



HealthFlex Summit—October 2021



**Wespath**

BENEFITS | INVESTMENTS

# Health Plan Updates

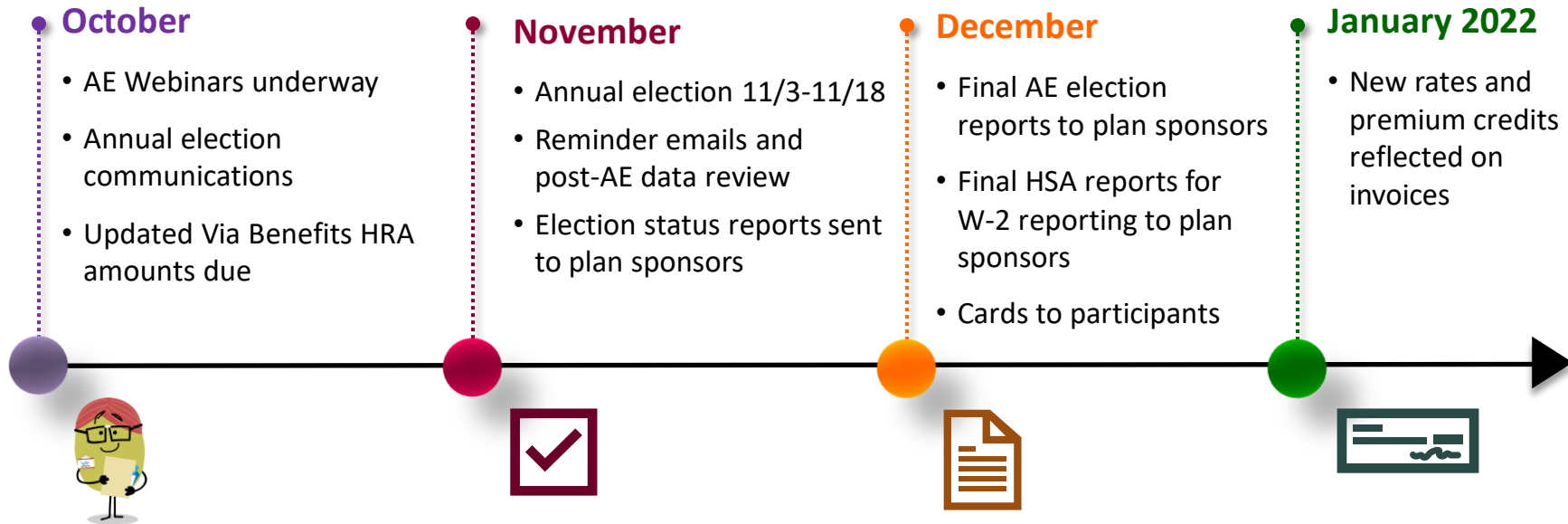
# Agenda

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- Year-end/Annual Election timeline
- Updates for 2022
- Improving Service to Plan Sponsors

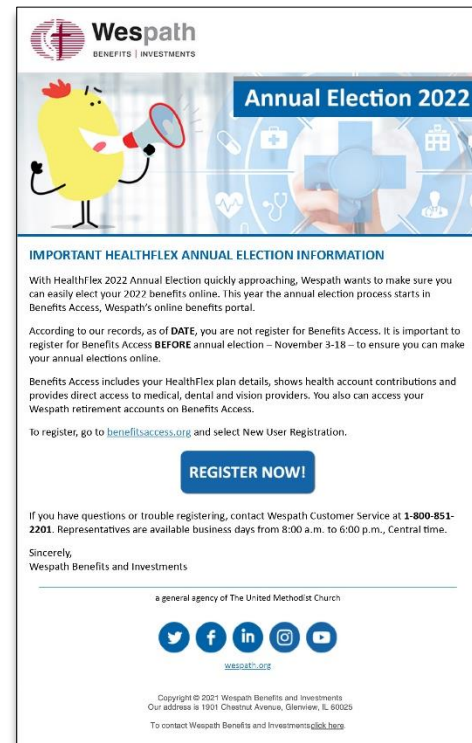


# HealthFlex Plan Sponsor Year End Timeline



# Annual Election Communications

- Mailer with Regulatory Notices:  
October 13
- E-blast reminders pre- and post-AE
  - Throughout October, November
- Virgin Pulse® notification
- All-HealthFlex Webinar
  - Wednesday, October 27<sup>th</sup> 10:30 a.m., Central time



