

# ACA and Competitive Bidding

Presenter:

Si Nahra, Ph.D., President

June 26, 2014

***Pioneering Specialists in***

***Group Health Care***

***Post-Payment Administration***

***For Over 25 Years***

**Customer Philosophy**

**Respect** for Existing Procedures

**Emphasis** on Customization

**Focus** on Solutions

## **CHANGE IN FOCUS For this session**

Grandfathered and Non-grandfathered,  
calendar year plans.

Comply not just because you have to.  
Comply in a way that helps your plan.

# Explosion of Options

Market	Pre-ACA	Post ACA
Individual	<ul style="list-style-type: none"> <li>• YOYO</li> <li>• COBRA</li> </ul>	<ul style="list-style-type: none"> <li>• Public Exchange Subsidies</li> <li>• Navigators</li> </ul>
Small Group 2-50 (No ACA)	No standards <ul style="list-style-type: none"> <li>• Insured/HMO</li> </ul>	Apples-to-Apples <ul style="list-style-type: none"> <li>• Re-priced Insured/HMO</li> <li>• SHOP</li> <li>• ACA subsidies*</li> <li>• New Self-funded*</li> <li>• Private Exchanges</li> </ul>
50-100 (ACA Later)		
100-1,000 (ACA Now)	No standards <ul style="list-style-type: none"> <li>• Insured/HMO</li> <li>• Self-funding via BUCA PPO</li> </ul>	<ul style="list-style-type: none"> <li>• ACA Compliance Coordination*</li> <li>• New TPA products</li> <li>• Defined Contribution</li> </ul>
1,000+ (ACA Now)		Non-PPO payments controlled by plan.*

# Is Grandfather Status Worth It?

If you give up your Grandfathered status, you will need to:

- Cover some immunizations and certain preventive care with no cost sharing
- Allow members the choice of participating primary care physicians and pediatricians
- Allow direct access, without referral, to OB/GYN services
- Cover emergency services without pre-authorization or increased cost sharing if out of network
- Provide internal and external review processes for certain claims that are denied
- Eliminate discrimination that favors highly compensated individuals
- Prohibit discrimination if member participates in clinical trials
- For small group plans, apply specific federal rating limitations for 2014
- Provide essential benefits for small groups
- Abide by all cost sharing and deductible limits starting in 2014

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<https://www.healthcare.gov/>

## Explosion of Options

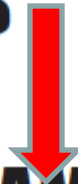
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50-100 (ACA Later)		• SHOP • ACA subsidies* • New Self-funded* • Private Exchanges

<http://www.sba.gov/community/blogs/shop-marketplace-salutes-small-business>



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UNDER 50.**

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# Something New in Michigan

Self-funding down to 5 lives.

Predictable funding and risk.

What's going on in your state?

 <b>Preferred United Plans<sup>®</sup></b> <b>"Alternative Funding"</b>		June 2014
<p><b>Our Self-Funding program is giving small employers great pricing advantages and a quality solution to the Fully Insured Market Place.</b></p>		
<p><b><u>~Questions to ask regarding an aggregate only program:</u></b></p> <ul style="list-style-type: none"> <li> <p>❖ <b>Q: What happens at anytime during the month claims exceed the claims factors established by the stop-loss carrier who funds the claims and how Quickly?</b>                      A: PUP "Alternative Funds, Companion Life Insurance funds the claim upon the request from SecureOne.                      Claims are funded weekly. No delays, No Waiting for next month allocation.</p> </li> <li> <p>❖ <b>Q: Individual Specific Stop-Loss in the program?</b>                      A: PUP "Alternative Funding" - No!</p> </li> <li> <p>❖ <b>Q: Does the employer retain 100% of savings should actual claims paid fall below program claims contract factors?</b>                      A: PUP "Alternative Funding", Yes!!</p> </li> <li> <p>❖ <b>Q: Does the plan cover all cost; Administration, Network, Travel Network, Case Management, Pre-certs, Run-out claims, PBM Fees including Administrative, not just claims, Plan Documents, SBC's, Banking Reconciliation, On-Line Enrollment, On-Line Access to crucial reporting, Michigan 1% Claims Tax etc.?</b>                      A: PUP "Alternative Funding" - YES!!</p> </li> </ul>		
<ul style="list-style-type: none"> <li>❖ Employer Size 5 EE to 125 EE</li> <li>❖ Plan choices: 100%, 90%, 80%, 70% and HSA's</li> <li>❖ Deductibles from \$500-\$5,000</li> </ul>		   
<p>Companion Life Insurance Company, is an AM Best A+ rated carrier.</p> 		 Contact Carter Briggs E-Mail: <a href="mailto:briggsc@secureoneinc.com">briggsc@secureoneinc.com</a> Cell: 517-488-2369 Toll Free - 888-299-1196
<p><a href="http://www.secureoneinc.com">www.secureoneinc.com</a></p>		

