	34%

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 \$133.9 million during the quarter covered by the report.

HIPP Enrollees	497
HIPP Payments	\$123,598
Title XIX Cost	\$124,795,637
Title XXI Cost	\$8,947,830
Other Cost	\$94,410
Total Cost	\$133,961,476
Total MHN Enrollees (E + S + C)	162,117
Per Capita/PMPM Cost	\$275

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 at the end of the following quarter.

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 Data and Analysis Section of the Division of Finance and Administrative Services (DSS/RDA); 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/RDA.
- DSS/RDA 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, Wipro 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 at the end of the subsequent quarter in order to add payments made after the initial report was issued.
- DSS/RDA 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/RDA 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 - APRIL - JUNE 2014**

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	1,159	60	5.18%
Construction	23	12,041	404	3.36%
Manufacturing	31, 32, and 33	43,789	3,195	7.30%
Wholesale Trade	42	1,694	262	15.47%
Retail Trade	44 and 45	190,507	20,375	10.70%
Transportation and Warehousing	48 and 49	18,219	1,547	8.49%
Information	51	12,814	933	7.28%
Finance and Insurance	52	20,663	956	4.63%
Real Estate and Rental Leasing	53	1,320	276	20.91%
Professional, Scientific, and Technical Services	54	8,291	1,029	12.41%
Management of Companies and Enterprises	55	1,949	75	3.85%
Administrative Support, Waste Management, and Remediation Services	56	103,476	16,779	16.22%
Educational Services	61	113,010	3,348	2.96%
Health Care and Social Assistance	62	172,316	17,776	10.32%
Arts, Entertainment, and Recreation	71	13,464	879	6.53%
Accommodation and Food Services	72	92,740	13,407	14.46%
Other Services (except Public Administration)	81	7,337	836	11.39%
Public Administration	92	64,889	2,219	3.42%
Total		879,678	84,356	9.59%

**TABLE 2. PARTICIPANT COUNTS BY SECTOR CODES
MISSOURI HEALTH CARE RESPONSIBILITY - APRIL - JUNE 2014**

Sector Name	Sector Codes	Employees with MHN			MHN Enrolled Spouses (S)	MHN Enrolled Children (C)	Total MHN Enrollees (E + S + C)
		MHN Enrolled Employees (E)	Enrolled Family Members (N)	Total Employees (E + N)			
Agriculture, Forestry, Fishing, and Hunting	11	18	42	60	13	73	104
Construction	23	106	298	404	50	527	683
Manufacturing	31, 32, and 33	916	2,279	3,195	550	4,757	6,223
Wholesale Trade	42	132	130	262	34	314	480
Retail Trade	44 and 45	11,100	9,275	20,375	1,840	24,966	37,906
Transportation and Warehousing	48 and 49	778	769	1,547	131	2,101	3,010
Information	51	493	440	933	97	1,154	1,744
Finance and Insurance	52	363	593	956	50	1,408	1,821
Real Estate and Rental Leasing	53	96	180	276	33	413	542
Professional, Scientific, and Technical Services	54	578	451	1,029	77	1,282	1,937
Management of Companies and Enterprises	55	54	21	75	3	85	142
Administrative Support, Waste Management, and Remediation Services	56	10,509	6,270	16,779	1,528	21,338	33,375
Educational Services	61	1,158	2,190	3,348	264	4,803	6,225
Health Care and Social Assistance	62	9,011	8,765	17,776	895	25,405	35,311
Arts, Entertainment, and Recreation	71	437	442	879	81	1,084	1,602
Accommodation and Food Services	72	8,279	5,128	13,407	718	16,484	25,481
Other Services (except Public Administration)	81	467	369	836	56	1,102	1,625
Public Administration	92	730	1,489	2,219	310	2,866	3,906
Total		45,225	39,131	84,356	6,730	110,162	162,117

