

Membership and Population Profile
Reporting Period: July 1, 2008 - June 30, 2009

	All Other Groups Employees and Dependents			Community College System Employees and Dependents			Department of Correction Employees and Dependents			Department of Health and Human Services Employees and Dependents			Department of Transportation Employees and Dependents		
Total members qualifying for analysis*	48,320			22,476			26,883			26,626			18,303		
Mean age	36.0			38.9			36.4			38			37.3		
Male %	46%			42%			54%			36%			67%		
Female %	54%			58%			46%			64%			33%		
Total Medical Costs	Total Cost PMPY**	Total Cost		Total Cost PMPY	Total Cost		Total Cost PMPY	Total Cost		Total Cost PMPY	Total Cost		Total Cost PMPY	Total Cost	
Medical Costs	\$3,288	\$158,889,028		\$3,344	\$75,163,079		\$3,437	\$92,406,614		\$3,436	\$91,483,234		\$3,201	\$58,589,527	
Utilization Rates and Costs	Rate/1000	Number of Admits/ER Visits	Total Cost/Admit or ER Visit	Rate/1000	Number of Admits/ER Visits	Total Cost/Admit or ER Visit	Rate/1000	Number of Admits/ER Visits	Total Cost/Admit or ER Visit	Rate/1000	Number of Admits/ER Visits	Total Cost/Admit or ER Visit	Rate/1000	Number of Admits/ER Visits	Total Cost/Admit or ER Visit
Admits per 1000	53.5	2,587	\$13,518	48.0	1,079	\$11,816	57.4	1,544	\$11,322	53.9	1,435	\$11,989	49.6	907	\$11,495
ER visits per 1000	132.9	6,420	\$833	132.8	2,984	\$758	317.3	8,529	\$649	217.9	5,803	\$747	162.8	2,980	\$809
Chronic Condition Summary	Prevalence	Number of Members Identified	Total Cost PMPY	Prevalence	Number of Members Identified	Total Cost PMPY	Prevalence	Number of Members Identified	Total Cost PMPY	Prevalence	Number of Members Identified	Total Cost PMPY	Prevalence	Number of Members Identified	Total Cost PMPY
Any Chronic Condition	25.0%	12,058	\$6,774	29.3%	6,595	\$6,269	33.8%	9,075	\$6,438	32.8%	8,728	\$6,187	31.8%	5,813	\$6,035
High Predicted Medical Cost	1.1%	543	\$34,947	1.3%	302	\$33,043	1.5%	398	\$35,981	1.4%	378	\$35,110	1.3%	246	\$34,713
Asthma	4.6%	2,228	\$6,355	5.1%	1,137	\$6,328	4.8%	1,300	\$7,083	5.4%	1,437	\$6,488	4.2%	762	\$6,208
Adults	3.1%	1,497	\$8,044	3.8%	844	\$7,787	3.5%	928	\$9,207	4.0%	1,054	\$7,909	2.7%	501	\$8,018
Children	1.5%	731	\$2,896	1.3%	293	\$2,125	1.4%	372	\$1,787	1.4%	383	\$2,580	1.4%	261	\$2,733
Chronic Obstructive Pulmonary Disease (COPD)	0.5%	244	\$16,873	0.8%	174	\$14,752	0.9%	245	\$14,220	0.7%	176	\$15,684	1.0%	178	\$14,522
Congestive Heart Failure (CHF)	0.3%	124	\$32,560	0.4%	84	\$23,303	0.4%	113	\$23,863	0.5%	132	\$23,756	0.3%	59	\$19,278
Coronary Artery Disease (CAD)	1.8%	888	\$16,341	2.3%	511	\$13,116	2.9%	793	\$15,492	2.0%	523	\$16,797	3.1%	576	\$13,094
Diabetes	5.9%	2,869	\$9,430	7.4%	1,660	\$8,636	10.0%	2,675	\$8,391	9.0%	2,392	\$8,269	8.6%	1,573	\$8,221
Hypertension	19.8%	9,547	\$7,147	23.8%	5,347	\$6,517	28.4%	7,624	\$6,744	27.2%	7,252	\$6,351	26.5%	4,857	\$6,141
Other Chronic Conditions	Prevalence	Number of Members Identified	Total Cost PMPY	Prevalence	Number of Members Identified	Total Cost PMPY	Prevalence	Number of Members Identified	Total Cost PMPY	Prevalence	Number of Members Identified	Total Cost PMPY	Prevalence	Number of Members Identified	Total Cost PMPY
Mental Health	5.3%	2,568	\$8,285	5.9%	1,337	\$7,601	5.4%	1,441	\$8,345	6.3%	1,687	\$8,011	4.1%	743	\$8,534
Migraine	3.8%	1,841	\$6,811	4.3%	964	\$6,184	3.4%	921	\$7,622	4.6%	1,221	\$6,228	2.7%	489	\$6,418

