



Center for Health

HealthFlex Plan Sponsor Webconferences

February 19-20, 2014



General Board

Pension and Health Benefits

Caring For Those Who Serve

Agenda

- Health Care Reform—Update
- HCR—Plan Implications
- Catamaran Transition
- Businessolver/WageWorks Transitions
- Extend Health/OneExchange Updates
- Private Exchange Research

ACA Update

- Affordable Care Act (ACA) rollout
 - Enrollment numbers
 - Medicaid Expansion **2.5-7.5 million**
 - Qualified health plans (Exchange plans) **3.3 million**
- Employer Shared Responsibility final rule
- “Excepted Benefits” rule
 - Dental plan considerations
- Unified out-of-pocket max (Rx and medical)

Shared Responsibility

Final rule published February 12, 2014

- **Partially delayed** Employer Mandate
- Large employers (100+ FTEEs) → January 2015
- Medium employers (50-99 FTEEs) → January 2016
 - Certify to IRS in 2015
 - No reduction in force
 - No cutback in health benefits (if offered)
- Helpful news for UMC large churches and conferences!

Shared Responsibility—UMC

- No direct answer on “who is the employer of UMC clergy” question
- Standard for churches and denominations:
 - Reasonable, good faith interpretation to determine who is an “applicable large employer” (50+ FTEEs)

Treating appointed clergy as employees of local church for shared responsibility purposes appears “reasonable and good faith”

HCR—Plan Implications

- 2015 out-of-pocket (OOP) aggregation
 - Medical and pharmacy (essential health benefits)
- Excepted Benefits rule
 - Dental implications
- Plan (non-Extend) HRAs and the ACA
 - Opt-outs and potential “limited scope”
- MSP-SEE and Extend Health HRAs

Catamaran Transition— Activities Recap

- **Files** (before/after January 1)
 - Claims history transfers
 - Mail-order transfers (open refill)
 - Prior authorization transfers
- **Communications** (before/after January 1)
 - Welcome Kit
 - Formulary Disruption
 - Mail-order transfer and non-transfer
 - Registration reminder(s)

Catamaran Transition— Initial Learnings and Areas of Focus

- CatamaranRx login/registration
- Mail order (home delivery) delays and process efficiencies
- Communication delays
 - Unexpected changes (to participant) in covered prescriptions or cost of prescriptions
- Customer service responses

Businesssolver and WageWorks— Transition Timeline

Effective date (for both): **August 1, 2014**

- Post-annual conference
- Prior to Annual Election
- Allows for stabilization
- Off-cycle vs. January 1 transition

Businessolver— Key Features and Changes

- Greater enrollment process automation:
August 1 or phased-in?
 - Elimination of paper enrollment form
 - **Clergy**—Automatically enrolled
 - **Lay and retirees**—“Eligible” automatically identified
 - Plan sponsor approves/enrolls online
- Greater flexibility to adapt with health care landscape

Businessolver— Initial Administrative Considerations

- **March/April**
 - Plan sponsor confirmation of grandfathered and excepted populations
- **April**
 - Plan sponsor collection and submission of sub-adoption agreements

Businessolver— Other Key Milestones

- **June-August**
 - Plan sponsor communications and training
 - Training targeted for **July**
 - Participant Communications
 - Entire population
 - New hire/enrollment change kits

WageWorks— Key Features and Changes

- Fully automated FSA/HRA stacking rules
- Enhanced online and telephonic service delivery and user experience
- Enhanced reimbursement features
- Debit cards—participant level choice

WageWorks— Key Milestones

- **June-August**
 - Plan sponsor communications and training
 - Training targeted for **July**
 - Participant communications
 - WageWorks features and services
 - Transition of account information
 - New debit card distribution
 - Transitioning of balances and blackout—**mid-July**

OneExchange

Action Plan—Areas of Focus

- Improved **participant** service delivery
 - Licensed benefits advisors (LBAs)—skills and knowledge
 - Increased LBA staffing ratio and training
 - Communications
- Improved **plan sponsor** service delivery
 - Issue coordination and resolution
 - Communications and training
 - Setting expectations; clarifying requirements

Private Exchanges— Potential Future Opportunity

- Research, analysis and potential development—2014
- Potential effective date: January 2016
 - Final direction and pricing (if applicable) by February 2015

Private Exchanges— Early Research Findings

- Different than Extend Health model
- HealthFlex “all in” to private exchange
 - No “plan sponsor by plan sponsor” choice
 - Group self-insured
 - Choice of several plan designs
 - Defined contribution model;
plan sponsor funds participant account

Private Exchanges— Early Research Findings

- Participant (as consumer) uses funds to purchase benefits
 - Private exchange decision support tools
 - Participant purchases individual products/services that align with his/her needs
 - Participants pays extra or saves depending on choice
- Need for church/plan sponsor to collect marginal cost (overage) from participants
 - Administrative burden for annual conferences



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