Health Benefits
Comparative Analysis 2002

Office of Group Benefits
Selected Louisiana Employers
Selected Large School Systems

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General Purpose

- Compare OGB 7/03 to Selected Group of Medium to Large Employers in Louisiana
- Compare OGB 7/03 to Selected Large Public School Systems in Louisiana
- Compare Health Plan Benefit Designs
- Compare Employer/Employee Premium-sharing Designs
Selected Employers

- Petro-chemical Process Manufacturing
- Industrial Manufacturing
- Utilities
- Industrial Materials and Professional Services
- Financial Services
- Health Care Services
- Government Services
- Non-profit/Religious Services
- Media
- Food Distribution
Selection Process

- Availability of Data
- Stable, Successful Louisiana Employers
- Economic Sector Diversity
- Employer Size (>100 employees)
## Employer Size Statistics

<table>
<thead>
<tr>
<th>Range: # of Employees</th>
<th>Employers (20)</th>
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<tbody>
<tr>
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<td>200 – 20,000</td>
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<table>
<thead>
<tr>
<th>Average: # of Employees</th>
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</table>
Premium Rate Tiers

OGB Offers Four Tiers

LA Employers

- 2 Tiers
- 3 Tiers
- 4 Tiers

7

3

2
Premium Rate Tiers

Large School Systems

OGB Offers Four Tiers

- 3 Tiers
- 4 Tiers
Premium-sharing Designs
Employer Contributions for *Employee Coverage*

LA Employers
Premium-sharing Designs
Employer Contributions for *Employee Coverage*

Large School Systems
Premium-sharing Designs
Employer Contributions for *Dependent Coverage*

LA Employers
Premium-sharing Designs
Employer Contributions for *Dependent Coverage*

Large School Systems
In Network Office Visit: *LA Employers*

**Co-payments**
- $15
- $20
- $25

**Co-insurance**
- 10%
- 20%

OGB-EPO Charges
- $15 Co-pay for PCP Visit And
- $25 Co-pay for Specialist Visit

OGB-PPO Charges
- 10% Co-insurance rate
In Network Office Visit: Large School Systems

Co-payments

- $15
- $20
- $25

Co-insurance

- 20%
- 25%
- 40%
- $20/20%
- $30/20%

OGB-EPO Charges
$15 Co-pay for PCP Visit And
$25 Co-pay for Specialist Visit

OGB-PPO Charges
10% Co-insurance rate
Maternity Office Visit: *LA Employers*

**Co-payments**

- $0: 6
- $10: 2
- $15: 1
- $20: 1
- $25: 5
- $35: 6

**Co-insurance**

- 10%: 1
- 20%: 3

**OGB-EPO Charges**
One-Time $90 Co-pay

**OGB-PPO Charges**
10% Co-insurance rate
Maternity Office Visit: *Large School Systems*

### Co-payments

- **$15**: 1
- **$25**: 4

**OGB-EPO Charges**
One-Time $90 Co-pay

### Co-insurance

- **20%**: 1
- **25%**: 2
- **40%**: 1
- **$20/15%**: 1
- **$30/20%**: 1

**OGB-PPO Charges**
10% Co-insurance rate
Maternity Coverage For *Dependent Children*

**LA Employers**

- Yes: 36%
- No: 64%

*OGB does not provide this coverage*
Maternity Coverage For *Dependent Children*

Large School Systems

- **40%** Yes
- **60%** No

OGB does not provide this coverage
Emergency Room Visit: LA Employers

Co-payments

- $0: 3
- $40: 4
- $50: 1
- $100: 2

OGB-EPO Charges
$100 Co-pay

Co-insurance

- 10%: 3
- 15%: 2
- 20%: 6

OGB-PPO Charges
$150 Deductible per visit and 10% Co-insurance
Emergency Room Visit: Large School Systems

Co-payments:
- $25: 1
- $40: 2
- $50: 1

OGB-EPO Charges $100 Co-pay

Co-insurance:
- 10%: 1
- 20%: 1
- $50/20%: 1
- $50/$150/15%: 1
- $50/$150/25%: 1
- $50/$150/40%: 1

OGB-PPO Charges $150 Deductible per visit and 10% Co-insurance
Ambulance: LA Employers

**Co-payments**

- 8 with $50 co-pay

**Co-insurance**

- 1 with 10%
- 2 with 15%
- 7 with 20%
- 6 with $50/5%

OGB Charges $50 Co-pay
Ambulance: Large School Systems

OGB Charges $50 Co-pay
Outpatient Surgery Center: LA Employers

Co-payments

- $50: 2
- $100: 1
- $150: 2
- $200: 2

OGB-EPO Charges
$100 Co-pay

Co-insurance

- 0%: 6
- 5%: 2
- 10%: 2
- 15%: 5
- 20%: 1

OGB-PPO Charges
10% Co-insurance
Outpatient Surgery Center: Large School Systems

Co-payments

- $50
- $150

OGB-EPO Charges

$100 Co-pay

Co-insurance

- 10%
- 15%
- 20%
- 25%
- 40%

OGB-PPO Charges

10% Co-insurance
Outpatient Surgery *Physician*: LA Employers

**Co-payments**
- $50: 2
- $100: 1
- No Co-pay: 1

**Co-insurance**
- 0%: 6
- 5%: 2
- 10%: 1
- 15%: 1
- 20%: 8

OGB-EPO Charges: No Co-pay

OGB-PPO Charges: 10% Co-insurance
Outpatient Surgery *Physician*: Large School Systems

