APWU HEALTH PLAN

OPENING SESSION

Presented by: Rocky Midgett, Chief Operating Manager



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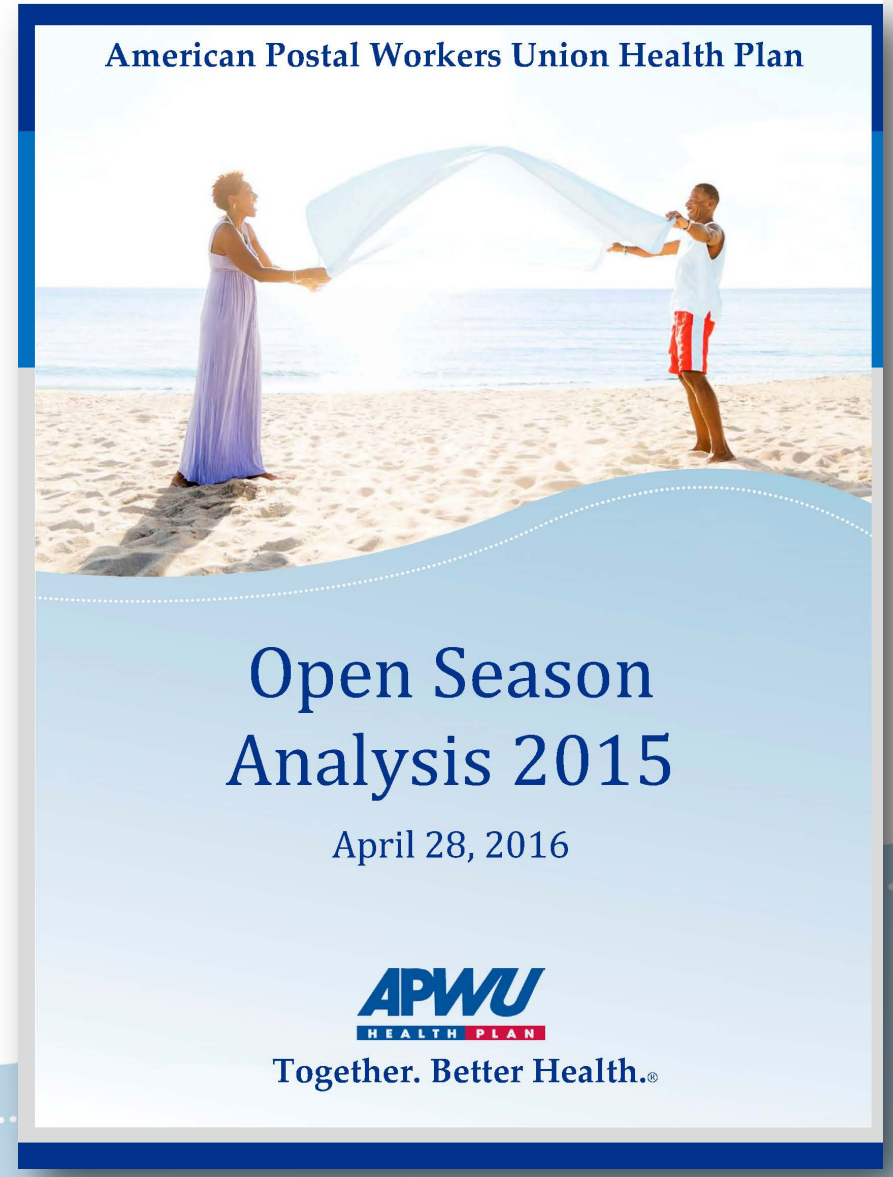
31st Annual Open Season Seminar

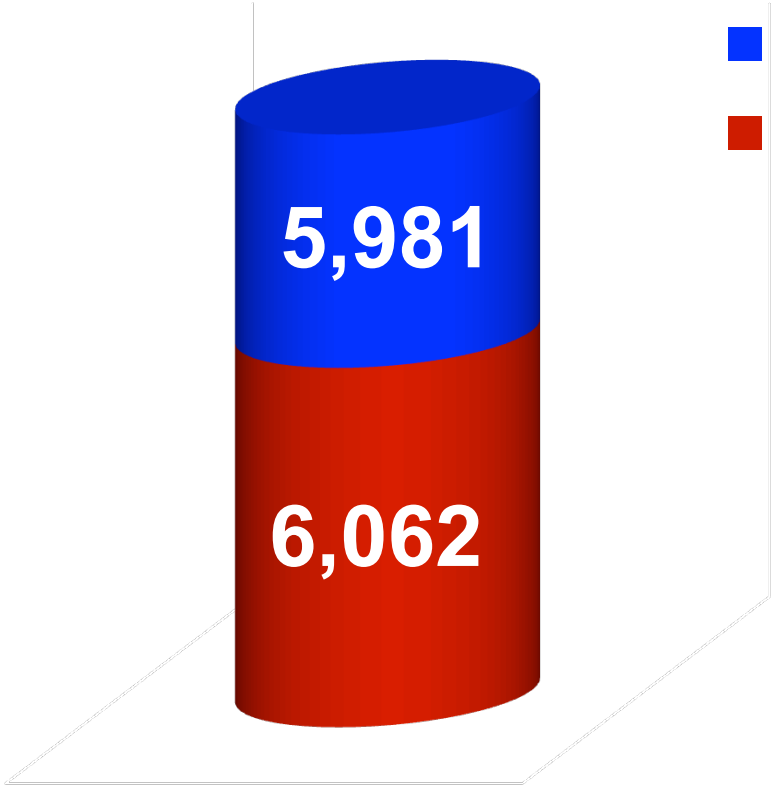
Health Plan Overview

- Open Season 2015 Analysis
- 2017 Premiums
- Competition
- Why the increase
- Benefit Changes

