



***MISSOURI
HEALTH CARE
RESPONSIBILITY REPORT***

***Third Quarter 2015
July - September, 2015
Updated through April, 2016***

*Missouri Department of Social Services
MO HealthNet Division
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CONTACT INFORMATION

Missouri MO HealthNet Division
(573) 751-3425

Ask MHD
Ask.MHD@dss.mo.gov

Media Contacts:
Missouri Department of Social Services Communications Office
(573) 526-0407

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
July – September, 2015 Updated Through April, 2016

Number of Employees and Family Members Included in the Report

A total of 546,267 MHN enrollees were employed during the quarter or were the spouse or child of an employed individual. However, only 228,236 of these are associated with an employer with 50 or more such individuals and are included in this report.

Percentage of Workforce

Seven hundred eighty-eight (788) 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 1,033,433 individuals in the State of Missouri. The Department of Social Services identified 120,373 individuals who were MHN enrollees or were responsible for a family member who was enrolled in MHN. Therefore, 11.65% 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)	64,584
Employees with MHN Enrolled Family Members (N)	55,789
Total Employees (E + N)	120,373
MHN Enrolled Spouses (S)	14,406
MHN Enrolled Children (C)	149,246
Total MHN Enrollees (E + S + C)	228,236

Insurance Coverage

Based on a survey of employers conducted by the MO HealthNet Division (MHD), 59% 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	60%	19%	59%	59%
No	3%	44%	4%	4%
Unknown	37%	37%	37%	37%

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 \$175 million during the quarter covered by the report.

HIPP Enrollees	513
HIPP Payments	\$131,141
Title XIX Cost	\$170,835,637
Title XXI Cost	\$4,371,535
Other Cost	\$120,515
Total Cost	\$175,458,827
Total MHN Enrollees (E + S + C)	228,236
Per Capita/PMPM Cost	\$256

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 - JULY - SEPTEMBER 2015**

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	1,594	184	11.54%
Construction	23	9,193	588	6.40%
Manufacturing	31, 32, and 33	68,653	6,389	9.31%
Wholesale Trade	42	2,831	383	13.53%
Retail Trade	44 and 45	208,109	27,492	13.21%
Transportation and Warehousing	48 and 49	19,617	2,085	10.63%
Information	51	13,466	1,216	9.03%
Finance and Insurance	52	28,829	3,252	11.28%
Real Estate and Rental Leasing	53	4,844	797	16.45%
Professional, Scientific, and Technical Services	54	10,230	1,297	12.68%
Management of Companies and Enterprises	55	4,099	248	6.05%
Administrative Support, Waste Management, and Remediation Services	56	124,650	24,017	19.27%
Educational Services	61	130,825	5,059	3.87%
Health Care and Social Assistance	62	203,466	24,359	11.97%
Arts, Entertainment, and Recreation	71	11,946	839	7.02%
Accommodation and Food Services	72	111,119	17,462	15.71%
Other Services (except Public Administration)	81	10,452	1,311	12.54%
Public Administration	92	69,510	3,395	4.88%
Total		1,033,433	120,373	11.65%

**TABLE 2. PARTICIPANT COUNTS BY SECTOR CODES
MISSOURI HEALTH CARE RESPONSIBILITY - JULY - SEPTEMBER 2015**

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	62	122	184	56	247	365
Construction	23	133	455	588	131	774	1,038
Manufacturing	31, 32, and 33	2,065	4,324	6,389	1,417	9,027	12,509
Wholesale Trade	42	167	216	383	52	453	672
Retail Trade	44 and 45	15,406	12,086	27,492	3,448	31,849	50,703
Transportation and Warehousing	48 and 49	995	1,090	2,085	232	2,797	4,024
Information	51	639	577	1,216	184	1,431	2,254
Finance and Insurance	52	1,755	1,497	3,252	312	4,265	6,332
Real Estate and Rental Leasing	53	404	393	797	94	1,063	1,561
Professional, Scientific, and Technical Services	54	733	564	1,297	144	1,511	2,388
Management of Companies and Enterprises	55	158	90	248	26	292	476
Administrative Support, Waste Management, and Remediation Services	56	14,763	9,254	24,017	3,171	29,521	47,455
Educational Services	61	1,662	3,397	5,059	619	6,720	9,001
Health Care and Social Assistance	62	12,336	12,023	24,359	2,036	32,739	47,111
Arts, Entertainment, and Recreation	71	421	418	839	110	1,079	1,610
Accommodation and Food Services	72	10,920	6,542	17,462	1,630	19,671	32,221
Other Services (except Public Administration)	81	687	624	1,311	137	1,557	2,381
Public Administration	92	1,278	2,117	3,395	607	4,250	6,135
Total		64,584	55,789	120,373	14,406	149,246	228,236

