



North Carolina
State Health Plan
FOR TEACHERS AND STATE EMPLOYEES



Migration Analysis: FY 2012-13 to CY 2014

Board of Trustees Meeting

May 30, 2014

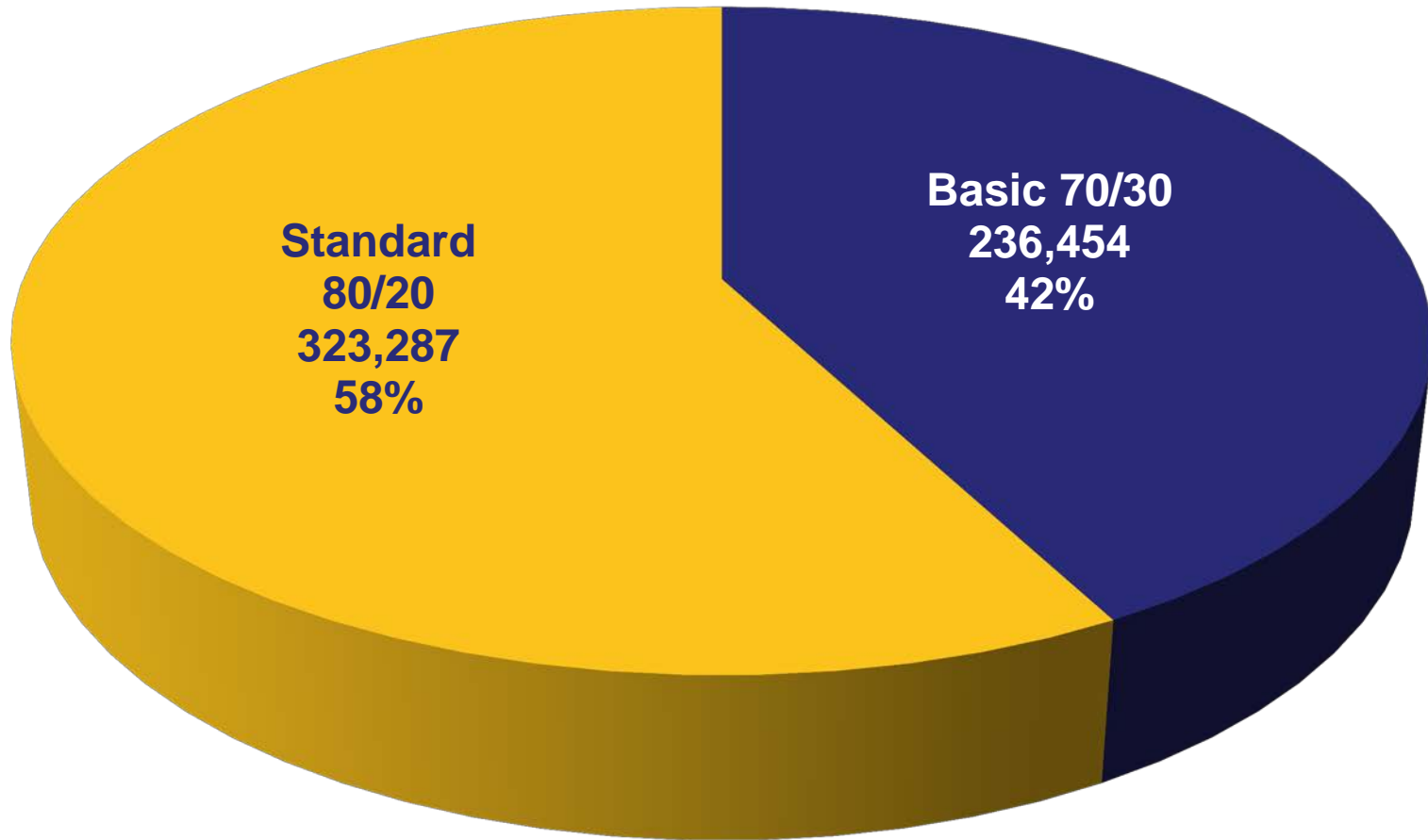
A Division of the Department of State Treasurer

Presentation Outline

- Migration of Active Employees and Non-Medicare Retirees
- Migration of Medicare Primary Employees and Retirees
- Summary

Fiscal Year 2012-13 Plan Selections:

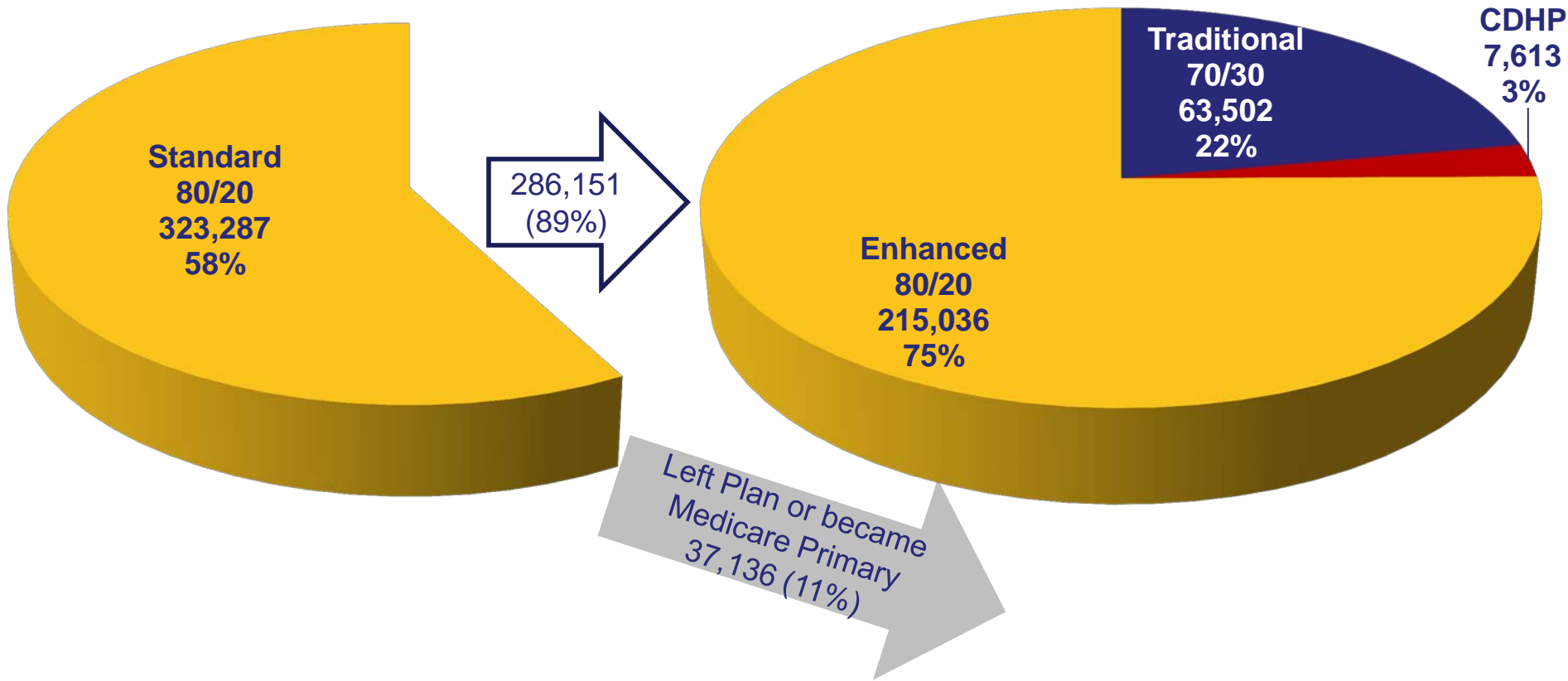
Active Employees and Non-Medicare Retirees



Migration from the 80/20 Standard Plan: Active Employees and Non-Medicare Retirees