Open Season Analysis 2015



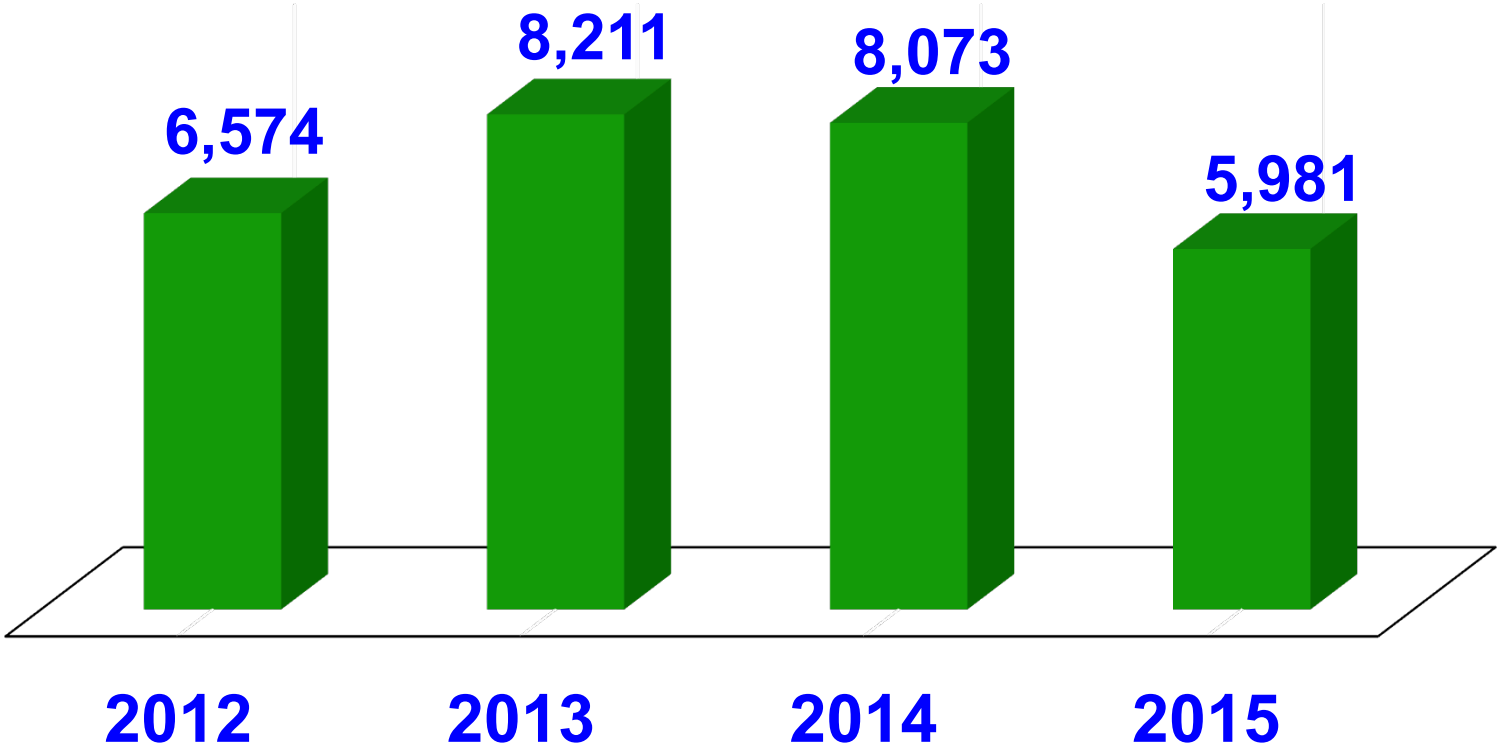
Executive Summary



- New Members: 5,981
- Disenrollment: 6,062
- Net Growth: -81
- 95% Retention Rate

Health Fairs Attended: 844
HPRs Attended: 552

Growth Trends

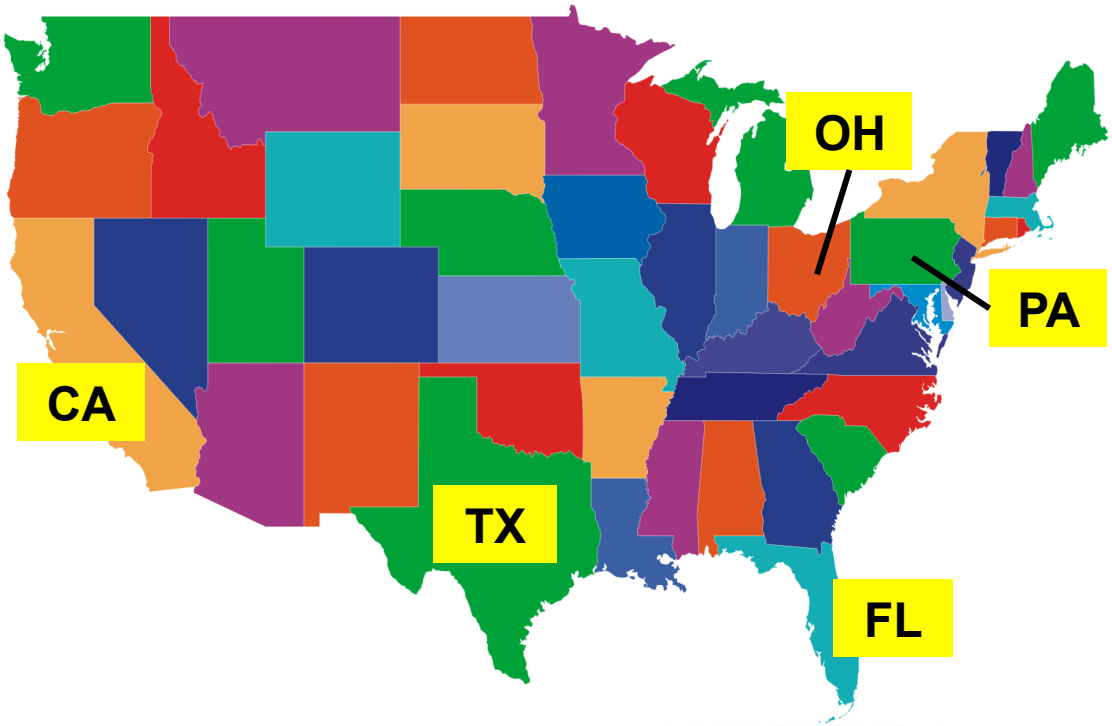


Net Growth by Plan

	High Option	Consumer Driven Option
New Members	2,974	3,007
	1,874	218
Retention Rate	95%	95%
Disenrollment	4,398	1,664
	2,771	815
Net Growth Membership	-1,424	1,343
	4,645	1,033