**TABLE 3 - ACCESS TO INSURANCE BY SECTOR CODES
MISSOURI HEALTH CARE RESPONSIBILITY - APRIL - JUNE 2014**

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	75%	7%	18%	11%	71%	18%	75%	7%	18%	75%	7%	18%
Wholesale Trade	42	67%	0%	33%	0%	67%	33%	67%	0%	33%	67%	0%	33%
Retail Trade	44,45	59%	0%	41%	18%	40%	42%	55%	0%	45%	55%	0%	45%
Transportation and Warehousing	48,49	78%	0%	22%	33%	44%	22%	78%	0%	22%	78%	0%	22%
Information	51	57%	0%	43%	14%	43%	43%	57%	0%	43%	57%	0%	43%
Finance and Insurance	52	56%	0%	44%	22%	33%	44%	56%	0%	44%	56%	0%	44%
Real Estate and Rental Leasing	53	67%	33%	0%	0%	100%	0%	67%	33%	0%	67%	33%	0%
Professional, Scientific, and Technical Services	54	45%	0%	55%	0%	45%	55%	45%	0%	55%	45%	0%	55%
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	51%	8%	41%	19%	40%	42%	49%	11%	41%	49%	11%	41%
Education Services	61	87%	0%	13%	33%	53%	13%	87%	0%	13%	87%	0%	13%
Health Care and Social Assistance	62	71%	3%	26%	23%	51%	26%	69%	5%	26%	69%	5%	26%
Arts, Entertainment, and Recreation	71	40%	0%	60%	20%	20%	60%	40%	0%	60%	40%	0%	60%
Accommodation and Food Services	72	59%	2%	39%	27%	34%	39%	59%	2%	39%	59%	2%	39%
Other Services (except Public Administration)	81	75%	0%	25%	25%	50%	25%	75%	0%	25%	75%	0%	25%
Public Administration	92	33%	0%	67%	0%	33%	67%	33%	0%	67%	33%	0%	67%
Total		63%	3%	34%	21%	45%	34%	62%	4%	34%	62%	4%	34%

TABLE 4. PARTICIPANT COSTS BY SECTOR CODES
MISSOURI HEALTH CARE RESPONSIBILITY - APRIL - JUNE 2014 UPDATED THROUGH JANUARY, 2015

Sector Name	Sector Codes	HIPP Enrollees	HIPP Payments	Title XIX Cost	Title XXI Cost	Other Cost	Total Cost	Total	PMPM Cost
							(XIX, XXI, HIPP and Other)	MHN Enrollees (E + S + C)	
Agriculture, Forestry, Fishing, and Hunting	11	0	\$0	\$37,574	\$378	\$0	\$37,952	104	\$122
Construction	23	9	\$2,044	\$429,851	\$100,395	\$3	\$532,292	683	\$260
Manufacturing	31, 32, and 33	37	\$6,526	\$3,733,230	\$373,298	\$10,030	\$4,123,084	6,223	\$221
Wholesale Trade	42	0	\$0	\$417,227	\$44,429	\$6,304	\$467,960	480	\$325
Retail Trade	44 and 45	84	\$20,529	\$28,322,557	\$1,873,546	\$19,651	\$30,236,283	37,906	\$266
Transportation and Warehousing	48 and 49	1	\$846	\$2,120,255	\$203,961	\$3,295	\$2,328,357	3,010	\$258
Information	51	3	\$479	\$1,044,953	\$73,422	\$0	\$1,118,854	1,744	\$214
Finance and Insurance	52	13	\$3,939	\$969,615	\$216,158	\$4,075	\$1,193,787	1,821	\$219
Real Estate and Rental Leasing	53	0	\$0	\$300,233	\$41,356	\$11	\$341,600	542	\$210
Professional, Scientific, and Technical Services	54	16	\$4,240	\$1,598,521	\$79,609	\$190	\$1,682,561	1,937	\$290
Management of Companies and Enterprises	55	0	\$0	\$170,224	\$2,180	\$1,703	\$174,106	142	\$409
Administrative Support, Waste Management, and Remediation Services	56	25	\$5,567	\$24,487,484	\$890,518	\$9,489	\$25,393,057	33,375	\$254
Educational Services	61	38	\$10,740	\$4,549,322	\$874,335	\$2,380	\$5,436,777	6,225	\$291
Health Care and Social Assistance	62	138	\$38,714	\$33,169,887	\$2,391,326	\$12,555	\$35,612,482	35,311	\$336
Arts, Entertainment, and Recreation	71	7	\$919	\$942,053	\$81,653	\$206	\$1,024,832	1,602	\$213
Accommodation and Food Services	72	16	\$6,045	\$18,893,469	\$1,164,984	\$10,156	\$20,074,654	25,481	\$263
Other Services (except Public Administration)	81	2	\$921	\$1,033,772	\$105,022	\$177	\$1,139,892	1,625	\$234
Public Administration	92	108	\$22,090	\$2,575,410	\$431,260	\$14,185	\$3,042,945	3,906	\$260
Total		497	\$123,598	\$124,795,637	\$8,947,830	\$94,410	\$133,961,476	162,117	\$275