# Explosion of Options

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## Here's what we do so you don't have to.

Complete Routine Monitoring		As Requested	
Compliance Tasks	On-going Monitoring	Per Event Communications	Premium Services
Count W-2 FTE and Monitor Enrollment Changes	Coordinate with current advisors	IRS-required 6055/56 employee notice	Overall cost-sharing validation
Count Dependents and Monitor Enrollment Changes	Monitor changes to regulations	Collect required dependent SSN and dependent documentation	Preventive Care Waiver Over/Under Confirmation
Prepare IRS 6055/56 Filings and Employee Notices	Manage through 2017 transition	Coordinate with COBRA and State Exchanges	Out-of-pocket Maximum Over/Under Confirmation

## Here's what we do so you don't have to.

Complete Routine Monitoring		As Requested	
Compliance Tasks	On-going Monitoring	Per Event Communications	Premium Services
Perform All 5 ACA Tests to avoid IRS penalties <ul style="list-style-type: none"> <li>• Tack Hammer</li> <li>• Sledgehammer</li> <li>• Minimum Value</li> <li>• Affordability</li> <li>• Offer</li> </ul>	Assist with ACA audits and questions from: <ul style="list-style-type: none"> <li>• IRS</li> <li>• DOL</li> <li>• HHS</li> <li>• State Exchanges</li> </ul>	Process ACA "Trigger Events" two-way communications: <ul style="list-style-type: none"> <li>• New hire</li> <li>• Term employment</li> <li>• Term coverage</li> <li>• Change in work status (pay, hours, etc.)</li> <li>• Change in coverage status</li> <li>• Reinstatements</li> </ul>	Over/Under Payment Resolution Strategies: <ul style="list-style-type: none"> <li>• Use of pre-tax accounts</li> <li>• Claim credit/debit</li> <li>• Monitor to remove current cases</li> <li>• Monitor to prevent future cases</li> </ul>

# Secret Provider PPO Pricing

# Being Challenged

## Mid American Group Introduces **MEDICARE COST+**



### Controlling Medical Expense Exposure

Medicare Cost Plus reimbursement approach can provide significant savings for self-insured and partially self-insured companies

- Flexible Contribution Options
- Accrued Medicare reimbursement saving
- Decreased Administration Costs
- Lowered Premium Rates

### Should you be Partially Self-Insured?

MAG provides an in depth analysis of your organizational culture, risk tolerance, finances, and claims risk to explore possible opportunities of a partially self-insured plan.

- Premium equivalent calculations
- Monthly loss ratio reporting and analysis

We find opportunities...  
*for you to reach your full potential*



MID AMERICAN GROUP  
Chicago Office: 630.789.9508  
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<http://www.healthdecisions.com/secret-provider-agreements---where-they-came-from-why-they-must-go-webinar>

## ACA and Competitive Bidding

<http://www.healthdecisions.com/dos-and-donts-of-competitive-bidding>

<http://www.healthdecisions.com/restoring-competition-to-the-self-funded-market>

<http://www.healthdecisions.com/administrative-performance-contracts-trust-but-verify->

For More Information  
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