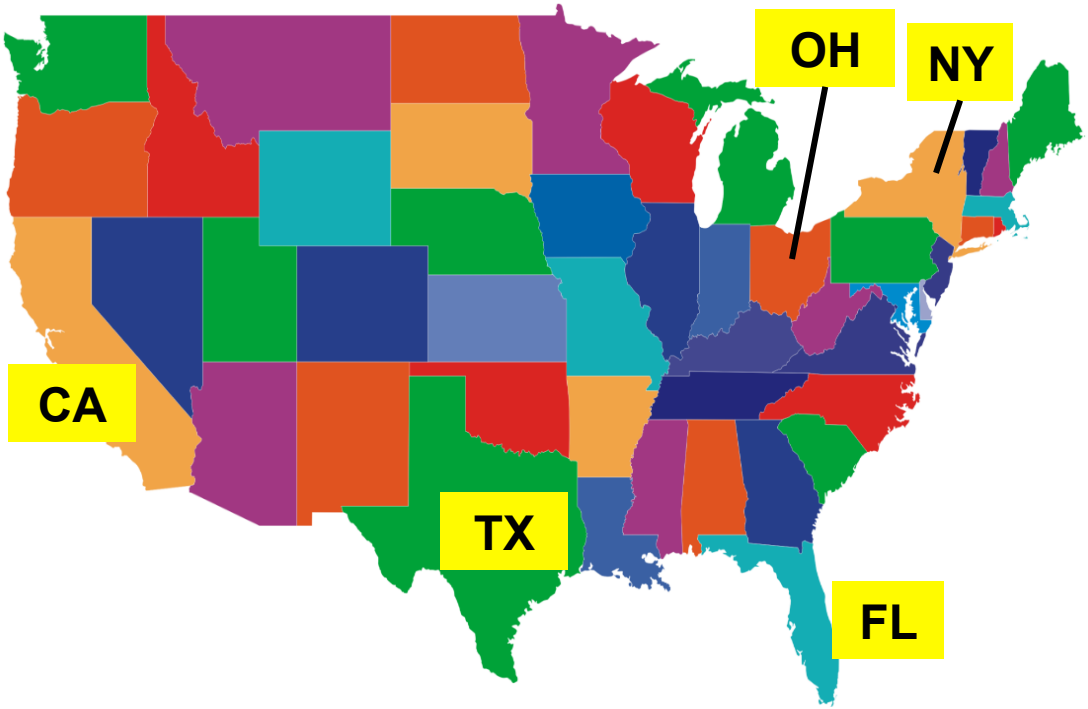
Top Five States for New Enrollment

- California
- Florida
- Ohio
- Pennsylvania
- Texas



Top Health Plan Members: 119,000

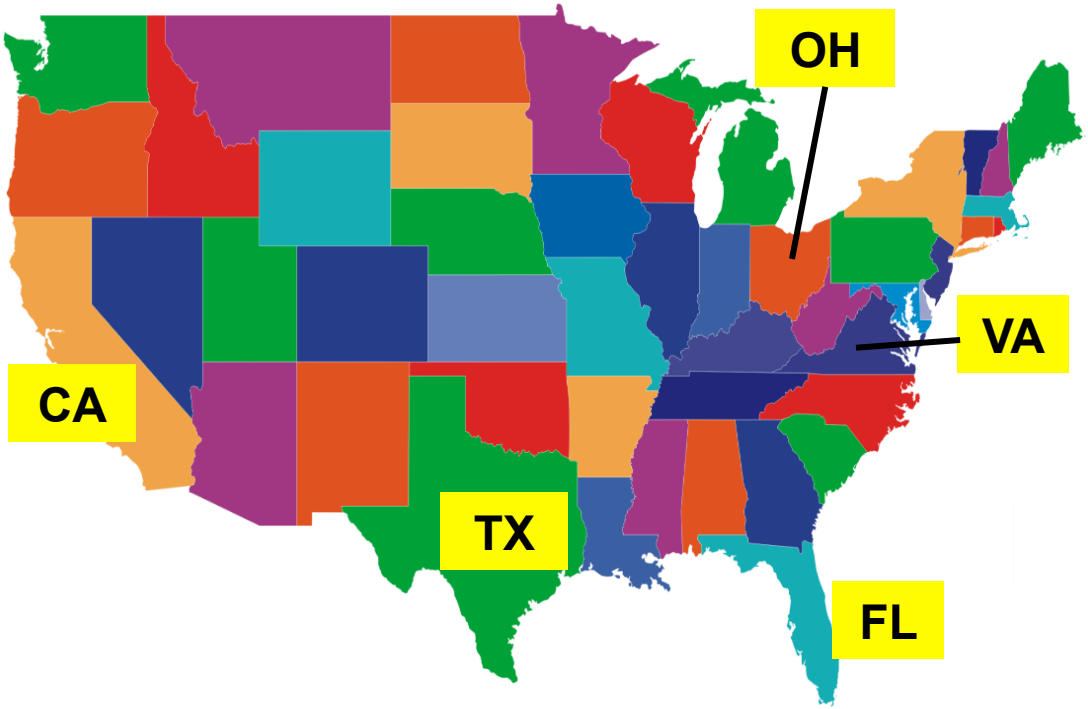
Top Five States with Highest Enrollment
High Option



- California
- Florida
- Ohio
- New York
- Texas

Top Health Plan Members: 119,000

Top Five States with Highest Enrollment Consumer Driven Option



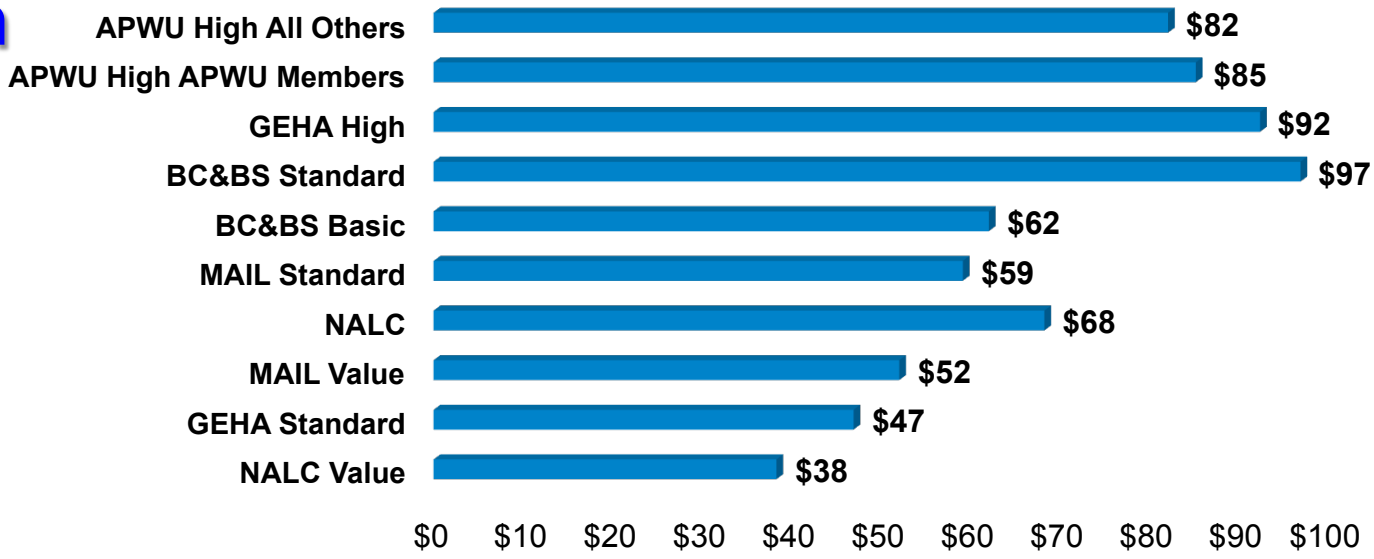
- California
- Florida
- Ohio
- Texas
- Virginia

