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Correspondence Memorandum

Date: January 2, 2020
To: Group Insurance Board
From: Douglas Wendt, Health Policy Advisor
Office of Strategic Health Policy
Subject: 2020 Open Enrollment Results

This memo is for informational purposes only. No Board action is required.

Introduction

This memo provides analysis of changes in the Group Health Insurance Program (GHIP) enrollment for 2020 with related attachments:

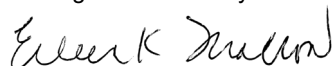
- Attachment A provides a breakdown of enrollment by health plan;
- Attachment B shows the breakdown of participants by employee type;
- Attachment C includes a graph showing the relative market share of the health insurance vendors within the GHIP;
- Attachment D is a map of the geographic distribution of State participants; and
- Attachment E is a map of the geographic distribution of Wisconsin Public Employers (WPE) participants within the state.

Total GHIP membership increased 1.21% for 2020, reversing a period of declining membership. Although the state program had a small increase of 0.76%, the WPE program had a 4.24% increase.

Enrollment Impacts from Recent Program Changes

- Medicare Advantage, also known as Medicare Part C, is in its second year after the plan type returned in 2019. The current Medicare Advantage plan is administered by UnitedHealthcare.
 - Initial 2020 enrollment is up to 5,949 contracts with total membership of 8,951. This represents an increase of 35.17% for contracts and 33.78% for total members.

Reviewed and approved by Eileen K Mallow, Director, Office of Strategic Health Policy

 Electronically Signed 1/16/20

Board	Mtg Date	Item #
GIB	2.5.20	6A

- A major change for 2020 related to the Medicare Advantage implementation was the roll-out of Medicare split contracts. This allows families who have a mix of Medicare and non-Medicare family members to pick either Medicare Advantage or the Medicare Plus supplement for their Medicare family members, along with one of the other health plans for their non-Medicare family members. Previously, all family members had to be enrolled in the same health plan with a Medicare Family 1 rate. In the 2020 member materials the premium rates for both the new splits and the original Medicare Family 1 are referred to as “Medicare Some”.
 - How the Medicare split contracts benefit members:
 - More flexibility in choice of healthcare providers to meet differing health needs of family members.
 - Reduced total premium cost for the family.
 - For 2020, 2,013 contracts (4,266 total members) are eligible for the new split contracts.
 - 323 contracts (433 total members) have a split contract with Medicare Advantage. This is 16.0% of the total eligible contracts.
 - 29 contracts (37 total members) have a split contract with Medicare Plus. This is 1.4% of the total eligible contracts.
 - 1,661 contracts (3,796 total members) opted to stay with the original Medicare Family 1 with all members on the same health plan. This is 82.5% of total eligible contracts.
- The 2020 open enrollment period was also the second year for the online interactive benefits counselor ALEX for State employees and third year for UW employees. It was also made available to non-Medicare retirees for the 2020 open enrollment. ALEX typically recommends a High Deductible Health Plan (HDHP) plan as the most cost-effective health plan option.
 - One item of interest is the number of members who tried an HDHP plan for 2019 but switched back to a non-HDHP plan for 2020.
 - 507 subscribers (1,037 members) changed from HDHP to non-HDHP for 2020. This is only 6.9% of the total 2019 HDHP contracts.
 - HDHP enrollment totals and trends since implementation are later in this memo.

Health Plan and Employer Changes

- A large portion (75%) of the 4.24% net enrollment increase for the WPE program was due to 12 new groups that joined the program effective January 1, 2020. The largest of these new groups is Bayfield County, with an initial enrollment of 317 members.

