



Miami-Dade County Labor Healthcare Committee

May 13, 2014

In Review...

Goals of the Labor Healthcare Committee

- ▶ Provide opportunity for open discussions regarding healthcare
- ▶ Identify Potential Cost Savings/Plan Redesign to address:
 - Rising costs of healthcare
 - FY 2014-15 Budget
- ▶ Timelines
 - Collective Bargaining Negotiations 2014-2017
 - Open Enrollment 2015
- ▶ Continue to provide high level of benefits to our employees

In Review...

▶ Review of Affordable Care Act

- MDC equivalent to “Platinum Plan” at 91.6% vs. Minimum Essential Coverage required at 60% or “Bronze Plan”
- Biweekly cost for **Individual** Age 50 for a “Platinum HMO Plan” can range from (\$229.63 – \$293.15)
- Benefit changes required as a result of healthcare reform
 - Out of pocket maximums
 - Affordable Care Act Excise Tax (Penalties in 2018)

In Review...

- ▶ Review of MDC/JHS Enrollment/Utilization
 - Approximately 60,000 Lives
 - Single Coverage Premium for most plans is \$0
 - (POS \$14.90 biweekly)
 - Approximately 62% of MDC employees have single coverage

- ▶ “Select” Plan offered to Jackson Employees
 - Offers same benefits as HMO High
 - Lower Premiums for Family Coverage
 - Limited Providers
 - 70% of Physicians are in Select Network

In Review...

AvMed Network Hospitals

Miami-Dade County

Anne Bate Leach Eye Hospital
Aventura Hospital and Medical Center
Baptist Hospital*
Coral Gables Hospital
Doctor's Hospital*
Hialeah Hospital
Homestead Hospital*
Jackson Memorial Hospital*
Jackson North Medical Center*
Jackson South Community Hospital*
Kendall Regional Medical Center*
Larkin Community Hospital
Mercy Hospital*
Miami Children's Hospital
Mt. Sinai Medical Center*
North Shore Medical Center
Palmetto General Hospital
South Miami Hospital*
University of Miami Hospital
University of Miami Hospital & Clinics
West Kendall Hospital*

Broward County

Broward Health Medical Center*
Cleveland Clinic Hospital
Coral Springs Medical Center
Holy Cross*
Imperial Point Medical Center
Memorial Hospital West*
Memorial Hospital Miramar*
Memorial Hospital Pembroke*
Memorial Regional Hospital*
Memorial South*
North Broward Medical Center
Northwest Medical Center*
Plantation General Hospital
North Shore Medical Center/FMC Campus
University Hospital Medical Center
Westside Regional Medical Center

Palm Beach County

Bethesda Memorial Hospital*
Boca Raton Regional Hospital*
Delray Medical Center
Good Samaritan Medical Center
JFK Medical Center
Jupiter Medical Center*
Lakeside Medical Center
Palm Beach Gardens Medical Center
Palms West Hospital*
St. Mary's Medical Center
Wellington Regional Medical Center
West Boca Medical Center*



* Select Network

In Review...

Shifting Services to More Efficient Settings

- Select Network
 - If 25% migration... \$8M Savings
- Emergency Room vs. Urgent Care Centers
 - If 60% migration... \$847K Savings
- Jackson vs. Other Facilities
 - If 25% migration... \$19M Savings
 - If 100% migration... \$76.9M Savings
- Advanced Imaging (Free Standing Facilities vs. Hospitals)
 - If 60% migration... \$2.2M Savings

Possible Plan Design Changes

- ▶ Presentation by Gallagher Benefits....