Top Competitors

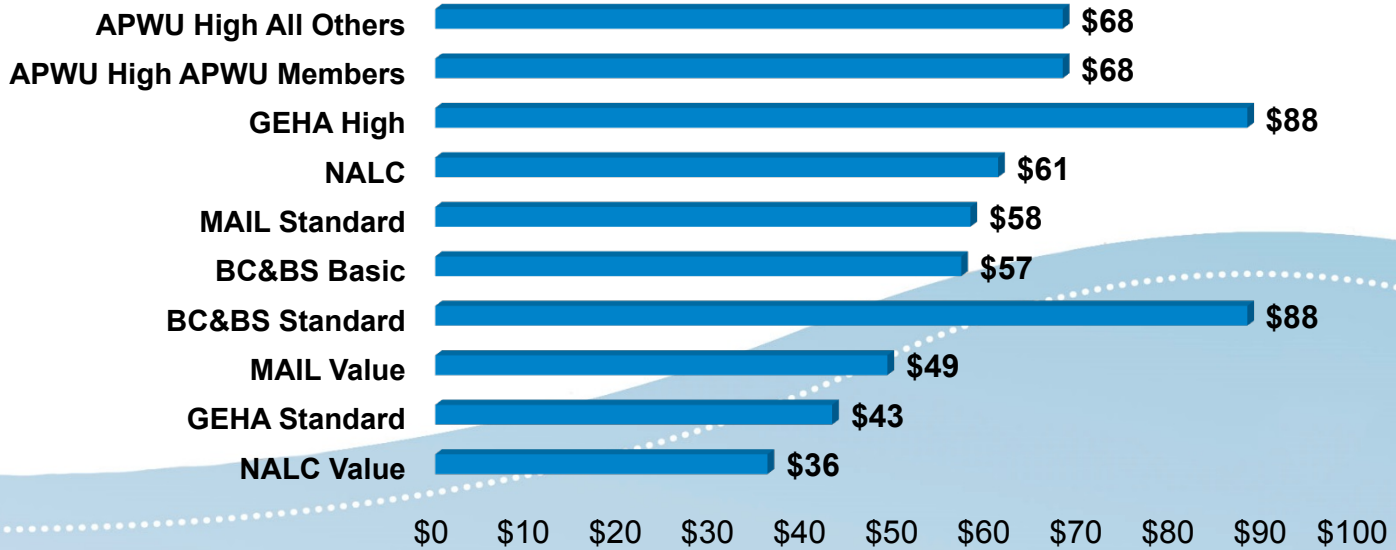
- Blue Cross Blue Shield Standard
- Blue Cross Blue Shield Basic
- GEHA High
- GEHA Standard