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- The addition of Bayfield County brings a boost to WPE enrollment in the northern part of the state.
- Almost all groups that left the program for 2020, were removed from the program because they had no enrolled membership.
- Security Health Plan left the program for 2020. Security had two service areas: Central, which was centered around north central Wisconsin; and Valley, which was centered in the Fox Valley area. Both service areas had a combined total membership of almost 10,000 members located in 58 of the 72 counties in the state.
 - Membership Impact: All Security Health Plan members were required to pick a new health plan for 2020. Below are the plans that gained the most membership from Security, with the percentage of former Security Health Plan membership that are enrolled for 2020 with each health plan. A full graph is in Attachment B.
 - WEA Trust East (44.91%)
 - HealthPartners (18.56%)
 - WEA Trust West Chippewa Valley (10.20%)
 - WEA Trust Mayo Clinic (7.56%)
 - GHC Eau Claire (6.59%)
 - Medicare Advantage (4.52%)
 - Rate Impact: 99.99% of the Security Health Plan members were State participants.
 - Security's 2019 rates were the highest State program rates and their 2019 rates were higher than the 2020 rates for some of the other health plans.
 - State active employees pay the same employee share regardless of health plan, but some state employers may experience a small cost savings, depending on what percentage of their employees previously had Security.
 - 57% of retirees and continuants, all of whom pay the full premium, will have a net decrease in premiums for 2020.
 - The overall retiree/continuant population will have an average 14% decrease in premium costs for 2020.
- For a second consecutive year, Quartz Community had a large premium increase for its WPE plans with an average 10.4% premium increase for 2020. The result is an additional 6.8% decline in membership for 2020, following a 37% decrease in enrollment for 2019. This was the only health plan to have a notable loss of membership in a year in which overall membership increased and many plans gained members from the departure of Security Health Plan.

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- Dean Prevea 360 expanded its service area to include six new counties in western Wisconsin.
 - These counties include Barron, Buffalo, Chippewa, Dunn, Eau Claire, and Pepin.
 - Dean Prevea gained 475 members in those counties (18.5% of its total membership)
 - The expansion helped fuel Dean Prevea's net gain of 877 members for 2020. This was a 51.9% increase in membership over 2019.
- WPE tiering resulted in only five counties (Florence, Forest, Pepin, Pierce, and Rusk) that require State Maintenance Plan (SMP) coverage for 2020. Total WPE SMP enrollment dropped from 11 members to 7.
- Forest County continues to be the lone county requiring SMP for the state program. Membership dropped from 42 to 37 members.

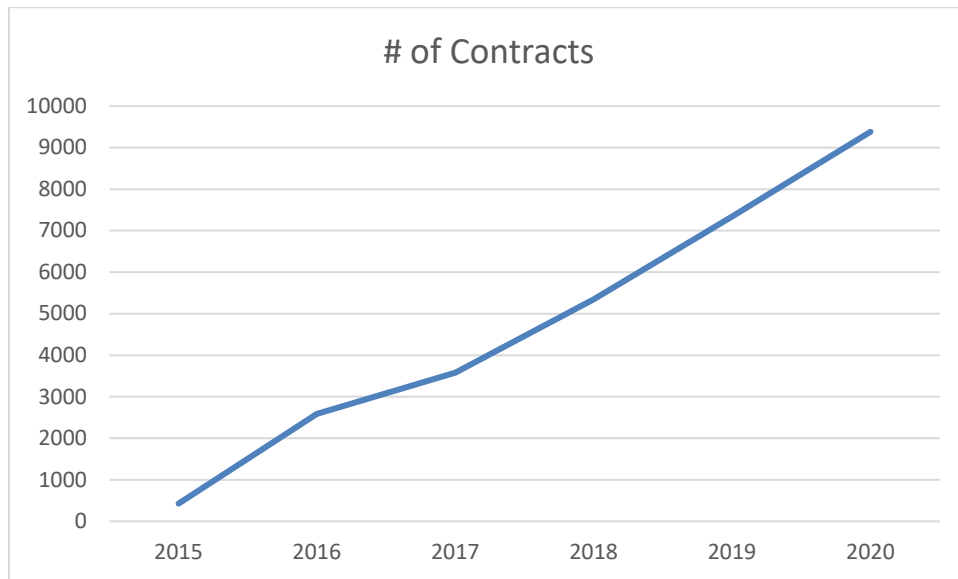
Other Open Enrollment Statistics

High Deductible Health Plan (HDHP)

HDHP enrollment continues to increase, seeing another year of double-digit growth. This year every health plan had growth for the HDHP plan, with some plans experiencing additional shifts from non-HDHP to HDHP.

The total HDHP enrollment for 2020 accounts for 8.51% of the total health insurance contracts and 9.13% of total health insurance membership. This is up from 6.78% of contracts and 7.21% of membership in 2019.