**Co-payments**
- OGB-EPO Charges: No Co-pay
  - 1

**Co-insurance**
- OGB-PPO Charges: 10% Co-insurance
  - 1
  - 1
  - 1
  - 4

Legend:
- 0%
- 10%
- 15%
- 20%
- 25%
- 40%
Inpatient Hospital Visit: LA Employers

Co-payments
- $200/Admit: 5
- $100/3days: 3
- $150/3days: 1
- $200/3days: 1

OGB-EPO Charges
- $100/3days

Co-insurance
- 5%
- 10%
- 15%
- 20%

OGB-PPO Charges
- 10% Co-insurance
Inpatient Hospital Visit: Large School Systems

Co-payments

OGB-EPO Charges
$100/3days

Co-insurance

OGB-PPO Charges
10% Co-insurance
Deductible for Prescription Drugs

LA Employers

- None: 10
- $50: 2
- $250: 2
- $300: 1

OGB Charges No Deductible
Deductible for Prescription Drugs

Large School Systems

- OGB Charges No Deductible
- None

5

State of Louisiana
Office of Group Benefits

2002
Comparative Analysis
Prescription Drug Co-payments: OGB

50% Co-payment/$40 Maximum

Most employers utilize a three-tier co-payment design
Prescription Drug Co-payments: LA Employers
Non-Preferred Brand (Premium)

Two Companies Offer 20% Co-insurance
Prescription Drug Co-payments: Large School Systems
Non-Preferred Brand(Premium)
### Prescription Drug Co-payments: LA Employers

#### Preferred Brand

<table>
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<tr>
<th>Letter</th>
<th>Co-payment</th>
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<tr>
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<td>W</td>
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Two Companies Offer 20% Co-insurance
Prescription Drug Co-payments: Large School Systems

Preferred Brand
2002
Comparative Analysis
State of Louisiana
Office of Group Benefits

Prescription Drug Co-payments: LA Employers

Generic

One Company Offers 20% Co-insurance
Prescription Drug Co-payments: Large School Systems

Generic

$15

$10

$5

$0

A  B  C  D  E  F  G  H  I  J
2002
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In Network Deductibles: LA Employers

Employee

OGB-EPO Charges
$300 (non-co-pay service) and
OGB-PPO Charges $500 Deductible

Family

OGB-PPO Charges
$1,500 Deductible

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In Network Deductibles: Large School Systems

Employee

Family

OGB-EPO Charges
$300 (for non-co-pay services) and
OGB-PPO Charges $500 Deductible

OGB-PPO Charges
$1,500 Deductible
Out of Network Deductibles: LA Employers

**Employee**
- OGB-PPO Has $500 Deductible

**Family**
- OGB-EPO Has a $300 Deductible Per Family Member
- OGB-PPO Has a $500 Deductible Per Family Member
Out of Network Deductibles: Large School Systems

Employee

- OGB-PPO Has $500 Deductible

Family

- OGB-EPO Has a $300 Deductible Per Family Member
- OGB-PPO Has a $500 Deductible Per Family Member
In Network Out-of-Pocket Maximums: LA Employers

OGB-PPO Has a $1,500 Out-of-Pocket Maximum

OGB-PPO Has No Out-of-Pocket Maximum Per Family
In Network Out-of-Pocket Maximums: Large School Sys.

OGB-PPO Has a $1500 Out-of-Pocket Maximum

OGB-PPO Has No Out-of-Pocket Maximum Per Family
Out Network Out-of-Pocket Maximums: LA Employers

Employee

- OGB Has a $3000 Out-of-Pocket Maximum

Family

- OGB Has No Out-of-Pocket Maximum Per Family

**Employee**
- None: 1
- $1,500: 2
- $3,000: 3
- $4,000: 2
- $5,750: 1
- $6,000: 1
- $7,500: 1

**Family**
- $3,000: 1
- $6,000: 1
- $11,500: 1
- $12,000: 1
- $15,000: 2
- $4,000 ea: 2

OGB Has a $3000 Out-of-Pocket Maximum

OGB Has No Out-of-Pocket Maximum Per Family
Retiree Benefits: LA Employers

Before Age 65

- No Coverage: 29%
- Offer Coverage: 71%

After Age 65

- No Coverage: 36%
- Offer Coverage: 64%
Type of Retiree Coverage Offered: LA Employers

After Age 65

- Full: 1
- Full/Secondary: 1
- Supplemental Only: 3
- Full/Secondary/18 mos. Only: 3
Minimum Years of Service Required for *Retiree Coverage*: LA Employers

- 1 Year of Service
- 10 Years of Service
- 15 Years of Service
- 5 Years of Service/Minimum age of 55
- 10 Years of Service/Minimum age of 55
- 15 Years of Service/Minimum age of 55
- 25 Years of Service/Minimum age of 55
- 5 Years of Service/Minimum age of 62
- Years of Service + Age >= 85
Premium Sharing Methods for *Retirees*: LA Employers

- Prorated Premium Sharing based on years of service
- Premium Sharing set as a percentage of active employees share
- Premium sharing set as a fixed dollar contribution

Note: Three of the companies had discontinued retiree coverage within the last 4 years