Local Program Initial Analysis Item 5 - Group Insurance Board

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Informational Item Only

The Group Insurance Board (Board) requested options for changes to the local Group Health Insurance Program (GHIP) at its Nov. 15, 2023 meeting.

ETF has gathered the following information and is providing initial options.

No Board action is required.





(Ref. GIB | 05.23.24 | 5, page 1)



Current state

Compared state to local PMPM claim costs, ages, risk scores, and geographic cost differences in six regions

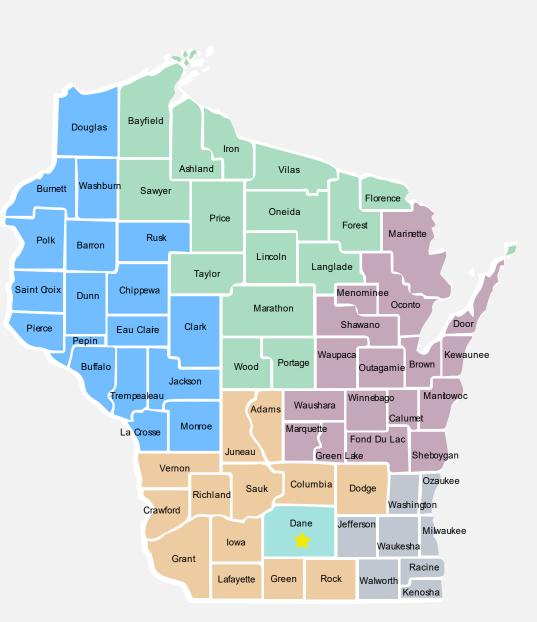
Overall, locals have a lower PMPM cost (-3.32%) and are younger

Overall, locals have a worse risk score (+1%) and cover more dependents

(Ref. GIB | 05.23.24 | 5, page 2)



Regions



(Ref. GIB | 05.23.24 | 5, page 3)



Healt	h Plan	Input

Premium contribution:	Individual to family premium factor:
 Tiering preferred to 88% formula for stability 	 Adjust to reflect different pools
Benefit alterations:	Concerns:
 Offer only benefit designs like state with choice for employee Offer second HDHP with higher out- of-pocket costs 	 Negative selection concern Concern about Dane County's influence on overall local GHIP



Limited Local Employer Input

Employees like low out-of-pocket costs and provider choice

Cost is very important to employees, and many will change plans to have lower premium contributions

If Program Options were reduced from four, employers request a lot of lead time. They would explore all marketplace options

(Ref. GIB | 05.23.24 | 5, page 4)



Options for Consideration

Sole-source or regionalized vendor options

Value-based plan designs or other innovative contracting

Dual plan offerings for local employers

Dedicate an ETF staff person to managing the local GHIP

(Ref. GIB | 05.23.24 | 5, pages 4, 5)



Questions?

Thank you









