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MEMORANDUM

TO: Health Care Commission
J. Scott Day
Steve Dechant
Sandy Praeger
Nancy Ruoff
Dennis Taylor

FROM: Mike Michael

DATE: November 23, 2011

SUBJECT: **Active Employee Open Enrollment 2012 Report**

Active employee Open Enrollment was held from October 1 through October 31. One hundred and nine (109) Open Enrollment meetings were held for employees in thirty-two (32) cities, and four online Open Enrollment webinars were held. Staff estimates that approximately 6,586 employees attended these meetings.

Approximately 33,570 employees utilized the online Open Enrollment system for State employees to review their health plan coverage. Of those logging into the Open Enrollment system, 33,139 reviewed and saved their health plan elections for Plan Year (PY) 2012. This was the first year for Non State Groups to use an online Open Enrollment portal for enrollment, and 7,420 Non State employees made their health care elections online.

Final enrollment numbers are not available at this time but, as of November 23, 2011, the State and Non State active employee enrollment was as follows:

Vendor	Plan A	Plan B	Plan C	Waived
Blue Cross and Blue Shield of Kansas	35,781	2,842	455	
Coventry Health Care of Kansas	2,337	275	277	
UnitedHealthcare	273	72	91	
Waived Coverage				2,680
Total	38,391	3,189	823	2,680

Flexible Spending Accounts (FSAs) require an annual election to participate, and 9,631 State employees elected the traditional medical FSA, 46 elected the new limited FSA for Plan C members, and 1,241 elected a dependent care FSA.

Non Tobacco Use Discount

	Non Tobacco Users			Tobacco Users			Did Not Disclose/ No Discount		
	2010	2011	2012	2010	2011	2012	2010	2011	2012
State	29,851	30,252	29,374	2,273	2,753	2,811	3,472	3,467	2,812
Non State	5,479	6,109	6,143	524	541	876	178	163	350
Total	35,330	36,361	35,517	2,797	3,294	3,687	3,650	3,630	3,162

The category “did not disclose” their tobacco status includes members who elected not to disclose their tobacco status or took no action during open enrollment and were defaulted into the “did not disclose” category. PY 2012 is the last year for the non tobacco user’s discount. The Health Care Commission (HCC) voted to replace the tobacco discount with the new HealthQuest Rewards Program beginning with PY 2013. Employees will need to earn 20 points by participating in the wellness program by July 31, 2012, in order to qualify for the premium discount for PY 2013. Employees are required to complete the online health assessment worth 10 points and earn 10 points for other wellness activities, including being a non tobacco user or completing the tobacco cessation program.

Enrollment in the voluntary vision plan through Superior Vision as of November 23, 2011:

<u>Coverage Level</u>	<u>Enrolled</u>
Basic Plan	9,149
Enhanced Plan	24,161
Waived Vision	11,768
Total Enrolled	33,310

The Direct Bill open enrollment for retirees began November 1 and runs through November 30. Enrollment numbers for the Direct Bill program are not available at this time. The Direct Bill call center staff conducted twenty seven (27) Direct Bill open enrollment meetings at thirteen (13) locations throughout the state.