



Travis County Commissioners Court Agenda Request

Meeting Date:
Prepared By:
Elected/Appointed Official/Dept. Head:

October 9, 2012, Voting Session
John Rabb, HRMD, 854-2472
Diane Poirot, HR Director 854-9165
Leslie Browder, County Executive-PBO
854-8679
Judge Biscoe

Sponsors:

AGENDA LANGUAGE:

Consider and take appropriate action on the Summary Plan Descriptions for Travis County Healthcare Plans for Fiscal Years 2010 through 2013.

BACKGROUND/SUMMARY OF REQUEST AND ATTACHMENTS:

The Travis County Employee and Retiree health plans are self-funded plans, for which the County contracts with Unitedhealthcare (UHC) for Third Party Administration services. As part of this administration service the plans must have written Summary Plan Descriptions (SPD's) so UHC knows how to administer the plan, and the plan participants have written information on what benefits are covered or not covered, and how those services will be considered at time of claim. These SPD's provide valuable information to members of the plan regarding the benefits of the plan, and any requirements or exclusions that they need to be aware of to fully understand their benefits. A few examples of what might be included in an SPD are shown below:

- A description of the benefits included in the plan that is written in understandable language,
- A listing of any excluded services, or services requiring a special procedure, such as a transplant,
- Co-payments or co-insurance amounts the covered persons may be responsible for paying (including when copays and co-insurance apply),
- the legal aspects of the plan including the appeals process, COBRA, and the coordination of benefits with other responsible plans,

Each year Commissioners Court has considered, and often implemented, changes to the benefits and the contribution to each of the plans. However, these have not been fully documented in SPDs approved by the court since 2005. With the legal changes implemented by the federal Affordable Care Act, it would be advantageous to formally document the details of each plan in the last year before this act was effective for reference in case of subrogation or other legal actions. In addition, it is important to record the changes made and when they were made over the last two years because some of these are significant.

Despite the name, these descriptions are lengthy, averaging over 150 pages each. In the past, there have been separate SPDs for

- Choice Plus Preferred Provider Organization (PPO),
- Choice Exclusive Provider Organization (EPO), and
- Co-insured Choice Exclusive Provider Organization (CEPO).

Therefore, we are bringing SPDs related to several years to you for approval at this time. We have combined the plans for actives and retirees into one SPD for each Plan, as some provisions differ for actives and retirees.

While technically 6 plans (3 for active, and 3 for retirees) these are combined into 3 SPD's for Fiscal Year 2010 (FY 10) and into 1 SPD for FY 11 and after. The first set of SPD's follows the format used in 2005 when the last SPDs were approved.

The FY11- FY12 SPD and the FY13 SPD use a new user friendly format and have consolidated all plans into one document because the benefit descriptions and legal aspects of the plans which represent about 90% of each plan are the same for all plans. The plans differ in relation eligibility, enrollment options, and the applicable contributions that a covered person must pay.

The FY 13 SPD incorporated the changes that have been made in the plan in the last two years into the main document so that it will be clearer and easier for employees to use. In addition, all of the most recent federal healthcare reform mandates that are applicable have been included. Staff is looking forward to being able to place the FY 13 SPD on the intranet for easy access for most employees.

The SPDs attachments include:

For Fiscal Year 2010:

Combined Summary Plan Description for

- Choice Plus Plan for Travis County Employees and
- Choice Plus Plan for Travis County Retirees

Combined Summary Plan Description for

- Choice Plan for Travis County Employees and
- Choice Plan for Travis County Retirees

Combined Summary Plan Description for

- Co-Insured Choice Plan for Travis County Employees and
- Co-Insured Choice Plan for Travis County Retirees

For Fiscal Years 2011 and 2012:

Combined Summary Plans Description

- Choice Plus Plan for Employees,
- Choice Plus Plan for Retirees,
- Choice Plan for Employees,
- Choice Plan for Retirees
- Co-Insured Choice Plan for Employees, and
- Co-Insured Choice Plan for Retirees

For Fiscal Years 2013:

Combine Summary Plans Description

- Choice Plus Plan for Employees,
- Choice Plus Plan for Retirees,
- Choice Plan for Employees,
- Choice Plan for Retirees
- Co-Insured Choice Plan for Employees, and
- Co-Insured Choice Plan for Retirees

STAFF RECOMMENDATIONS:

Consider and take appropriate action on the Summary Plan Descriptions for Travis County Healthcare Plans for Fiscal Years 2010 through 2013.

Staff Recommends approval of the Summary Plan Descriptions for Travis County Healthcare Plans for Fiscal Year 2010 through 2013

ISSUES AND OPPORTUNITIES:

Staff is pleased to be able provide current SPD's to employees and retirees that contain the latest in healthcare reform provisions. It is also a compliance issue, as health plans are required to make Summary Plan Descriptions available. Our plan is to load these on Travis Central for ease of access by employee and also load on external site for use by retirees. . A printed copy may be made by accessing online, or if needed, contact HRMD and a printed copy will be provided.

FISCAL IMPACT AND SOURCE OF FUNDING:

There is no fiscal impact to Travis County. The Summary Plan Descriptions were prepared as part of the administrative services provided by United Healthcare and internal Travis County resources.

REQUIRED AUTHORIZATIONS:

Human Resources Management
Human Resources Management
Human Resources Management
Planning and Budget Office
County Judge's Office
Commissioners Court

Diane Poirot
John Rabb
Cindy Purinton/Shannon Steele
Leslie Browder
Cheryl Aker
Gillian Porter