Year	# of Contracts	Difference	% Change
2015	427	N/A	N/A
2016	2,586	2,159	505.6%
2017	3,578	992	38.4%
2018	5,344	1,766	49.4%
2019	7,344	2,000	37.4%
2020	9,381	2,037	27.7%



Uniform Dental Benefit (UDB)

There continues to be a high level of participation in UDB for active state employees. Enrollment increased from 97.5% to 98.9% of employees who are enrolled in the health plan. Enrollment for state retirees and continuants also increased slightly from 85.6% to 85.8%.

Not all WPE organizations offer UDB to their employees. The number of WPE employers with employees that have dental coverage increased from 152 in 2019 to 169 for 2020. WPE UDB participation increased from 15.69% to 19.15% of the total WPE membership.

The UDB has been a separate option from the medical plan since 2016.

Open Enrollment Applications

The volume of open enrollment requests for 2020 is down slightly from 2019.

- The requests for 2019 were primarily driven by the new Medicare Advantage plan, HDHP, and health plan premium increases.
- 2020 key factors include the departure of Security Health Plan, more HDHP shifts, and some health plan premium increases.
 - The number of contracts shifting from Security for 2020 is less than the number of contracts that moved to Medicare Advantage in 2019.

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Open Enrollment Request	2019	2020	Change
Change Health Plan [Contracts]	10,641	8,990	-1,651
New Enrollment [Contracts]	2,104	1,751	-353
Remove Dependent(s) [Members]	779	509	-270
Add Dependent(s) [Members]	658	649	-9
Change from Family to Single Coverage [Contracts]	405	330	-75
Change from Single to Family Coverage [Contracts]	386	408	+22
Total Requests	14,973	12,637	-2336

Staff will be at the board meeting to answer any questions

Attachment A: 2020 Enrollment Changes by Health Plan

Attachment B: 2020 GHIP Participants by Employee Type

Attachment C: 2019-2020 Health Vendor Enrollment Comparison & Movement of Former Security Health Plan Membership

Attachment D: State Program Enrollment by Zip Code

Attachment E: WPE Program Enrollment by Zip Code

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Attachment A

Health Plan	2020 Enrollment Changes by Health Plan							
	2020		2019		Difference		% Change	
	Contracts	Members	Contracts	Members	Contracts	Members	Contracts	Members
DEAN HP	18,880	40,276	19,117	40,913	-237	-637	-1.24%	-1.56%
DEAN HP HDHP	1,500	3,235	1,294	2,737	206	498	15.92%	18.20%
DEAN HP PREVEA360	932	2,192	678	1,540	254	652	37.46%	42.34%
DEAN HP PREVEA360 HDHP	165	376	71	151	94	225	132.39%	149.01%
GHC EAU CLAIRE	784	1,835	473	1,074	311	761	65.75%	70.86%
GHC EAU CLAIRE HDHP	116	265	25	50	91	215	364.00%	430.00%
GHC SOUTH CENTRAL WI	6,124	11,923	6,260	12,426	-136	-503	-2.17%	-4.05%
GHC SOUTH CENTRAL WI HDHP	542	1,049	428	819	114	230	26.64%	28.08%
HEALTHPARTNERS	2,214	5,299	1,655	3,850	559	1,449	33.78%	37.64%
HEALTHPARTNERS HDHP	506	1,197	296	691	210	506	70.95%	73.23%
IYC ACCESS HDHP - WEA	154	373	110	247	44	126	40.00%	51.01%
IYC ACCESS HP - WEA	6,042	8,738	6,207	8,926	-165	-188	-2.66%	-2.11%
IYC LOCAL ACCESS HDHP - WEA	5	17	6	19	-1	-2	-16.67%	-10.53%
IYC LOCAL ACCESS HP - WEA	199	255	222	284	-23	-29	-10.36%	-10.21%
MEDICAL ASSOCIATES HP	1,074	2,952	993	2,751	81	201	8.16%	7.31%
MEDICAL ASSOCIATES HP HDHP	29	64	20	37	9	27	45.00%	72.97%
MEDICARE ADVANTAGE UHC	5,949	8,951	4,401	6,691	1,548	2,260	35.17%	33.78%
MERCYCARE HP	539	1,408	495	1,271	44	137	8.89%	10.78%
MERCYCARE HP HDHP	48	120	38	98	10	22	26.32%	22.45%
NETWORK HP	7,133	18,287	7,241	18,701	-108	-414	-1.49%	-2.21%
NETWORK HP HDHP	750	2,005	604	1,647	146	358	24.17%	21.74%
QUARTZ COMMUNITY	4,872	12,330	5,387	13,647	-515	-1,317	-9.56%	-9.65%
QUARTZ COMMUNITY HDHP	575	1,493	471	1,178	104	315	22.08%	26.74%
QUARTZ UW HEALTH	28,457	61,742	28,339	61,629	118	113	0.42%	0.18%
QUARTZ UW HEALTH HDHP	2,433	5,315	1,858	4,110	575	1,205	30.95%	29.32%
ROBIN WITH HEALTHPARTNERS	239	603	95	236	144	367	151.58%	155.51%
ROBIN WITH HEALTHPARTNERS HDHP	85	201	20	45	65	156	325.00%	346.67%
SECURITY HP CENTRAL ¹	0	0	3,444	8,297	-3,444	-8,297	-100.00%	-100.00%
SECURITY HP CENTRAL HDHP ¹	0	0	406	1,067	-406	-1,067	-100.00%	-100.00%
SECURITY HP VALLEY ¹	0	0	204	495	-204	-495	-100.00%	-100.00%

