Health Care Trends & Marketplace Strategies

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Health Care is Changing
A brief look… Past to Present

• Employees
  – Go to local doctor
  – Do what the doctor says
  – Pay small amount

• Employers
  – Offer multiple health plans
  – Enroll people in a plan
  – Costs are a small amount of total budget

Past

Present & Future

– Use internet to research best providers and treatments
– Make treatment decisions in partnership with doctor
– Care costs more than in the past

– Offer plans and benefits to encourage best care
– Encourage employee wellness
– Costs are a large amount of total budget

http://www.helpyouremployeeshealth.com
Health Care is Changing
Today we **All** have to do and learn more!

- **Why?**
  - **You want** the best health care you can get—when you need it
    - To be healthy
    - To get the most for your health care dollars
  - **District wants** you to get the best health care you can get when you need it
    - To have a healthy workforce
    - To get the most for the health care dollars available

Employees ➔ **Shared Goals** ➔ Employers

http://www.helpyouremployeeshealth.com

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MPS Healthcare Costs

MPS Healthcare Expenditure Actual and Projected

Next budget year: $18 million increase projected

Source: Milliman

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As healthcare costs continue to rise, a larger percentage of the District’s budget will be allocated to these costs, resulting in less monies for the classrooms, students and staff.
### Future Opportunities for Health Plan Savings

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<th><strong>Cost Sharing</strong></th>
<th><strong>Plan Design</strong></th>
<th><strong>Network</strong></th>
<th><strong>The Experience</strong></th>
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<tbody>
<tr>
<td>Increase employee contributions</td>
<td>Offer only a High Deductible Plan with an HSA</td>
<td>Reduce the size of the provider network</td>
<td>Utilize MPS sponsored on-site clinics</td>
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<tr>
<td>Increase copays/ deductibles under current plans</td>
<td>Alter copays for office visits &amp; Rx copays</td>
<td></td>
<td><strong>Point of Discussion:</strong> Determine staff feedback and preferences</td>
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Overall Goal

Employee Experience

- Personalized experience
- Health plan design & cost sharing
- Population health & productivity
- Network design & transparency
Benefits Focus Group

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