*Eligible members for NC HealthSmart services include active employees and dependents who have the State Health Plan as their primary insurer. Members who have Medicare as their primary insurer are not eligible. Non-Medicare retirees are eligible for the NC HealthSmart program, but are not included in this report.

**PMPY = Per Member Per Year

Membership and Population Profile
 Reporting Period: July 1, 2008 - June 30, 2009

	NC Public Schools Employees and Dependents			UNC Healthcare Employees and Dependents			UNC System Employees and Dependents			All Eligible Employees and Dependents		
Total members qualifying for analysis*	275,235			9,898			70,347			498,088		
Mean age	35.7			32.9			36.7			36.2		
Male %	32%			36%			46%			39%		
Female %	68%			64%			54%			61%		
Total Medical Costs	Total Cost PMPY	Total Cost		Total Cost PMPY	Total Cost		Total Cost PMPY	Total Cost		Total Cost PMPY	Total Cost	
Medical Costs	\$3,043	\$837,467,267		\$2,842	\$28,125,876		\$2,904	\$204,265,029		\$3,105	\$1,546,389,654	
Utilization Rates and Costs	Rate/1000	Number of Admits/ER Visits	Total Cost/Admit or ER Visit	Rate/1000	Number of Admits/ER Visits	Total Cost/Admit or ER Visit	Rate/1000	Number of Admits/ER Visits	Total Cost/Admit or ER Visit	Rate/1000	Number of Admits/ER Visits	Total Cost/Admit or ER Visit
Admits per 1000	53.0	14,583	\$10,047	56.0	554	\$7,422	45.9	3,227	\$10,619	52.0	25,916	\$10,716
ER visits per 1000	145.0	39,899	\$767	166.2	1,645	\$719	109.7	7,716	\$775	152.5	75,976	\$759
Chronic Condition Summary	Prevalence	Number of Members Identified	Total Cost PMPY	Prevalence	Number of Members Identified	Total Cost PMPY	Prevalence	Number of Members Identified	Total Cost PMPY	Prevalence	Number of Members Identified	Total Cost PMPY**
Any Chronic Condition	25.6%	70,361	\$5,877	20.4%	2,022	\$6,068	22.3%	15,716	\$5,987	26.2%	130,368	\$6,063
High Predicted Medical Cost	1.0%	2,628	\$33,493	0.7%	67	\$35,011	0.9%	616	\$33,072	1.0%	5,178	\$33,956
Asthma	5.1%	14,033	\$5,618	4.5%	447	\$6,448	4.9%	3,413	\$5,383	5.0%	24,757	\$5,845
Adults	3.5%	9,682	\$7,083	3.2%	314	\$8,251	3.4%	2,396	\$6,729	3.5%	17,216	\$7,365
Children	1.6%	4,351	\$2,358	1.3%	133	\$2,190	1.4%	1,017	\$2,213	1.5%	7,541	\$2,374
Chronic Obstructive Pulmonary Disease (COPD)	0.5%	1,248	\$13,717	0.3%	31	\$12,962	0.3%	234	\$15,462	0.5%	2,530	\$14,487
Congestive Heart Failure (CHF)	0.3%	730	\$21,256	0.2%	16	\$25,689	0.3%	197	\$22,326	0.3%	1,455	\$22,880
Coronary Artery Disease (CAD)	1.4%	3,919	\$14,689	1.0%	96	\$14,953	1.4%	1,001	\$13,918	1.7%	8,307	\$14,778
Diabetes	6.0%	16,418	\$8,316	4.5%	441	\$8,115	4.8%	3,355	\$8,282	6.3%	31,383	\$8,426
Hypertension	20.1%	55,451	\$6,218	15.7%	1,557	\$6,477	17.1%	12,043	\$6,252	20.8%	103,678	\$6,371
Other Chronic Conditions	Prevalence	Number of Members Identified	Total Cost PMPY	Prevalence	Number of Members Identified	Total Cost PMPY	Prevalence	Number of Members Identified	Total Cost PMPY	Prevalence	Number of Members Identified	Total Cost PMPY**
Mental Health	5.4%	14,783	\$7,073	5.9%	580	\$7,052	5.6%	3,938	\$7,242	5.4%	27,077	\$7,404
Migraine	4.3%	11,902	\$6,084	4.0%	397	\$6,763	3.6%	2,537	\$6,015	4.1%	20,272	\$6,246