High Option Self-Postal

2017 Bi-Weekly Premium Self

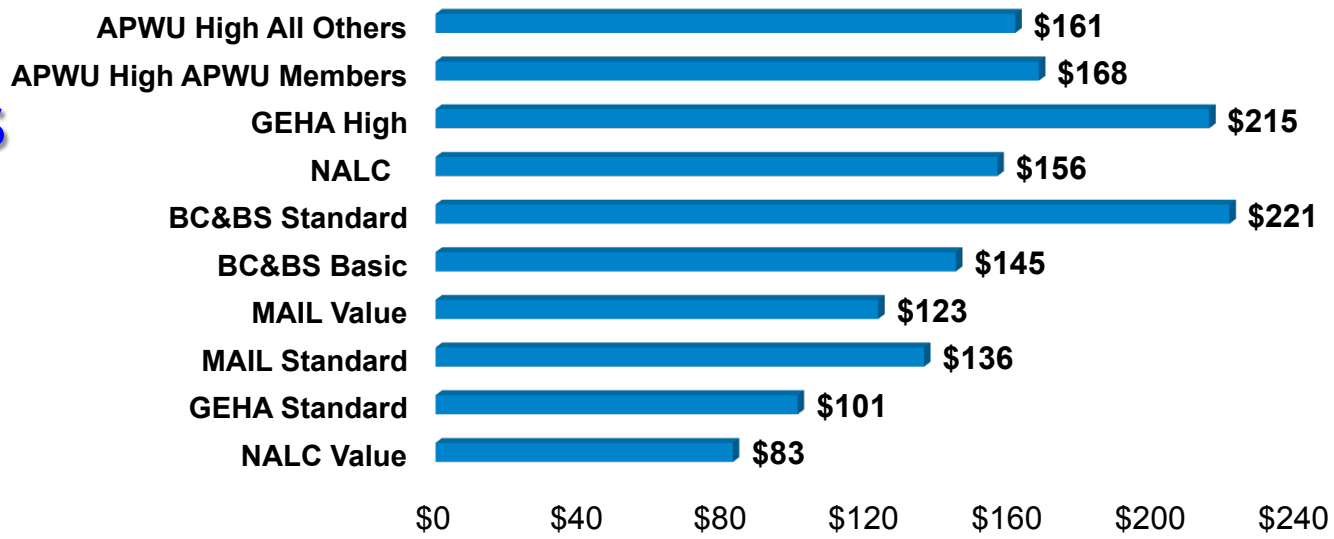


2016 Bi-Weekly Premium Self

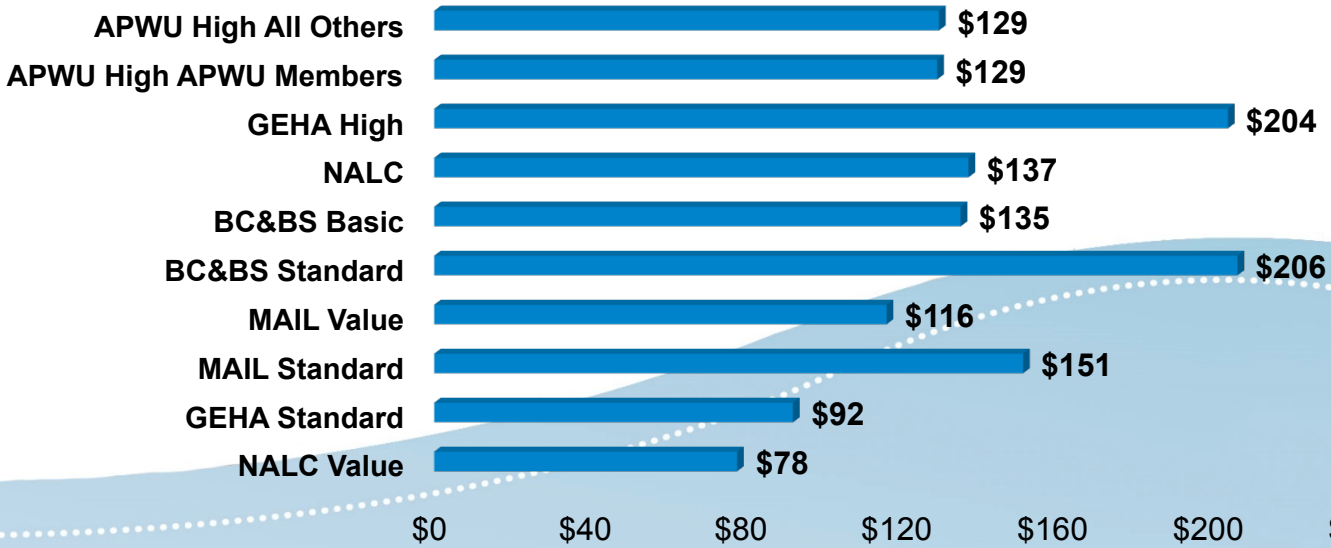


High Option Self Plus One - Postal

2017 Bi-Weekly Premium Self Plus One

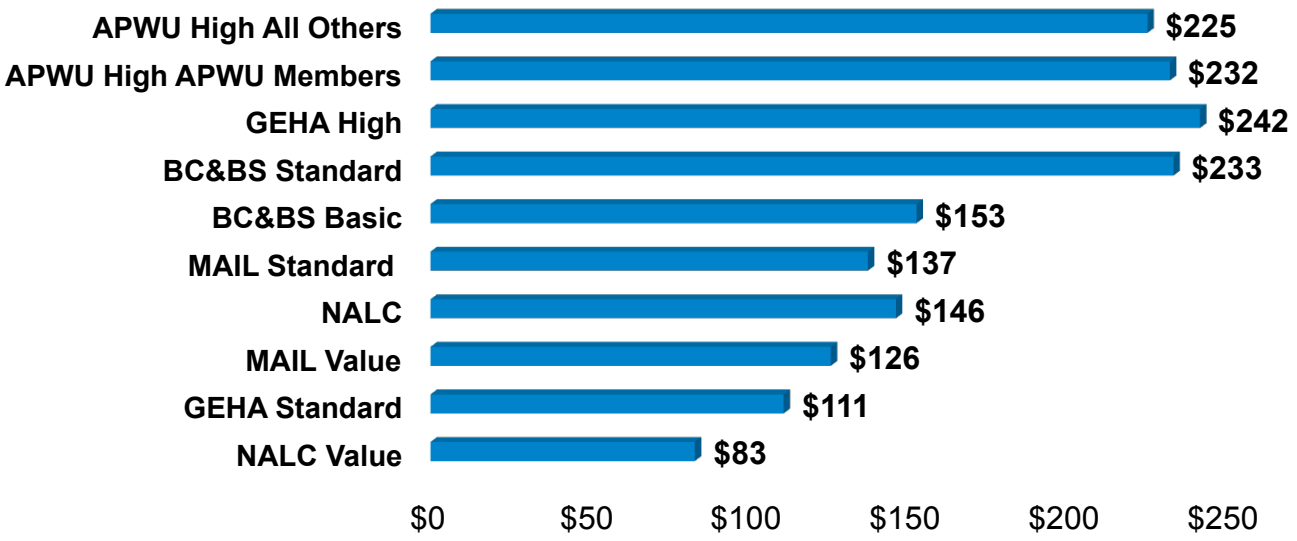