FY 2012-13 Selection

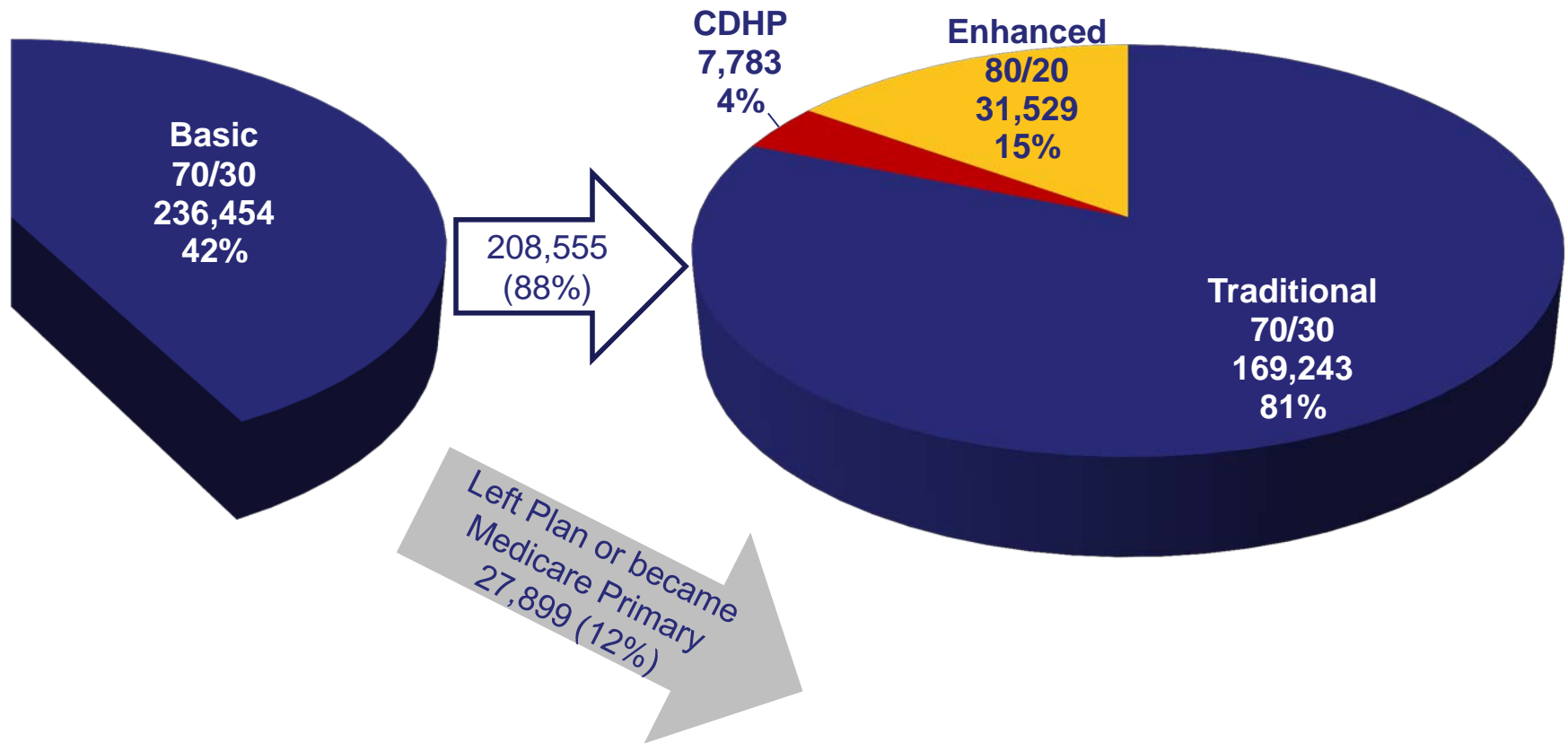
CY 2014 Selections



Migration from the 70/30 Basic Plan: Active Employees and Non-Medicare Retirees

FY 2012-13 Selection

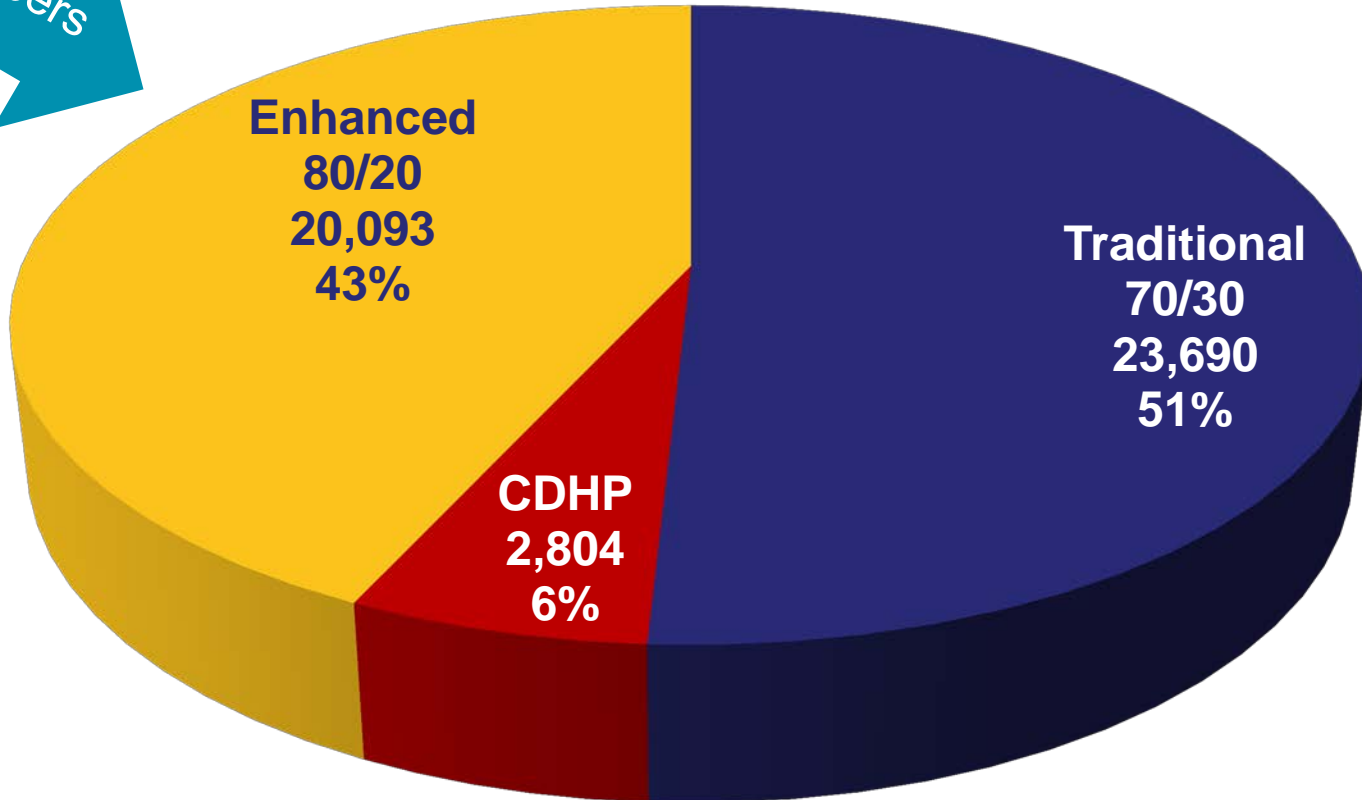
CY 2014 Selections



Plan Selections Among New Members: Active Employees and Non-Medicare Retirees

CY 2014 Selections

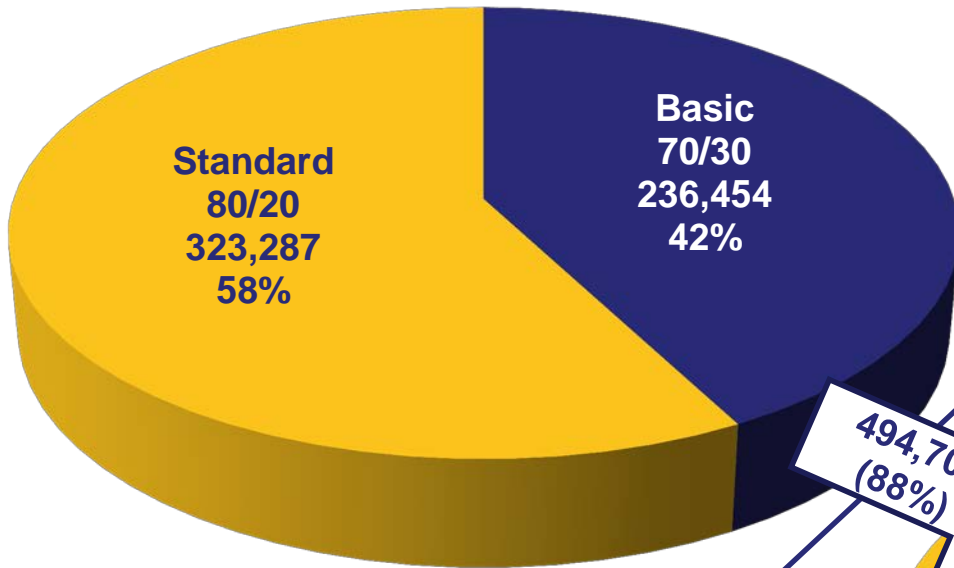
New Members
46,587



Member Movement:

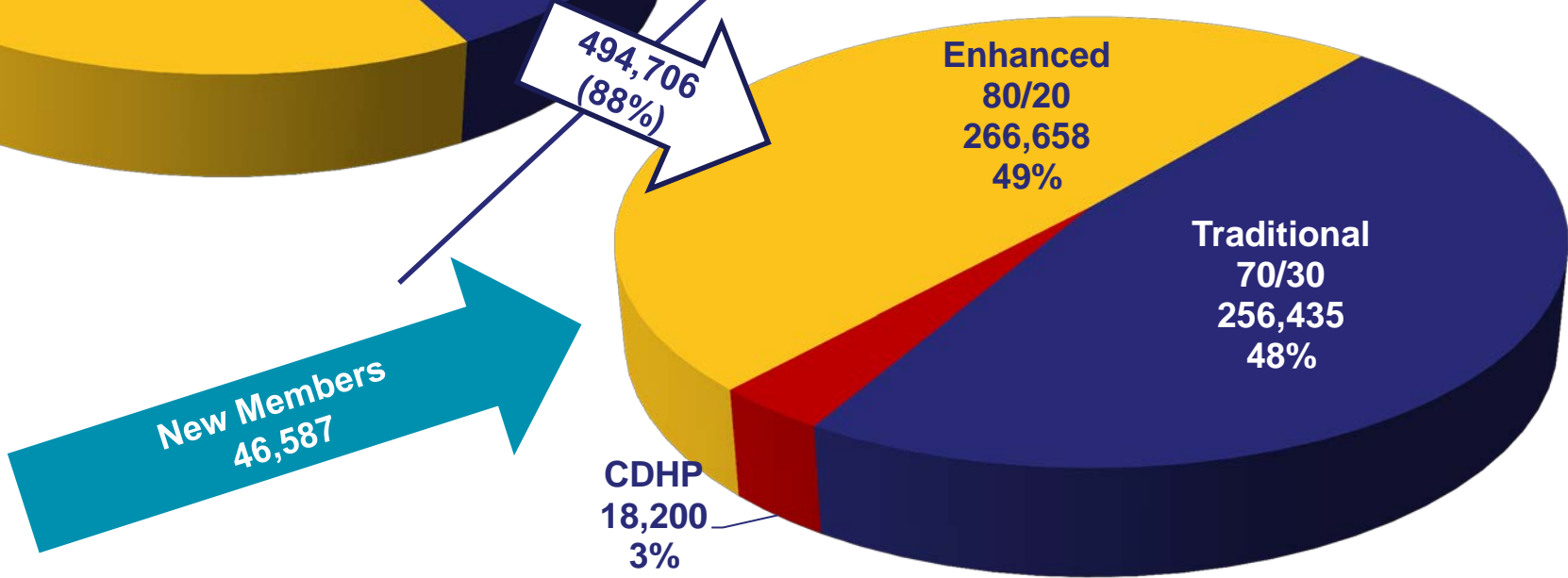
Active Employees and Non-Medicare Retirees

FY 2012-13 Selections



Left Plan or became Medicare Primary
65,035 (12%)

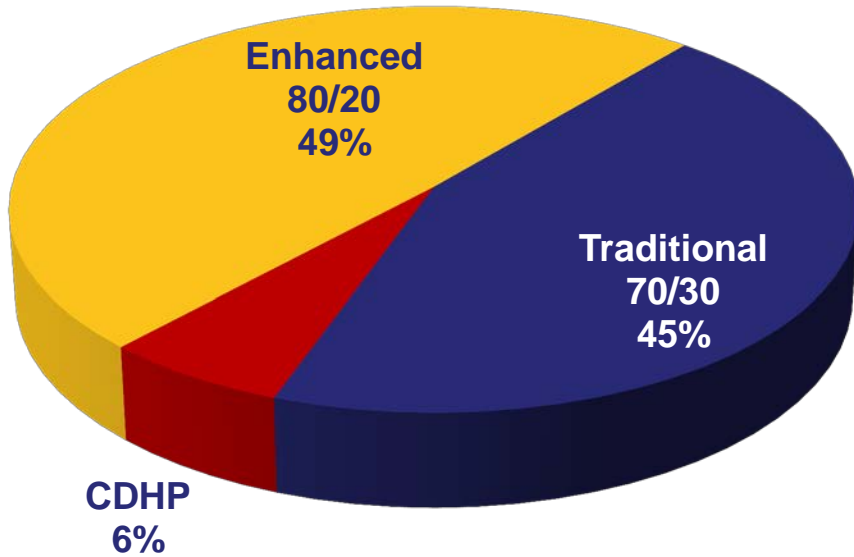
CY 2014 Selections



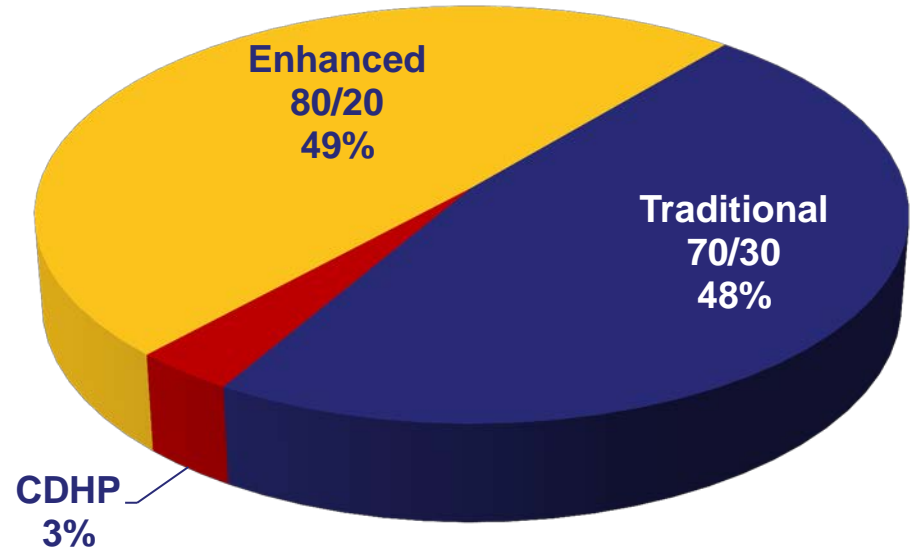
Comparison to Forecast:

Active Employees and Non-Medicare Retirees

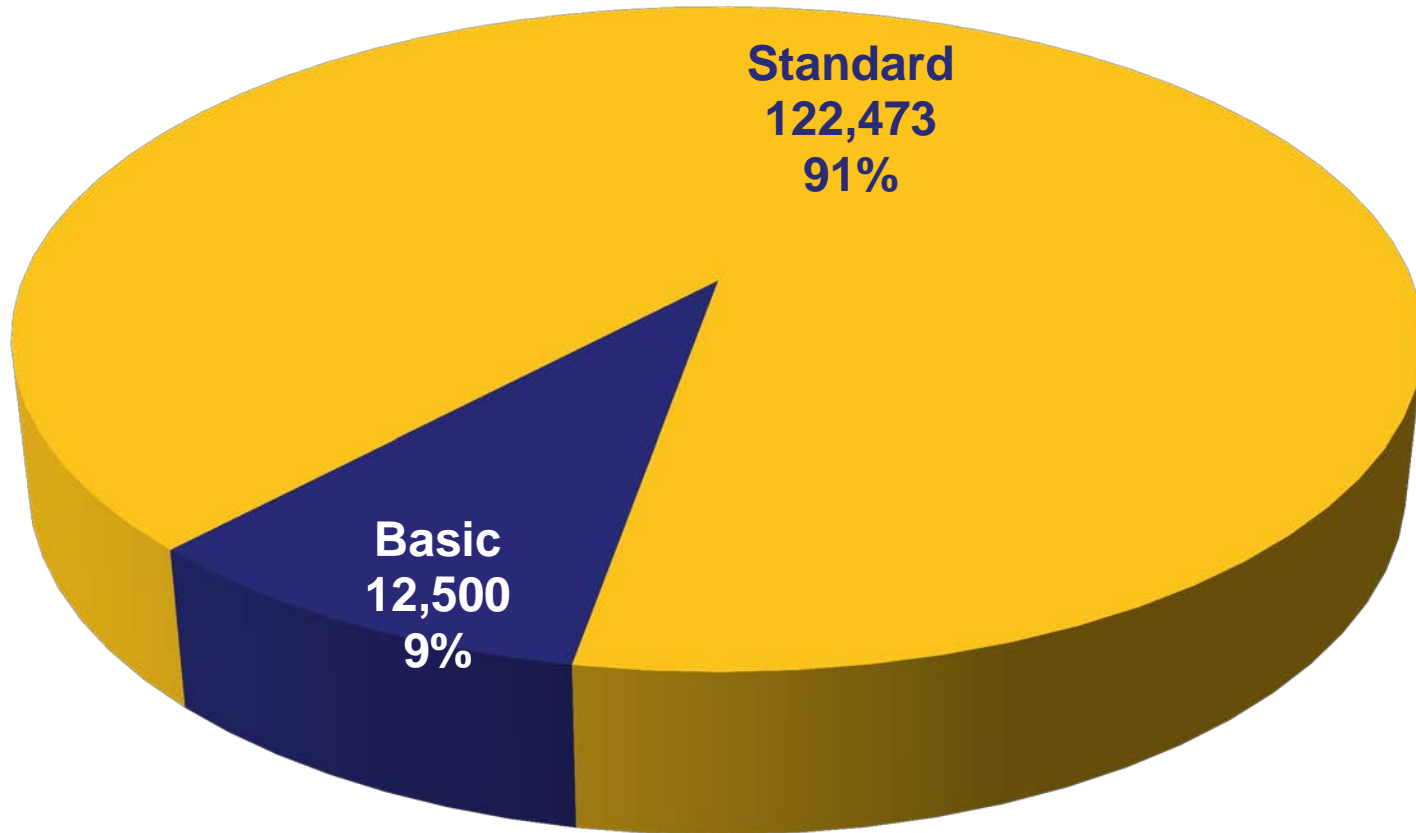
Forecasted CY 2014 Selections



Actual CY 2014 Selections



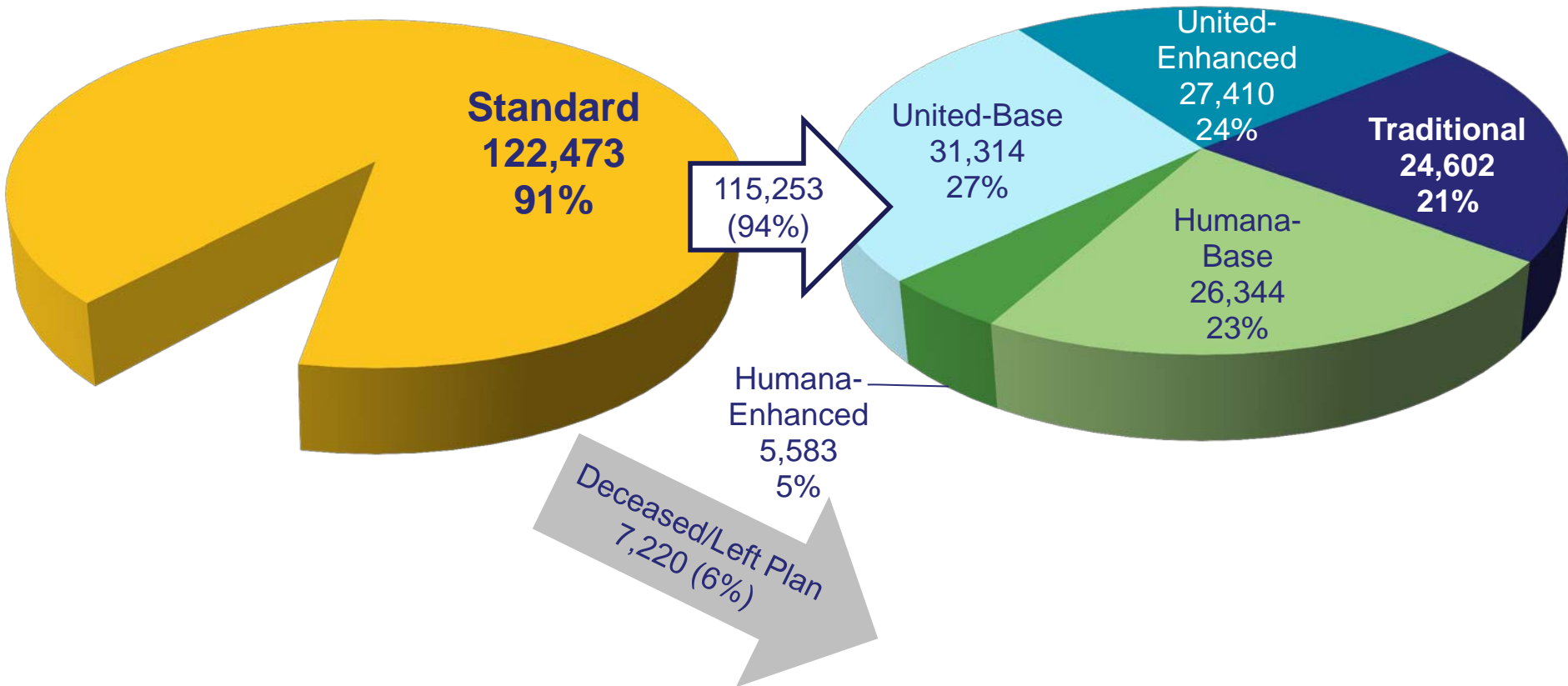
Fiscal Year 2012-13 Plan Selections: Medicare Primary Members