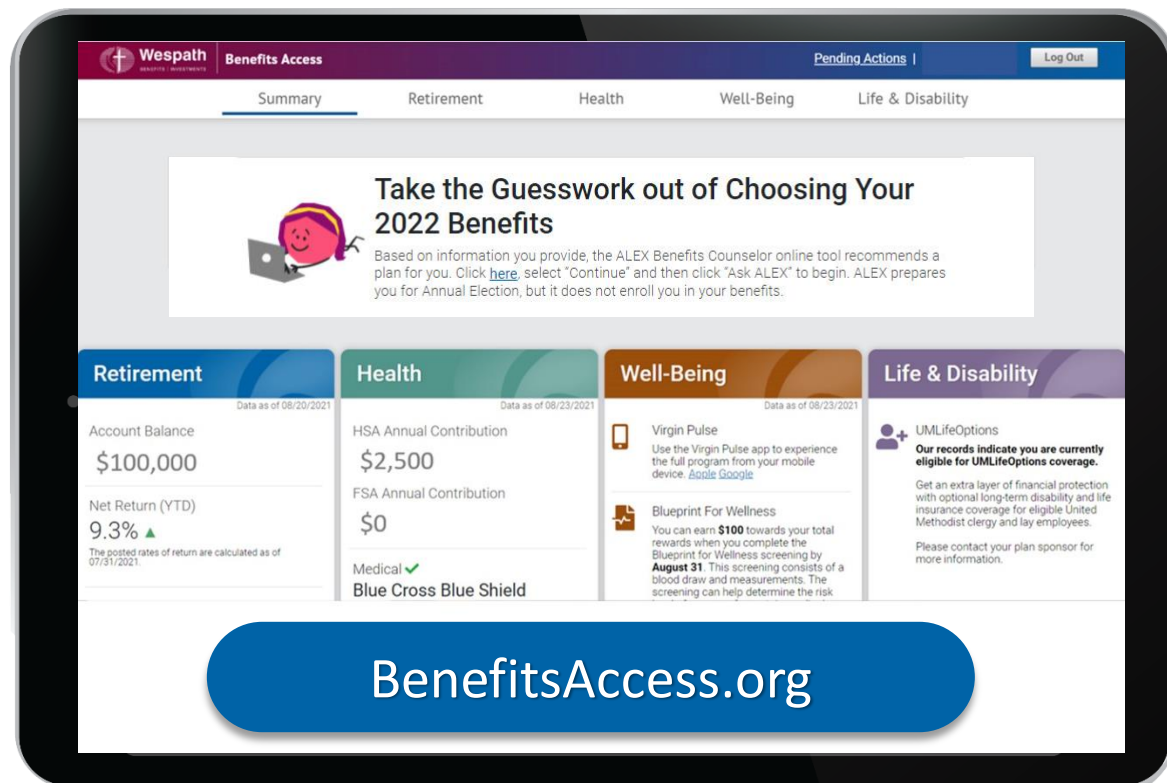
# 2022 Plan Materials

- *How Do I Choose?* brochure and the *2022 HealthFlex Plans Comparison* are updated and were delivered via *HealthFlex Express*
- Summary of Benefits and Coverage will be available in the next week or two
- Benefits Booklets will be available in early December



# ALEX<sup>®</sup> Available Now

- Promote via your direct URL
- Access via Benefits Access & Benefitsolver<sup>®</sup>
- Area of engagement opportunity for some plan sponsors



# OptumRx® Pricing Tool: Available Soon

- Will send via e-mail to participants
- Use to estimate drug costs under different plans

**[www.optumrx.com/enroll/wespath](http://www.optumrx.com/enroll/wespath)**

Then click on “Drug pricing tool”



# Annual Election Status Reports

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- **Annual Election Status**— provided twice during AE
  - Lists who has made active elections
- **Final Election Report**— provided early December
  - Who made elections vs. enrolled in default
  - Compares current elections to new elections for existing groups
  - Includes employer/local church information if applicable



