

MISSOURI STATE UNIVERSITY

PLAN SAVINGS ANALYSIS

Prepared by Med-Pay, Inc.

Savings Opportunities	Option #1	Option #2	Option #3
Mercy Contract/Risk Corridor Savings Estimate	\$ 1,000,000	\$ 1,000,000	\$ 1,000,000
COBRA Rate Change per Actuarial Analysis	\$ 26,211	\$ 26,211	\$ 26,211
Retiree Rate Change per Actuarial Analysis	\$ 104,831	\$ 104,831	\$ 104,831
Wrap Network Savings Estimate	\$ 120,876	\$ 120,876	\$ 120,876
Plan Benefit Design Savings Estimate	\$ 991,586	\$ 783,509	\$ -
Savings Subtotal	\$ 2,243,504	\$ 2,035,427	\$ 1,251,918
Premium Increase (over Plan Differential)	\$ 351,052	\$ 583,936	\$ 1,248,520
Total Savings	\$ 2,594,556	\$ 2,619,363	\$ 2,500,438

- Claim year 2018 healthcare expenses are up 14.4% compared to last year (2017).
- In fiscal year 2018, University spent approximately \$21M in healthcare claims.
- For fiscal year 2018, University subsidized the medical plan by approximately \$4M.
- It is projected the University can budget an additional \$1.5M.
- The remaining \$2.5M must come from three primary sources (healthcare contracts, plan benefit design and premium increase).

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Benefits		Base Plan	Buy-Up Plan	Base Plan	Buy-Up Plan	Existing Plan
Preventive Benefit		100%	100%	100%	100%	\$400
In-Network Deductible		\$2,000	\$800	\$1,600	\$800	\$800
Out-of-Network Deductible		\$4,000	\$1,600	\$3,200	\$1,600	\$1,600
In-Network Coinsurance (no change)		\$2,000	\$2,000	\$2,000	\$2,000	\$2,000
Out-of-Network Coinsurance (no change)		\$4,000	\$4,000	\$4,000	\$4,000	\$4,000
Office Visit Co-Pays:						
	Magers	\$10	\$5	\$20	\$10	None
	Primary Care	\$40	\$20	\$40	\$20	None
	Specialist	\$60	\$30	\$60	\$30	None
Emergency Room Deductible		\$500	\$250	\$500	\$250	None
Office Visit Co-Pays & ER Deductible Maximum		\$1,350	\$700	\$1,750	\$700	N/A
Medical Maximum Out-of-Pocket		\$5,350	\$3,500	\$5,350	\$3,500	\$2,800
Rx Maximum Out-of-Pocket		\$2,000	\$1,500	\$2,000	\$1,500	\$1,500
Total Maximum Out-of-Pocket		\$7,350	\$5,000	\$7,350	\$5,000	\$4,300

Active Employee Premiums*	Current	Base Plan	Buy-Up Plan	Base Plan	Buy-Up Plan	Existing Plan
Employee Only	\$ 30.00	\$ 40.00	\$ 84.00	\$ 45.00	\$ 81.00	\$ 59.00
Employee + Spouse	\$ 350.91	\$ 368.00	\$ 412.00	\$ 380.00	\$ 416.00	\$ 420.00
Employee + Child(ren)	\$ 252.89	\$ 268.00	\$ 312.00	\$ 280.00	\$ 316.00	\$ 310.00
Employee + Family	\$ 393.20	\$ 416.00	\$ 460.00	\$ 435.00	\$ 471.00	\$ 490.00

*Does not include the \$30 reduction for wellness credit

- Option #1 and Option #2: employee choice (base plan vs. buy-up plan).
- If coded preventive, 100% benefit examples: annual check-up (estimated cost: \$250), colonoscopy (estimated cost: \$2,000), mammogram (estimated cost: \$400), prostate exam (estimated cost: \$200), pap smear (estimated cost: \$200), bone density test (estimated cost: \$500), screening for STDs, and immunizations for adults/children.
- Copay covers office visit, but not diagnostic tests.
- Copay for primary care visit includes urgent care, but not diagnostic tests.