Migration from the 80/20 Standard Plan: Medicare Primary Members

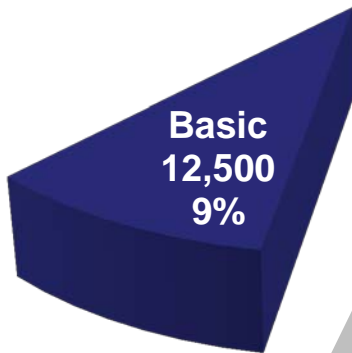
FY 2012-13 Selection

CY 2014 Selections



Migration from the 70/30 Basic Plan: Medicare Primary Members

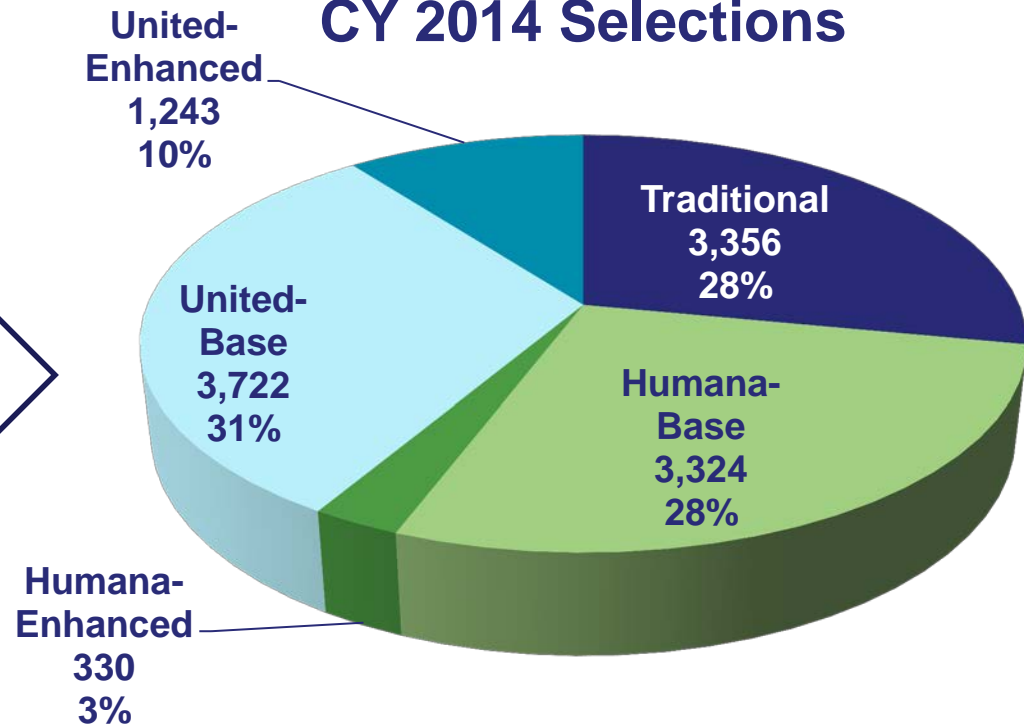
FY 2012-13 Selection



11,975 (96%)

Deceased/Left Plan
525 (4%)