# Annual Election Report—Sample

SSN	Last Name	First Name	Middle Name	Suffix	E-Mail	Employee ID	Structure Group	Input	Enrollment Status
						P#####	335999 Sample :: Mandatory :: Clergy :: Active	Member	Approved
						P#####	335999 Sample :: Mandatory :: Clergy :: Active		Not Started
						P#####	335999 Sample :: LOA :: LOA :: All	Manual	Approved
						P#####	335999 Sample :: Mandatory :: Clergy :: Active	Manual	Approved
						P#####	335999 Sample :: Mandatory :: Clergy :: Active		Not Started
						P#####	335999 Sample :: Mandatory :: Clergy :: Active	Member	Approved
						P#####	335999 Sample :: Mandatory :: Clergy :: Active		Not Started
						P#####	335999 Sample :: Optional :: Lay or Deacon :: Active		Not Started
						P#####	335999 Sample :: Mandatory :: Clergy :: Active		Not Started
						P#####	335999 Sample :: LOA :: LOA :: All	Manual	Approved
						P#####	335999 Sample :: Grandfathered :: Grandfathered :: All	Manual	Approved

2020 Medical Electio	2020 Medical Tier	2020 Dental Electic	2020 Vision Electi	2020 HSA Election	2020 HSA Annual Amou	2020 HSA Monthly Amol
BCBS C2000 with HRA	Employee Only	waive	VSP Exam Core	0	\$ -	\$ -
BCBS H3000 with HSA	Family		VSP Exam Core	H3000	\$ 1,200.00	\$ 100.00
BCBS C3000 with HRA	Family		VSP Exam Core	0	\$ -	\$ -
BCSB B1000	Family		VSP Exam Core	0	\$ -	\$ -
BCBS H1500 with HSA	Family		VSP Exam Core	H1500	\$ 6,500.00	\$ 541.67
BCBS H2000 with HSA	Employee and One Dep	PPO	VSP Full Service	H2000	\$ 6,000.00	\$ 500.00
BCBS C2000 with HRA	Family		VSP Exam Core	0	\$ -	\$ -
BCBS H1500 with HSA	Employee Only		VSP Exam Core	H1500	\$ 2,750.00	\$ 229.17
BCBS H3000 with HSA	Family		VSP Exam Core	H3000	\$ 4,000.00	\$ 333.33
BCBS H3000 with HSA	Family		VSP Exam Core	H3000	\$ 3,500.00	\$ 291.67
BCBS H1500 with HSA	Employee Only		VSP Exam Core	H1500	\$ 2,500.00	\$ 208.33

# HSA W-2 Reporting: Process Improvements

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- Provide report showing contributions through current quarter
- Allows plan sponsors to “true-up” HSA contributions throughout the year
- Avoid changes late in the year
- Still provide the final report to be used for W-2 reporting in December after contributions post