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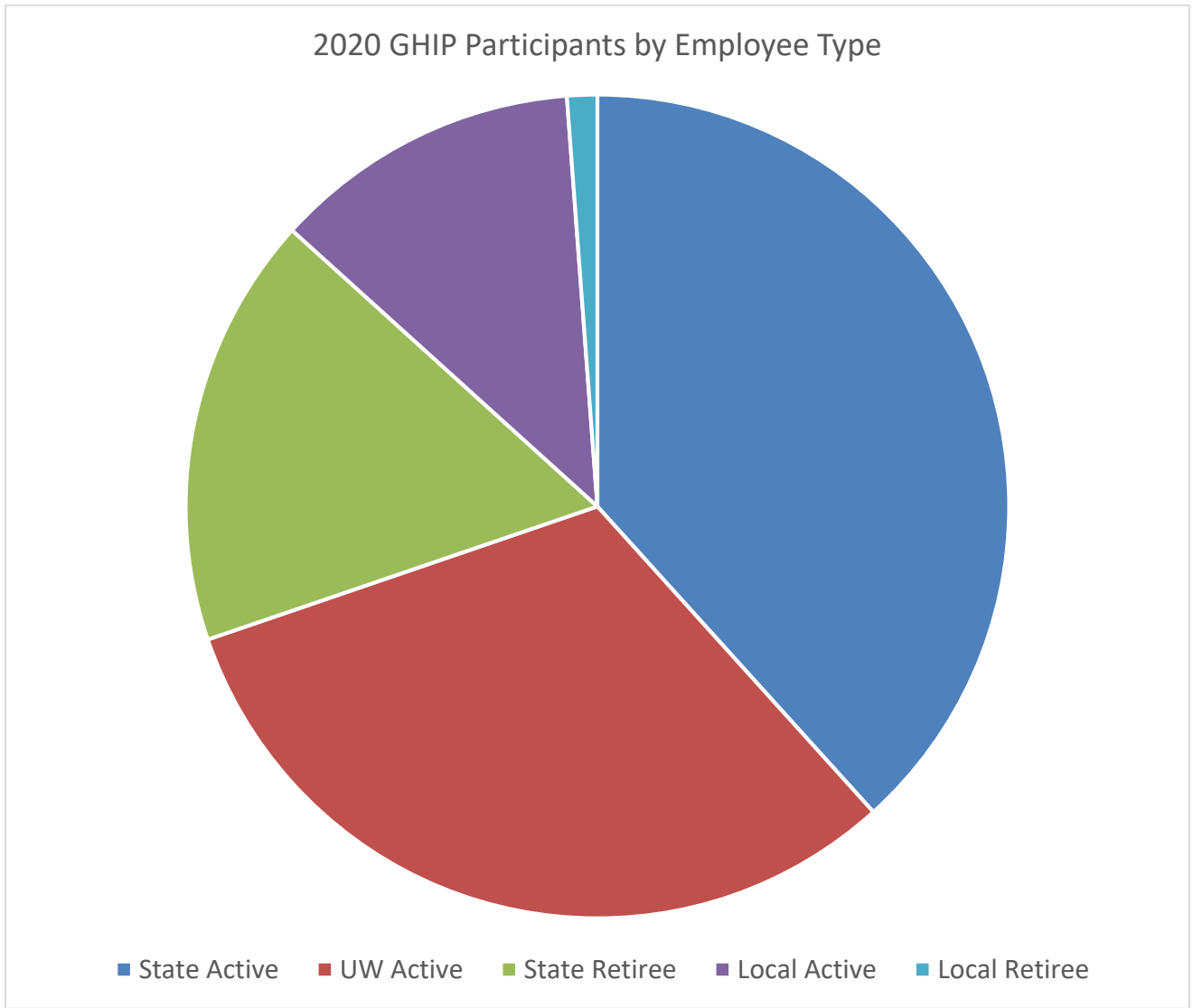
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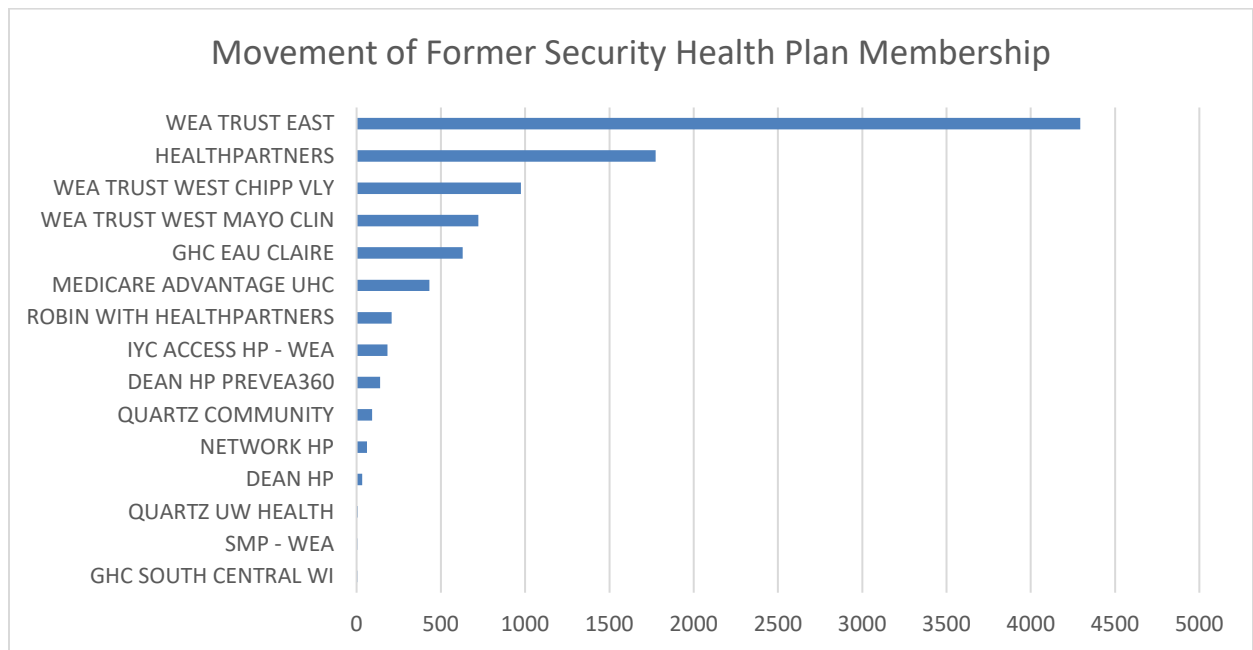
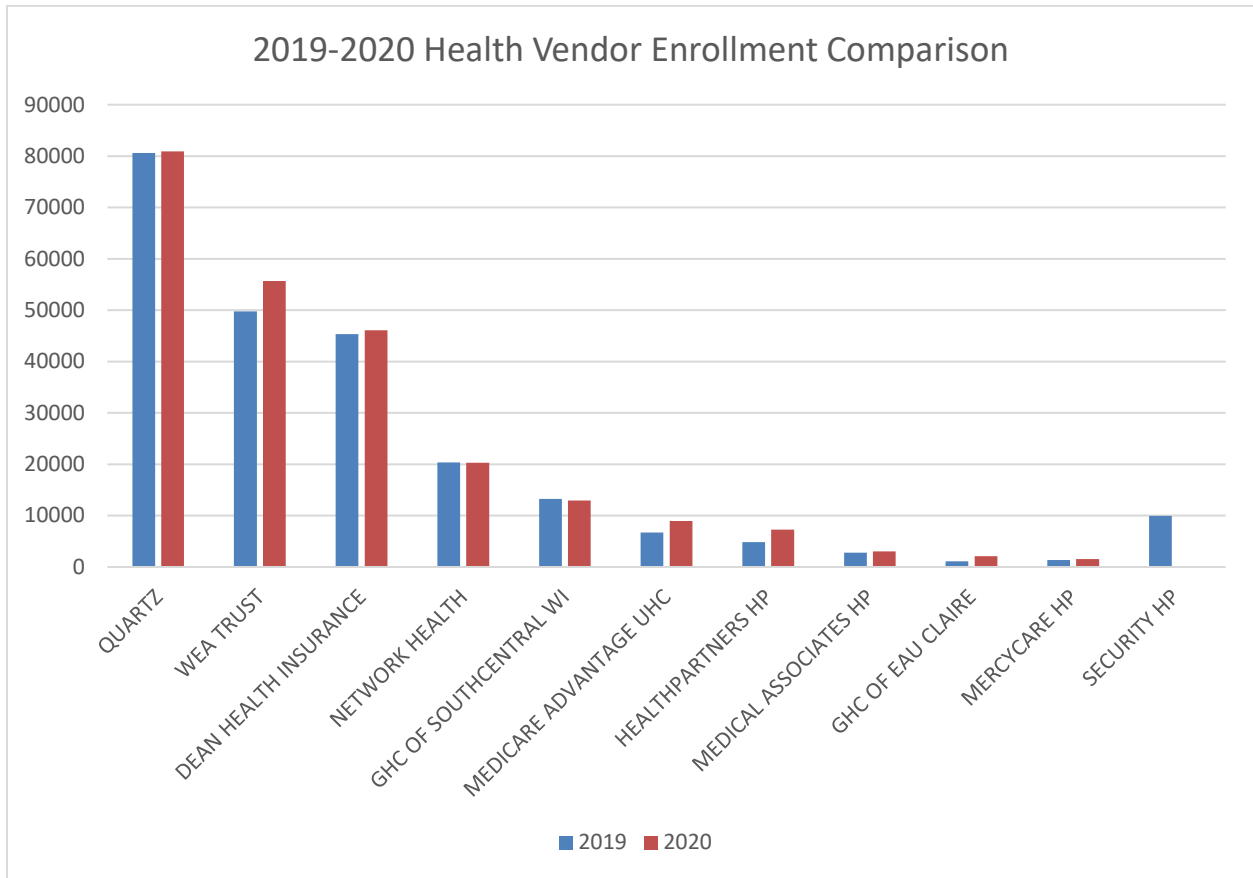
SECURITY HP VALLEY HDHP ¹	0	0	29	65	-29	-65	-100.00%	-100.00%
SMP - WEA	24	35	15	30	9	5	60.00%	16.67%
SMP HDHP - WEA	1	2	5	12	-4	-10	-80.00%	-83.33%
SMP LOCAL - WEA	5	7	4	7	1	0	25.00%	0.00%
SMP LOCAL HDHP - WEA	0	0	1	4	-1	-4	-100.00%	-100.00%
WEA TRUST EAST	13,181	30,062	12,031	27,048	1,150	3,014	9.56%	11.14%
WEA TRUST EAST HDHP	1,844	4,442	1,262	2,996	582	1,446	46.12%	48.26%
WEA TRUST WEST CHIPP VLY	1,216	3,021	945	2,381	271	640	28.68%	26.88%
WEA TRUST WEST CHIPP VLY HDHP	177	509	93	260	84	249	90.32%	95.77%
WEA TRUST WEST MAYO CLIN	2,994	7,114	2,839	6,752	155	362	5.46%	5.36%
WEA TRUST WEST MAYO CLIN HDHP	449	1,124	306	791	143	333	46.73%	42.10%
Grand Total	110,237	238,817	108,388	235,973	1,849	2,844	1.71%	1.21%