TABLE 3 - ACCESS TO INSURANCE BY SECTOR CODES
MISSOURI HEALTH CARE RESPONSIBILITY - JULY - SEPTEMBER 2015

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	50%	0%	50%	0%	50%	50%	50%	0%	50%	50%	0%	50%
Construction	23	71%	0%	29%	14%	57%	29%	71%	0%	29%	71%	0%	29%
Manufacturing	31,32,33	73%	4%	23%	10%	67%	23%	73%	4%	23%	73%	4%	23%
Wholesale Trade	42	40%	0%	60%	0%	40%	60%	40%	0%	60%	40%	0%	60%
Retail Trade	44,45	57%	2%	41%	16%	41%	42%	54%	2%	44%	54%	2%	44%
Transportation and Warehousing	48,49	54%	0%	46%	23%	31%	46%	54%	0%	46%	54%	0%	46%
Information	51	57%	0%	43%	14%	43%	43%	57%	0%	43%	57%	0%	43%
Finance and Insurance	52	36%	0%	64%	14%	21%	64%	36%	0%	64%	36%	0%	64%
Real Estate and Rental Leasing	53	70%	10%	20%	0%	80%	20%	70%	10%	20%	70%	10%	20%
Professional, Scientific, and Technical Services	54	30%	0%	70%	0%	30%	70%	30%	0%	70%	30%	0%	70%
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	52%	10%	37%	17%	44%	38%	51%	12%	37%	51%	12%	37%
Education Services	61	74%	0%	26%	29%	45%	26%	74%	0%	26%	74%	0%	26%
Health Care and Social Assistance	62	66%	3%	31%	21%	48%	31%	64%	5%	31%	64%	5%	31%
Arts, Entertainment, and Recreation	71	33%	0%	67%	11%	22%	67%	33%	0%	67%	33%	0%	67%
Accommodation and Food Services	72	54%	2%	44%	22%	34%	44%	54%	2%	44%	54%	2%	44%
Other Services (except Public Administration)	81	79%	0%	21%	21%	57%	21%	79%	0%	21%	79%	0%	21%
Public Administration	92	50%	0%	50%	25%	25%	50%	50%	0%	50%	50%	0%	50%
Total		60%	3%	37%	19%	44%	37%	59%	4%	37%	59%	4%	37%

TABLE 4. PARTICIPANT COSTS BY SECTOR CODES
MISSOURI HEALTH CARE RESPONSIBILITY - JULY - SEPTEMBER 2015, UPDATED THROUGH APRIL, 2016

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	3	\$660	\$228,478	\$14,120	\$2	\$243,260	365	\$222
Construction	23	13	\$4,397	\$1,041,470	\$81,102	\$38	\$1,127,008	1,038	\$362
Manufacturing	31, 32, and 33	44	\$8,411	\$7,805,506	\$240,098	\$999	\$8,055,014	12,509	\$215
Wholesale Trade	42	0	\$0	\$570,166	\$15,154	\$3,734	\$589,054	672	\$292
Retail Trade	44 and 45	81	\$19,494	\$37,921,450	\$789,860	\$19,062	\$38,749,866	50,703	\$255
Transportation and Warehousing	48 and 49	1	\$338	\$2,879,501	\$71,250	\$238	\$2,951,326	4,024	\$244
Information	51	1	\$114	\$1,299,223	\$21,728	\$550	\$1,321,615	2,254	\$195
Finance and Insurance	52	22	\$6,493	\$5,648,181	\$180,573	\$4,228	\$5,839,475	6,332	\$307
Real Estate and Rental Leasing	53	0	\$0	\$787,980	\$31,647	\$108	\$819,735	1,561	\$175
Professional, Scientific, and Technical Services	54	8	\$2,119	\$1,712,365	\$51,469	\$99	\$1,766,052	2,388	\$247
Management of Companies and Enterprises	55	0	\$0	\$436,666	\$33,250	\$582	\$470,498	476	\$329
Administrative Support, Waste Management, and Remediation Services	56	34	\$10,150	\$34,005,485	\$430,928	\$16,073	\$34,462,637	47,455	\$242
Educational Services	61	29	\$7,219	\$6,026,139	\$553,700	\$3,084	\$6,590,142	9,001	\$244
Health Care and Social Assistance	62	130	\$35,954	\$40,113,626	\$1,258,814	\$14,140	\$41,422,535	47,111	\$293
Arts, Entertainment, and Recreation	71	3	\$906	\$1,086,052	\$32,986	\$191	\$1,120,134	1,610	\$232
Accommodation and Food Services	72	29	\$11,156	\$24,977,734	\$378,494	\$35,173	\$25,402,556	32,221	\$263
Other Services (except Public Administration)	81	4	\$1,855	\$1,471,528	\$61,026	\$5,541	\$1,539,951	2,381	\$216
Public Administration	92	111	\$21,873	\$2,824,089	\$125,333	\$16,674	\$2,987,969	6,135	\$162
Total		513	\$131,141	\$170,835,637	\$4,371,535	\$120,515	\$175,458,827	228,236	\$256