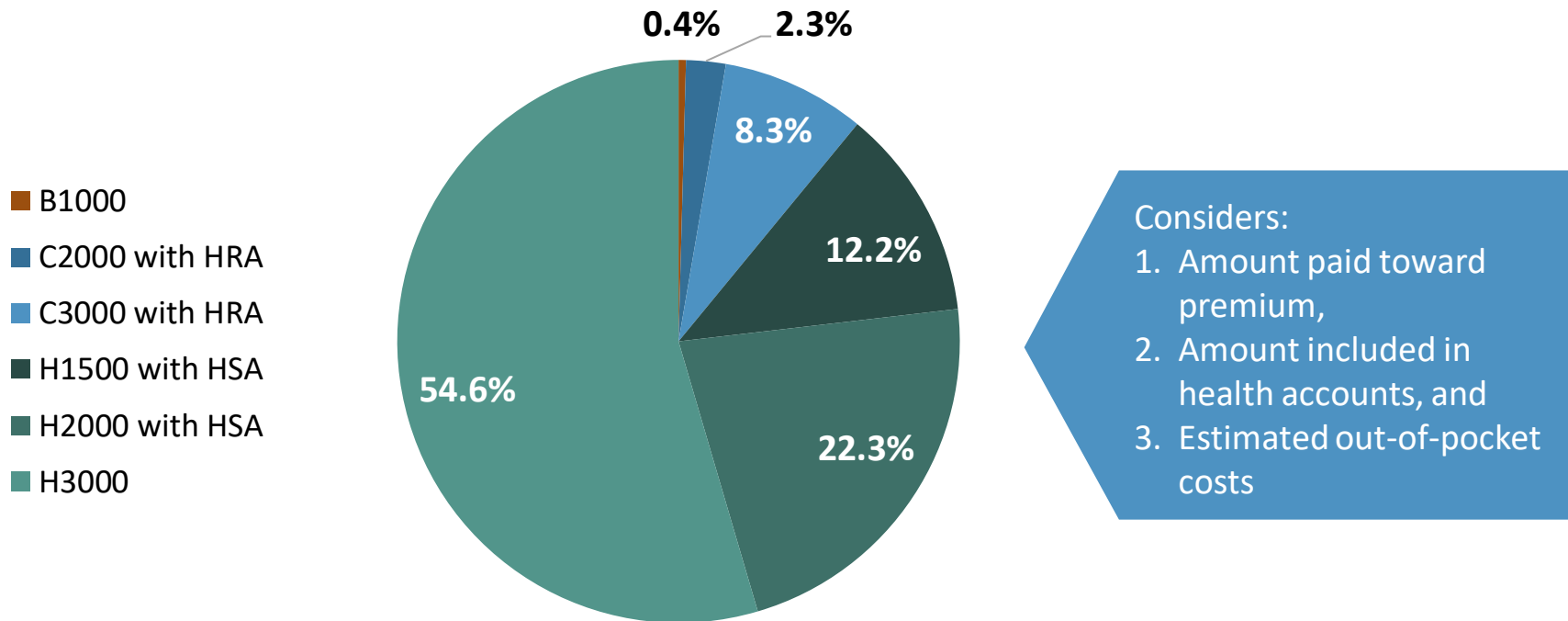


# Continued Promotion of HRA/HSA Plans

- Strong effort by Plan Sponsors to encourage participants to look at account-based plans—**Thank you!**
  - Two plan sponsors changed default plan from B1000 to C2000 with HRA
  - Nearly 1/3 of plan sponsors have had or have upcoming pre-AE webinars promoting potential benefits of moving from B1000 to an HRA/HSA plan
- Educational efforts by Wespath/Health Equity
  - November 4: Harnessing the Power of an HSA
  - Q1 2022: Maximizing and Investing HSAs



# HRA/HSA Plans Cost Effective For Most



Based on 2019 Claims and 2021 Plan Design, as reported in 2020 Summary Reports

# Health Savings Account Updates

- **\$2 fee waived on HSA accounts <\$5,000 beginning in 2022!**
- Single, stacked card requested from Health Equity—  
not likely before 2024
- Customer Identification Program Reminder
  - Required by PATRIOT ACT
  - Since the HSA is established automatically, financial institutions must “form a reasonable belief” that they “know the true identity of each customer”
  - Vast majority are identified using available data
  - If identity unable to be confirmed, letter sent by HealthEquity® to the participant at initial failure and 45 days following failure