2016 Bi-Weekly Premium Self Plus One



High Option Family - Postal

2017 Bi-Weekly Premium Family



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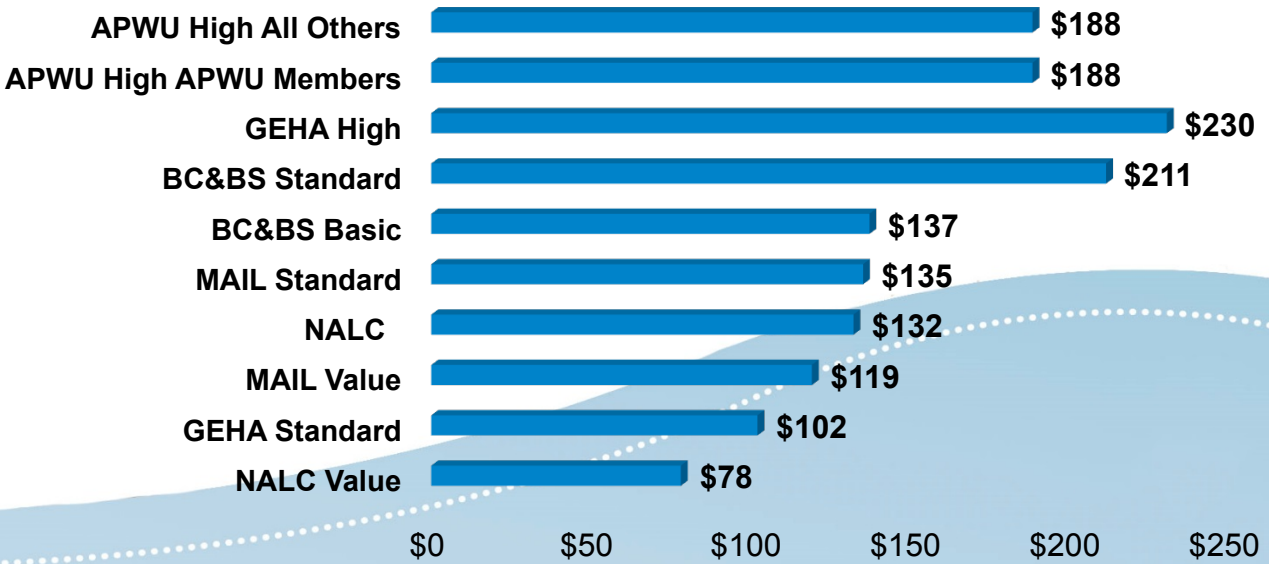
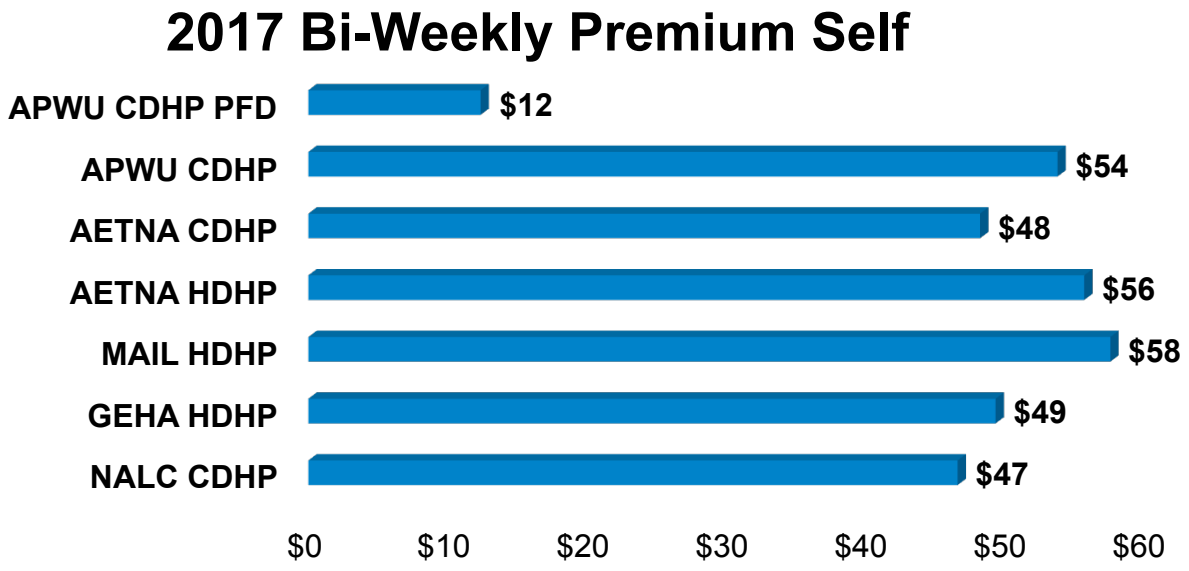
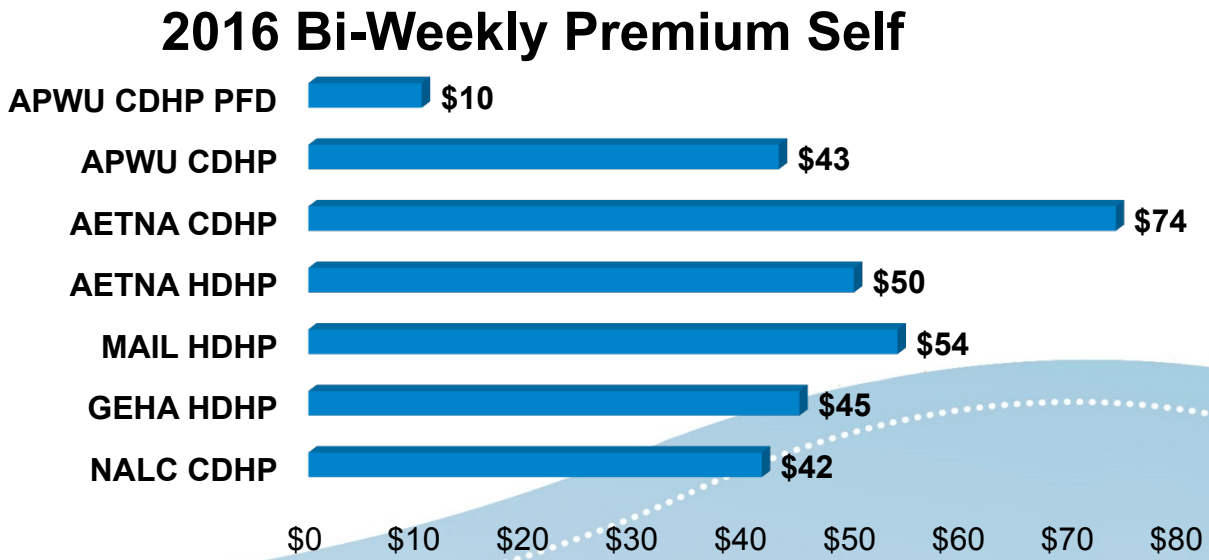