1- Left the program for 2020

Attachment B

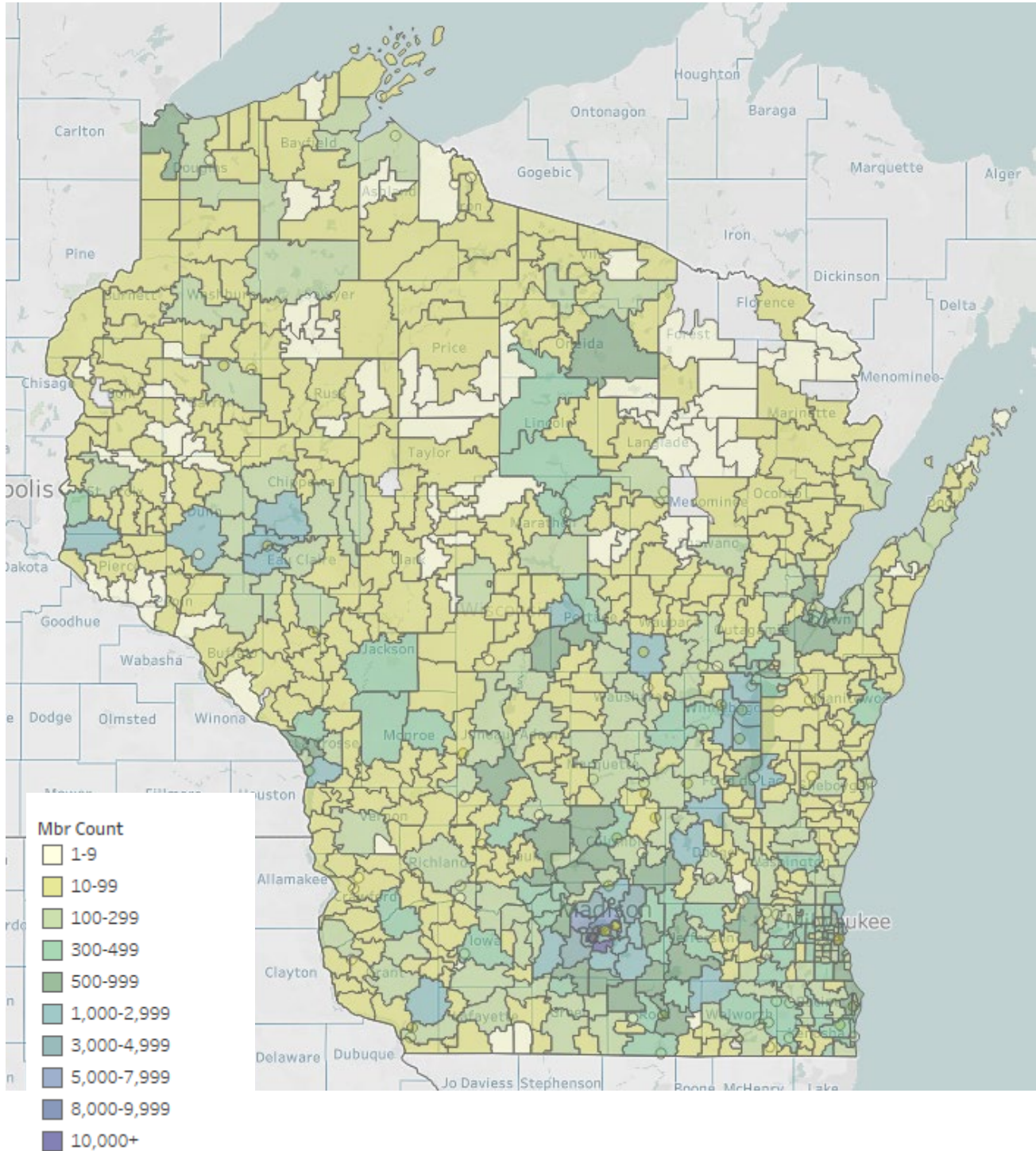


Attachment C



Attachment D

State Program Enrollment by Zip Code



Attachment E

WPE Program Enrollment by Zip Code