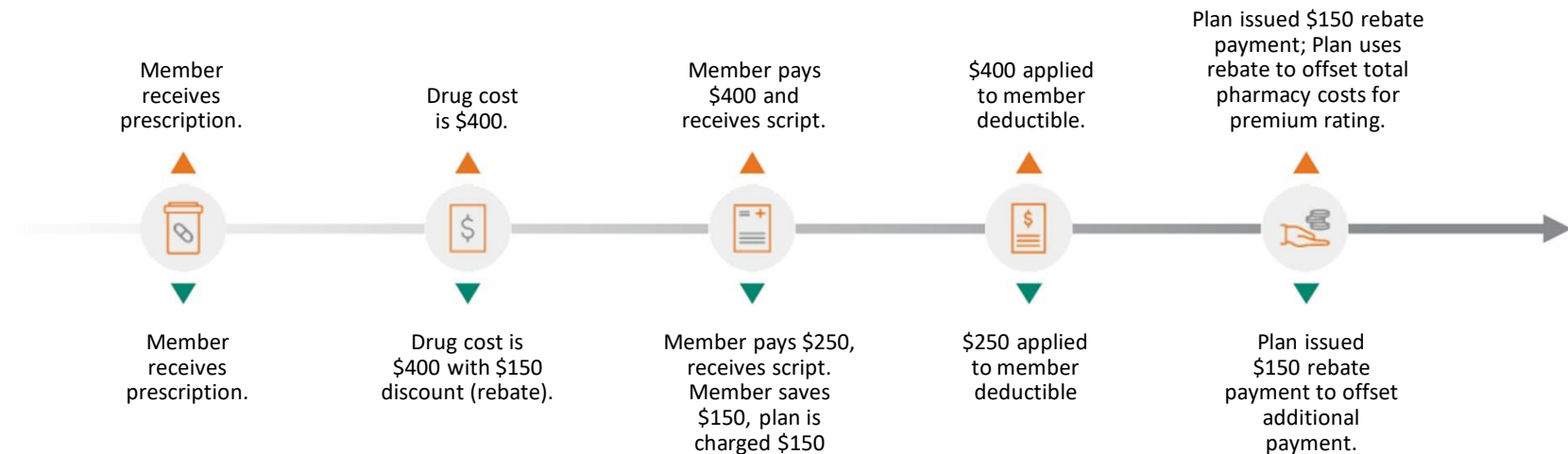
# 2022 Changes in Plan Rules Around Rx

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- Point of Sale Rebates—affects those with certain brand medications that are rebate eligible
  - Impacts ~2,500 individuals
  - Potential for greater benefit in HSA plans
  - Net positive for member
- Copay Card Accumulator Adjustment—affects those using manufacturer copay cards for specialty medications
  - Impacts ~200 individuals
  - Potentially increases costs for member (to actual OOP maximum)
- Variable Copay Solution—affects amount plan pays when copay cards are used
  - Impacts ~800 fills (200 individuals)
  - No cost impact to member

# Point-of-Sale Rebates: How They Work

**Current state:** Rebate value is passed to Plan



**Future state:** Large portion of rebate value is passed to plan and member (deductible phase)

# Point-of-Sale Rebates: Who Is Impacted?

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- Limited details on which drugs and size of rebate due to OptumRx/manufacturer proprietary information
- OptumRx pricing tool will incorporate point-of-sale rebates





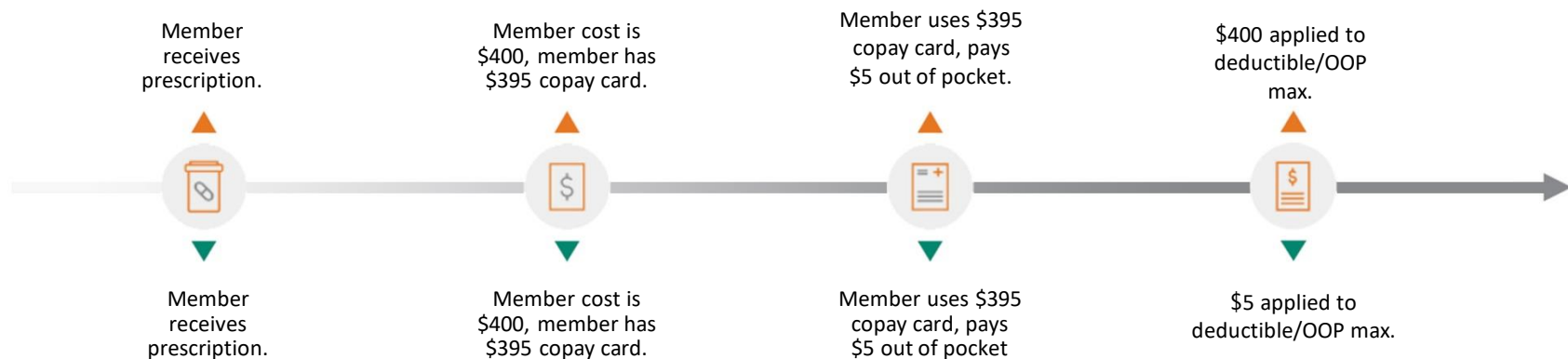
# Point-of-Sale Rebates: Why the Change?

