Future Topics Referred to the Strategies on Evidence and Outcomes Workgroup

Following are staff discussions on each of the topics that were referred by the Board to the Strategies on Evidence and Outcomes Workgroup for review and consideration.

Future Topic Item #2 – Plan Options

Expand incentive office visits benefit across all health plans (with the exception of Plan 9 (HDHP))

Overview and discussion

OEBB members enrolled in Plans 2-5 pay a reduced copayment for office visits related to asthma, heart conditions and diabetes management. Members enrolled in Plan 6 have their deductible waived for incentive office visits. The purpose of the reduced cost sharing is to remove barriers that may discourage members to properly manage chronic conditions by maintaining the necessary treatment regimen.

- Consider expanding the incentive office visit copayment benefit to Plans 7 and 8 (if applicable due to other topics under consideration)
- Consider expanding the deductible waiver for incentive office visits to Plans 7 and 8 (if applicable due to other topics under consideration)

	Pros	Cons
Members	• Reduces financial impact associated with office visits for asthma, heart conditions, and diabetes management; • Increases incentive for members to maintain necessary treatment protocols for certain chronic conditions	• May increase overall premiums.
Entities	• None identified.	• May increase overall premiums
OEBB	• Helps to reduce future health care costs by: ✓ Increasing adherence to chronic disease management protocols and adherence to medications. ✓ Reducing the use of high cost services, such as ER visits and	• May increase overall premiums

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	Pros	Cons
	hospitalizations, resulting from a lack of self-management or adherence to treatment plan.	
Carriers	• Helps support efforts to increase members' adherence to chronic disease management care and medication protocols; • Reduces the use of high cost services, such as ER visits and hospitalizations, resulting from a lack of self-management or adherence to treatment plan.	• May require increase in premiums

Future Topic Items #4 – Encouraging Enrollment in Organized Systems of Care

Encourage enrollment in organized systems of care through increased access to medical plans and increased education.

Overview and discussion

OEBB currently offers four organized systems of care (medical home) options (Plans 1, 1A, 2 and 2A) and a Community Care Plan option (Plan 4) as part of the available medical plans. As of November 2011, just over 20 percent of the OEBB population has enrolled in one these medical home options.

Below are two options to encourage participation and potential pros and cons for each recommendation. The first option also supports the Business and Operations Workgroup recommendation to expand access to medical, dental and vision plans (Future Topic Item #1).

1) Consider increasing participation in OEBB organized systems of care plans by expanding access to all medical plans to all employees.

	Pros	Cons
Members	• Reduces complexity during insurance committee selection period; • Allows more options including organized system of care.	• Could increase confusion during open enrollment due to increased options to consider.

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	Pros	Cons
Entities	• Improved employee health through greater participation in organized systems of care; • Eliminates or reduces complexity of selecting plans to be available to employee groups during plan selection period.	• Increases number of potential payroll codes needed to support member plan selections.
OEBB	• Increased participation in plan designs that promote better quality of care and treatment; • Reduced potential utilization of high cost/high intensity (ER visits, hospital admissions) or inappropriate services; • Improved self-management of conditions; • Aligns with recommendation from the Business and Operations Workgroup to expand access to medical plans.	• Some implementation costs related to reprogramming system.
Carriers	• Administrative simplification; allows more access to organized system of care; • Promotes participation in organized systems of care; • Increases participation in plan designs that promote better quality of care and treatment; • Reduced potential utilization of high cost/high intensity (ER visits, hospital admissions) or inappropriate services; • Improved self-management of	

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	Pros	Cons
	conditions	

2) Consider increasing participation in OEBB organized system of care plans by increasing member/entity education about medical plans with organized systems of care.

	Pros	Cons
Members	• Increases member understanding about the benefits of medical plans with organized systems of care.	
Entities	• Improved employee health through greater participation in organized systems of care; • Increases entity understanding about the benefits of medical plans with organized systems of care.	• Increases number of potential payroll codes needed to support member plan selections.
OEBB	• Increased participation in plan designs that promote better quality of care and treatment; • Reduced potential utilization of high cost/high intensity (ER visits, hospital admissions) or inappropriate services; • Improved self-management of conditions.	• Requires increased staff time and resources, dependent upon strategies that are used.
Carriers	• Promotes participation in organized systems of care; • Increased participation in plan designs that promote better quality of care and treatment; • Reduced potential utilization of high cost/high intensity (ER visits, hospital	

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	Pros	Cons
	admissions) or inappropriate services. Improved self-management of conditions.	

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