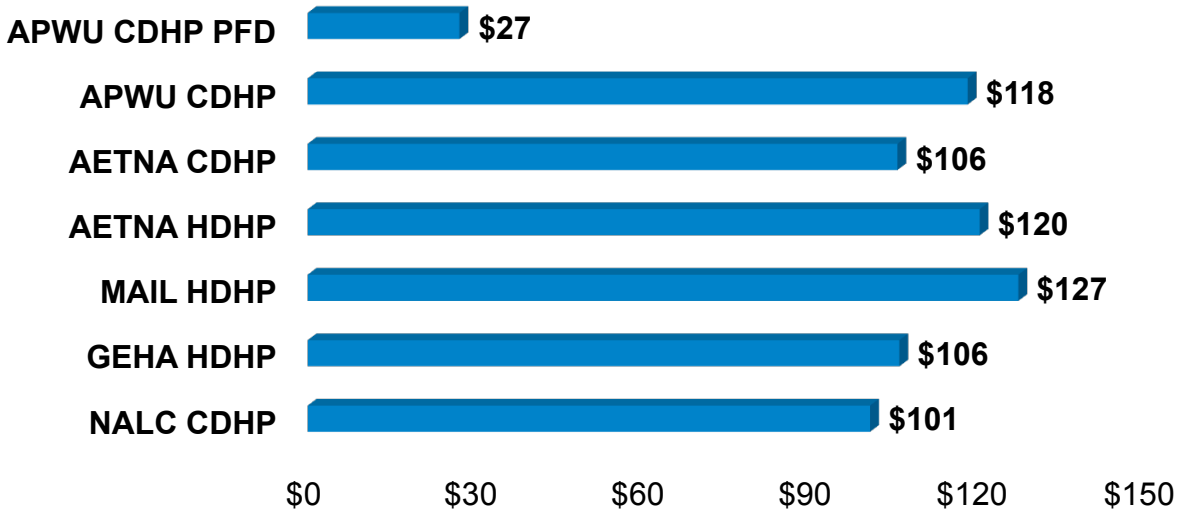
CDO Self - Postal



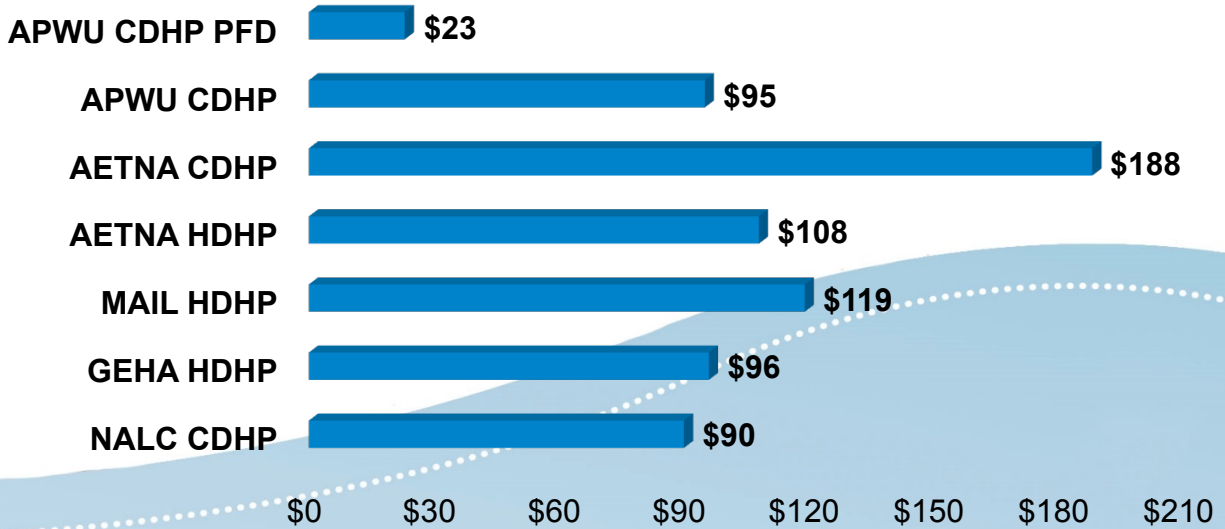


CDO Self Plus One - Postal

2017 Bi-Weekly Premium Self



2016 Bi-Weekly Premium Self



CDO Family - Postal

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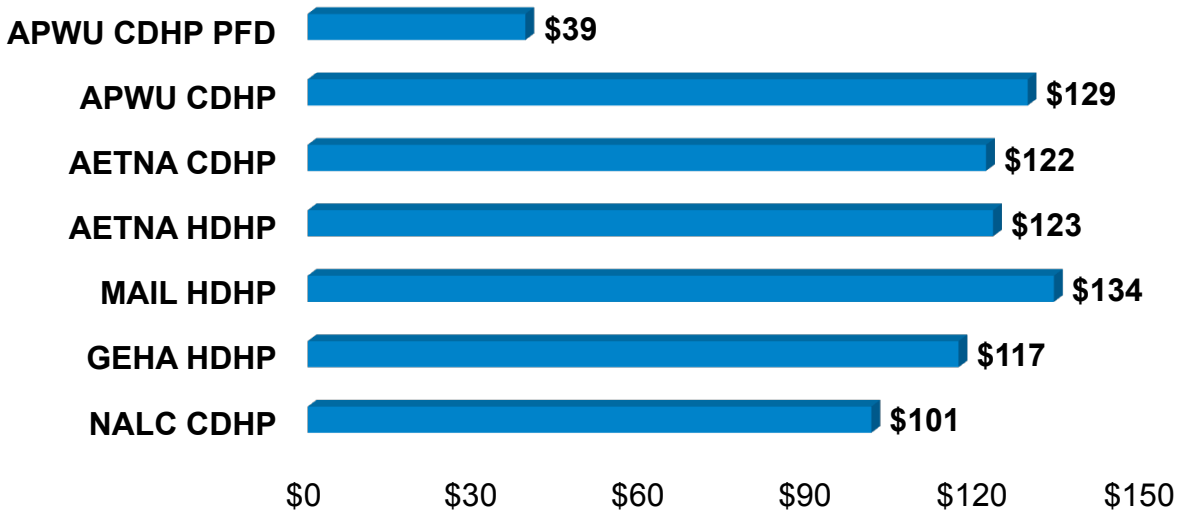

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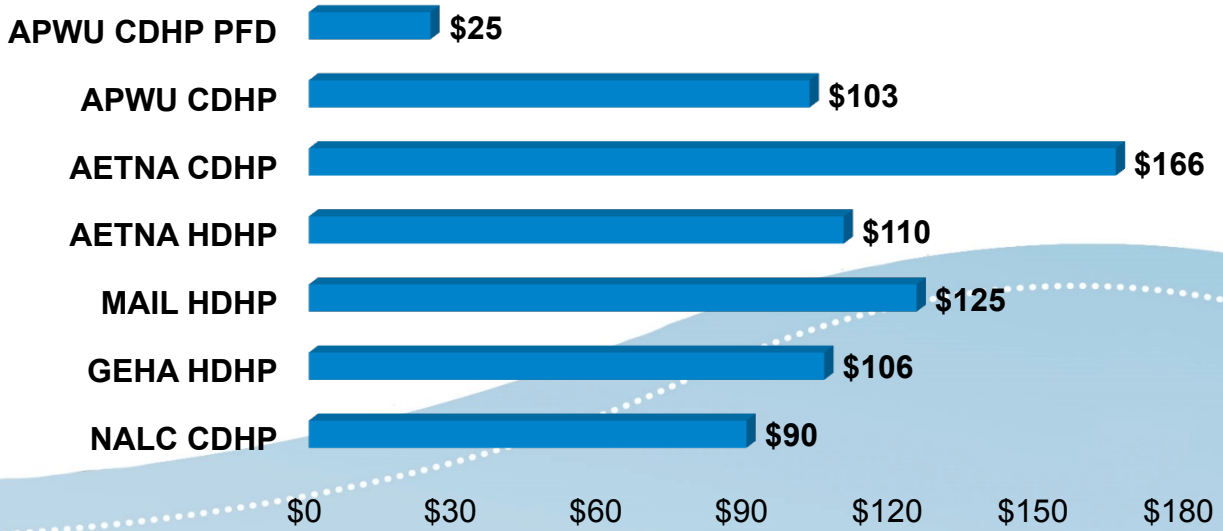

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About the 2017 Premiums

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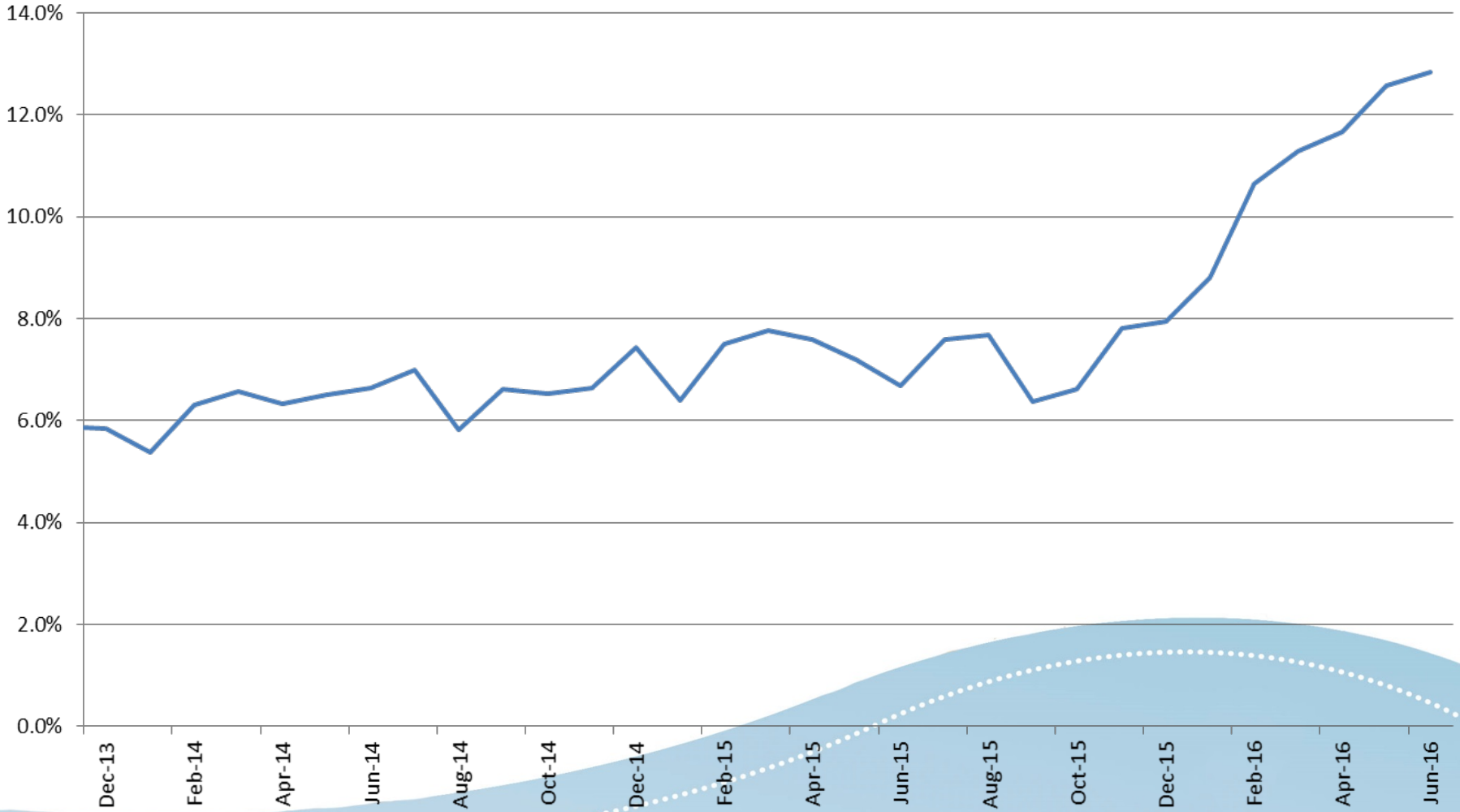
Average Premium Increase