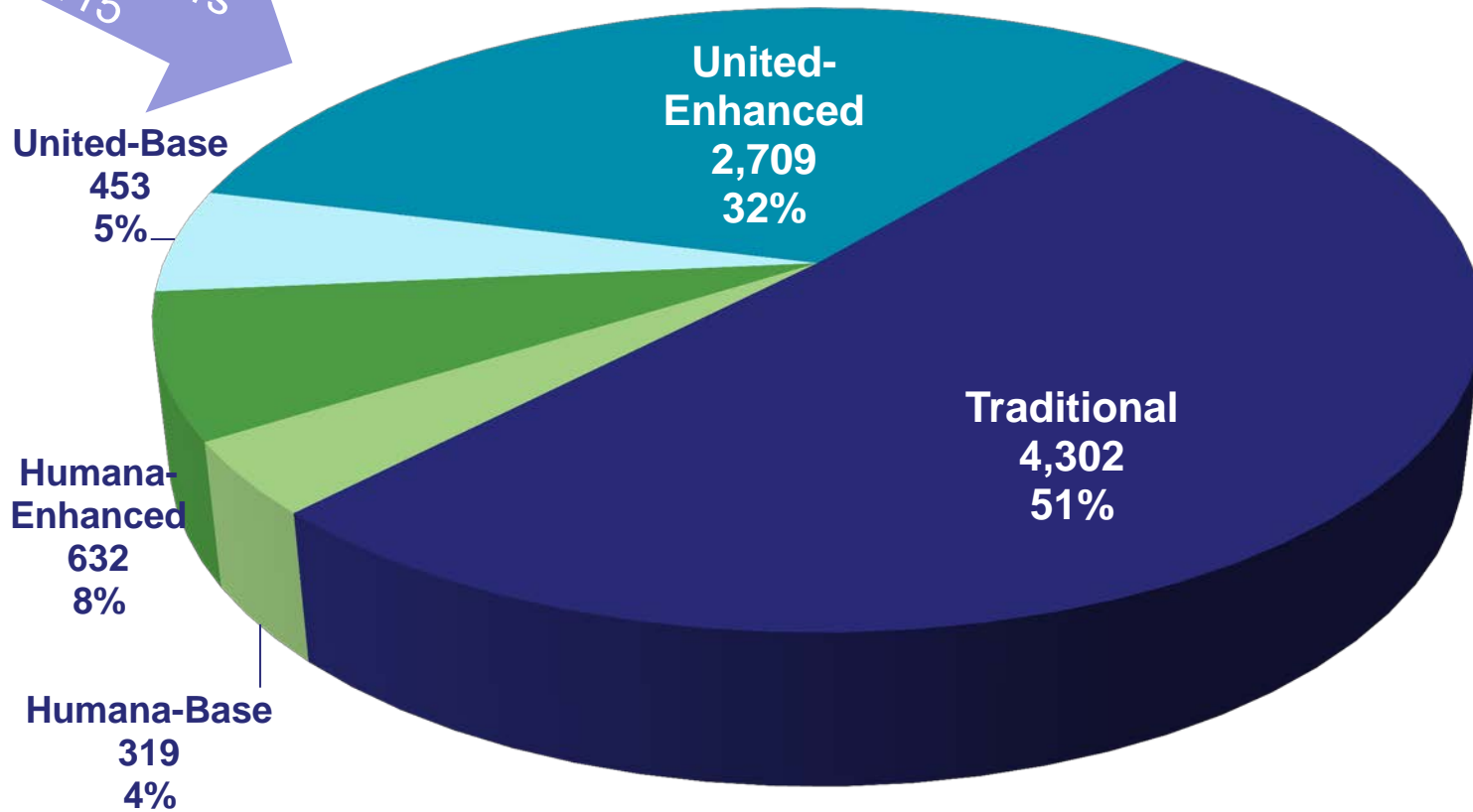
CY 2014 Selections



Plan Selections of Newly Medicare Prime Members: Medicare Primary Members

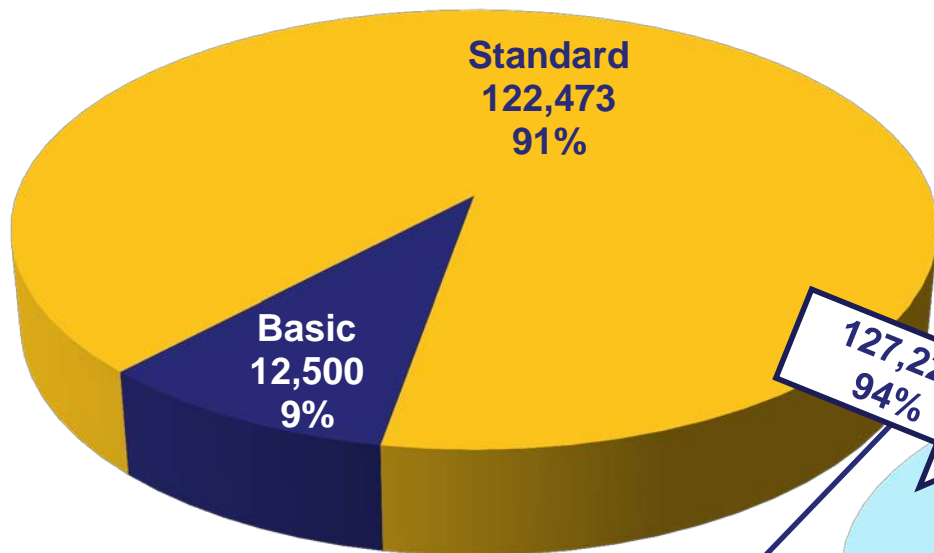
CY 2014 Selections

New Members
8,415

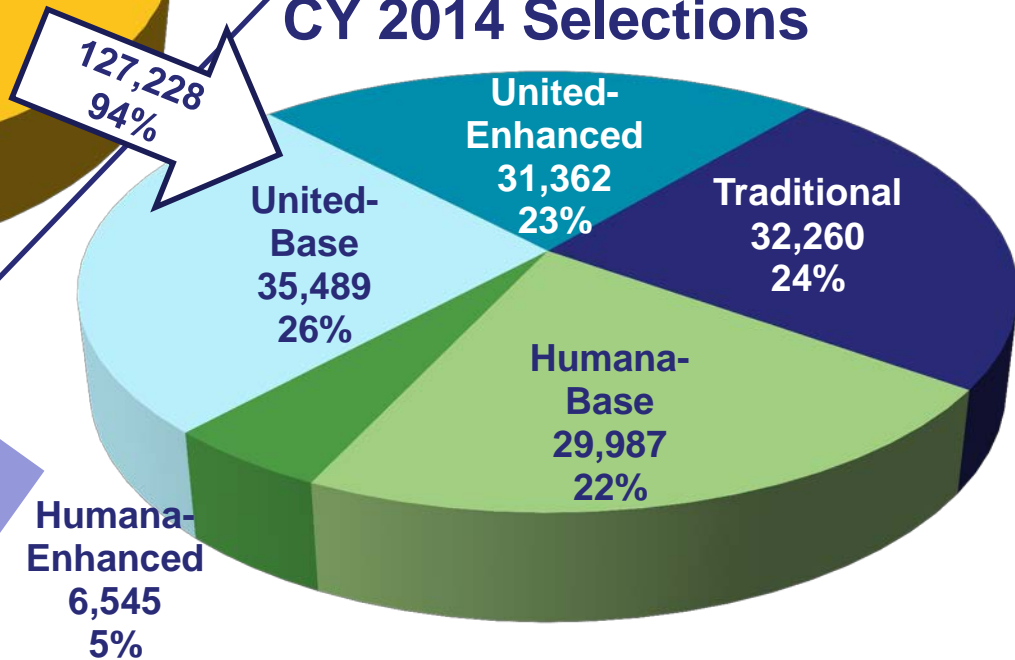


Member Movement: Medicare Primary Members

FY 2012-13 Selections

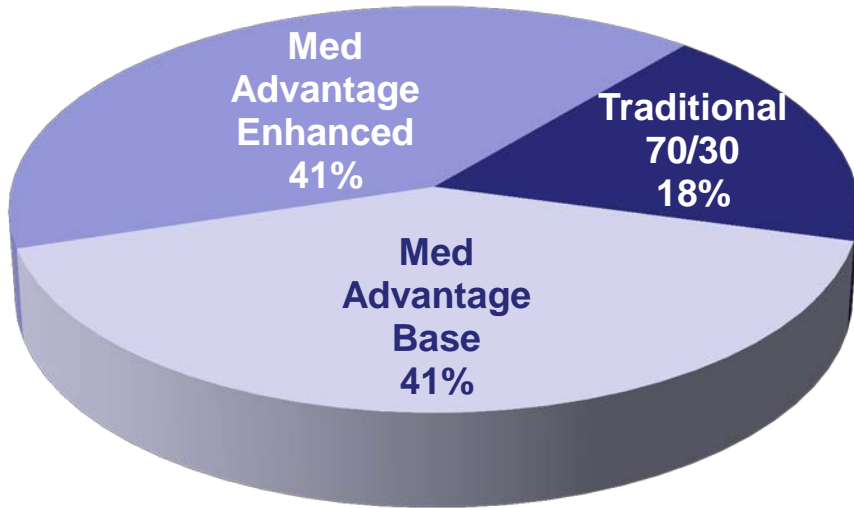


CY 2014 Selections

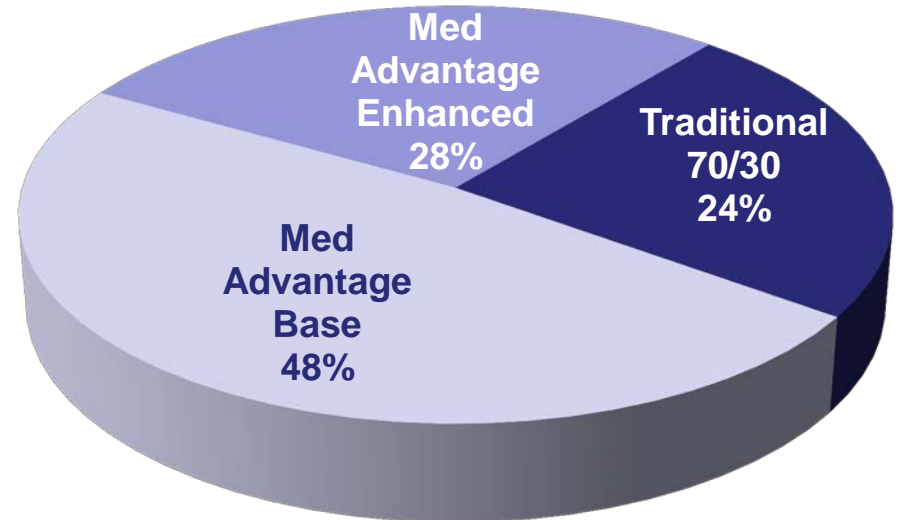


Comparison to Forecast: Medicare Primary Members

Forecasted CY 2014 Selections



Actual CY 2014 Selections



Migration Summary

Active Employees and Non-Medicare Retirees

- Most active employees and non-Medicare retirees opted to stick with their FY 2012-13 plans in 2014
 - 75% of those who were in the 80/20 Standard Plan in 2012-13
 - 81% of those who were in the 70/30 Basic Plan in 2012-13
- Only 3% of active employees and non-Medicare retirees who were in the Plan in FY 2012-13 elected the Consumer-Directed Health Plan (CDHP) for 2014 coverage; however, 6% of new members chose the CDHP
- Actual results were close to forecasted results, with a slightly lower percentage of members selecting the CDHP than anticipated

Migration Summary

Medicare Primary Members

- 91% of Medicare primary members were in the 80/20 Standard Plan in the 2012-13 Plan Year
 - Most of them (79%) moved to a Medicare Advantage-Prescription Drug Program (MA-PDP) for 2014
 - 29% “bought up” to one of the enhanced MA-PDPs
- Just 9% of Medicare primary members were in the 70/30 Basic Plan in 2012-13
 - 72% moved to a Medicare Advantage plan for 2014; 13% “bought up” to an enhanced MA-PDP
 - Less than 3,400 stayed in the 70/30 Plan, meaning nearly all Medicare primary members (97%) moved to a new plan from 2012-13 to 2014
- The Humana Enhanced MA-PDP drew 5% of Medicare primary members in 2014; the remaining 95% of Medicare members are split fairly evenly between the other four options: Traditional 70/30 Plan, Humana Base MA-PDP, UnitedHealthcare Base MA-PDP, and UnitedHealthcare Enhanced MA-PDP
- Enrollment in the Traditional 70/30 Plan among Medicare primary members was greater than anticipated; fewer members than expected “bought up” to the enhanced MA-PDP plans