- Move toward greater cost transparency for participant with actual net drug cost
- Concern that some HSA plan participants are paying more than the net cost of the drug
- Improve attractiveness of HSA plans for those taking brand medications

Not common in the industry but the right thing to do

# Copay Card Accumulator Adjustment

**Current state:** Participant gets credit toward deductible/OOP max for funds paid by copay card



**Future state:** Member gets financial benefit of copay card to reduce amount paid for Rx, but not to reduce deductible/OOP max

# Accumulator Adjustment: Why the Change?

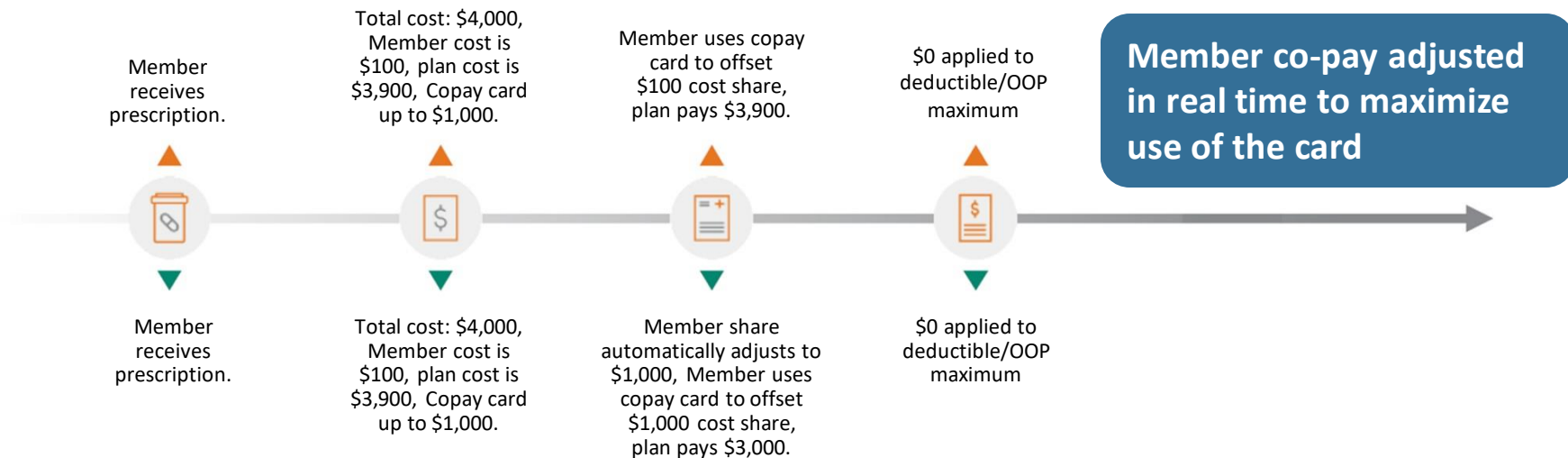
- Fairer application of plan cost sharing provisions
- Currently, a member can choose a higher deductible plan and effectively have the manufacturer pay much of the deductible/OOP max

Seeing with growing frequency across employers/plans



# Variable Co-pay Solution

**Current state:** Low copay/coinsurance may leave significant funds unused on manufacturer cards



# Variable Copay: Why the Change?

- No negative impact to the member
- Fully use manufacturer funds to reduce plan costs

Seeing with growing frequency across employers/plans



# Reminder: Update to OOP Max for H3000

**Only applies for p+1/family coverage if Health Check not completed**

	P+1/Family Coverage Health Check Completed	P+1/Family Coverage Health Check NOT Completed
Deductible	\$6,000	\$6,500
Out-of-Pocket Maximum	\$6,000 individual \$12,000 family	\$6,500 individual \$12,000 family

# Improved Emotional Health Support in 2022

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- Talkspace option through EAP (live now)
- Introducing telemental health through MDLIVE® (more details in December/January)
- Mental Health First Aid Education (all-UMC)
- Still have:
  - Generous behavioral health benefit (in-network benefit for out-of-network provider; 8 free EAP sessions per person/per concern/per year)
  - Coaching and Whil™ through Virgin Pulse





# Improving Service to Plan Sponsors

- Focus on improvements most beneficial for plan sponsors
- **Q2—2021** Quarterly HSA True-Up Reports delivered
- **Q4—2021** Age 26 Report
- **Q1—2022** Additional Job Aids by end of Q1
  - Enrolling dependents of Post-65 Retirees
  - HSA changes (already a handful of people processing)
- **Q3—2022** Participant Education Toolkit by end of Q3
  - Pre-recorded mini-videos
  - Cost comparison webinar templates
- Via Benefits enrollments—currently in exploration phase



# What Do You Need?

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# Thank you for your partnership

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Please let us know how  
we can assist you further.





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