- Premiums for the 2017 Federal Health Benefits (FEHB) Program are up by an average of 4.4 percent
- Premiums for APWU Health Plan have risen slightly more than the FEHB average

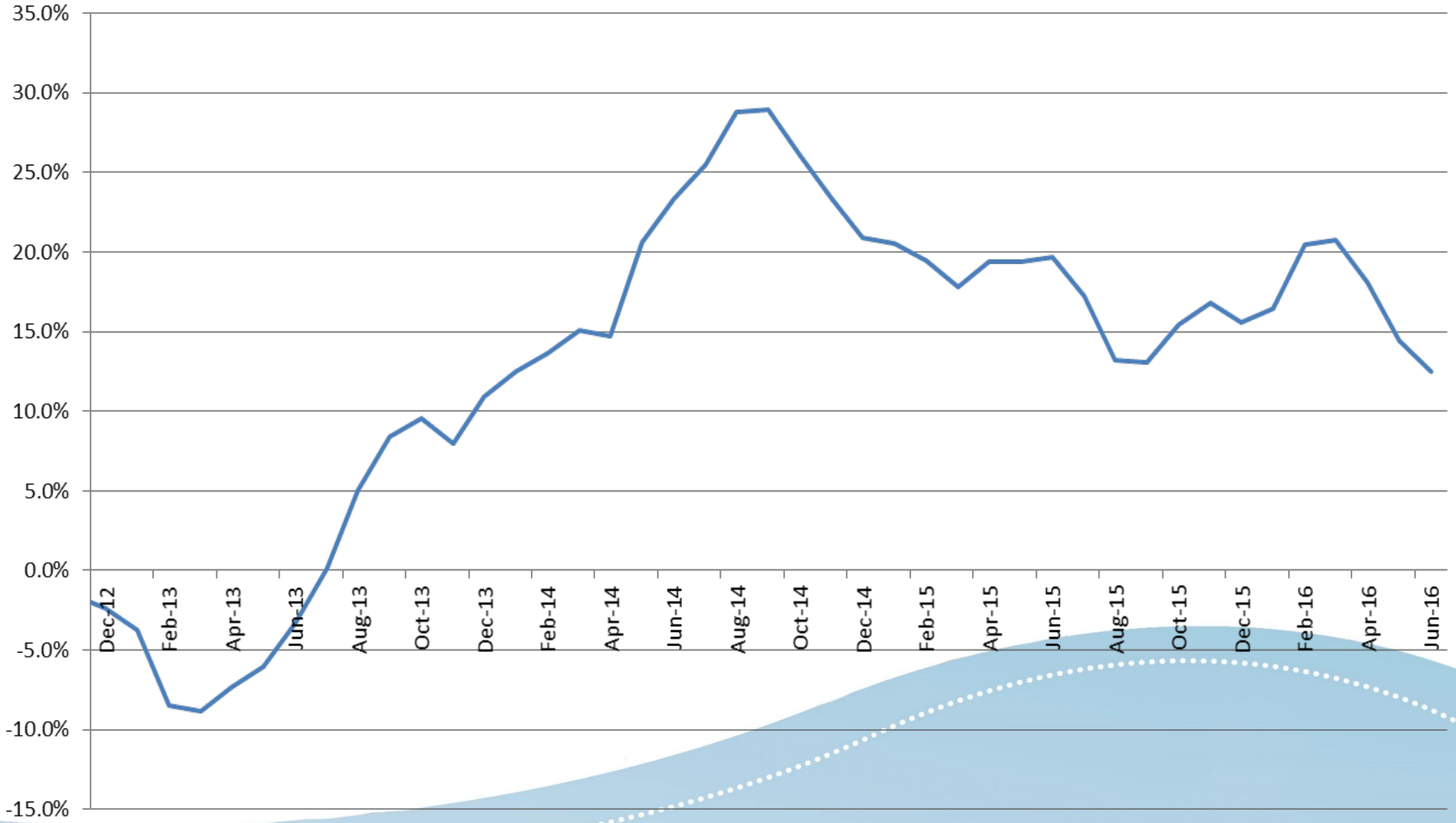
Why the APWU Health Plan Increase?

- Prescription drug cost
  - Make-up about a quarter of the total costs for all of FEHB
- General inflation
- The aging of the covered population
- Claims expenses
  - Especially for Self and Family enrollment

High Option Per Member Per Month Rolling Trend



CDHP Option Per Member Per Month Rolling Trend



Value vs. Cost

- Rates are challenging
- We need to concentrate on the value of the services
- We are still very competitive
- And offer valuable benefits

Compare Plans

- www.opm.gov/fehbcompare
- This link is on the back of all the Federal Brochures
- Invite members and perspectives to compare plans
- They will find out that :

  APWU Health Plan's 2017 premium costs are still extremely competitive with the 2017 premium costs of other health plans in the FEHB Program…..and even lower in some instances.

APWU Health Plan Cost Sharing Levels Still Very Competitive

- Review more than just the premium cost when comparing plans
- Compare:
  - Copays
  - Coinsurance
  - Deductible
  - Catastrophic out-of-pocket maximums

Self Plus One Enrollment Type Still Very Competitive

- APWU Health Plan still has about **8,900** members who fall under Self Plus One, but have Self and Family enrollment
- If you are eligible for Self Plus One - Consider changing and save money!
- Self Plus One rates are lower than the Self and Family enrollment
  - Unlike some of the other FEHB plans (about 40) where Self Plus One is equal to or even greater than Self and Family enrollment

Preferred Rates
Consumer Driven Option

- APWU members that have been in FEHB more than a year qualify for preferred premiums
- USPS pays 95% of the premium under the recent negotiated contract
- Premiums are as low as $12 for comprehensive benefits because you are APWU members
- Compare plans

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Benefit Changes

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Benefit Changes
Both Plans

- Increased preventive screening benefit:
  - 100% coverage in-network for adults for complete blood count (CBC), routine electrocardiogram, chest X-ray and hemoglobin A1C
- Increased hospice benefit to $15,000 lifetime, which includes advance care planning
- Added virtual office visits
- Added outpatient Applied Behavior Analysis (ABA) for children with autism spectrum disorder

Benefit Changes
High Option

- Catastrophic out-of-pocket maximum *(in-network)*
  - $5,500 Self Only
  - $6,500 Self Plus One and Self and Family
- Deductible *(in-network)*
  - $350 Self Only
  - $700 Self Plus One and Self and Family
- Office visit copay *(in-network)* = $20
- Removed financial incentive for Healthy Pregnancies, Healthy Babies Program

Benefit Changes
Consumer Driven Option

- Access the Traditional Prescription Drug Formulary (OptumRx)
- Specialty drugs must be obtained through Specialty Pharmacy
- Complete HRA adds $50 to PCA for each covered member over the age of 18
- Catastrophic out-of-pocket maximum
  - $5,000 Self Only (in-network)
  - $10,000 Self Plus One and Self and Family (in-network)
  - $13,700 Self Plus One and Self and Family (out-of-network)
- Deductible
  - $800 Self Only
  - $1,600 Self Plus One and Self and Family