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	Prevalence	Number of Members Identified	Prevalence	Number of Members Identified	Prevalence	Number of Members Identified	Prevalence	Number of Members Identified	Prevalence	Number of Members Identified
Opportunities for Shared Decision Making										
Back (Disc Surgery)	10.1%	4,892	10.5%	2,371	12.7%	3,409	11.9%	3,176	11.0%	2,007
Hip (Replacement Surgery)	3.2%	1,549	4.0%	892	4.0%	1,083	4.3%	1,146	3.8%	698
Knee (Replacement Surgery)	3.9%	1,873	4.1%	924	4.7%	1,272	4.9%	1,298	4.0%	731
Benign Uterine Conditions (Hysterectomy Surgery)	1.4%	695	1.5%	333	1.5%	403	2.0%	533	0.6%	114
Benign Prostatic Hyperplasia (Prostate Surgery)	1.9%	914	2.2%	497	2.1%	575	1.5%	392	2.9%	530
Coronary Artery Disease (Stents, "Bypass" Surgery)	8.4%	4,065	11.4%	2,561	11.7%	3,157	8.9%	2,360	12.1%	2,223
Breast Cancer Treatment	0.5%	249	0.7%	166	0.4%	104	0.6%	168	0.3%	46
Prostate Cancer Treatment	0.3%	124	0.3%	70	0.3%	88	0.2%	53	0.4%	71
Preventive Services (Screenings)										
	% of Eligible Population Screened	Number of Members Screened	% of Eligible Population Screened	Number of Members Screened	% of Eligible Population Screened	Number of Members Screened	% of Eligible Population Screened	Number of Members Screened	% of Eligible Population Screened	Number of Members Screened
Breast Cancer Screening	49.0%	6,307	48.5%	3,766	40.9%	2,373	44.9%	4,450	47.2%	1,326
Cervical Cancer Screening	66.8%	12,366	70.4%	6,824	63.1%	5,304	63.9%	8,297	67.0%	2,428
Colorectal Cancer Screening	53.8%	7,084	53.8%	4,412	46.1%	3,268	51.1%	4,289	50.7%	2,663
Tobacco										
	Tobacco Use and Associated Costs		Tobacco Use and Associated Costs		Tobacco Use and Associated Costs		Tobacco Use and Associated Costs		Tobacco Use and Associated Costs	
Estimated Number of Tobacco Users*	5,943		2,764		3,306		3,274		2,251	
Estimated Medical Costs to SHP (PMPY = \$2,054)**	\$12,206,922		\$5,677,256		\$6,790,524		\$6,724,796		\$4,623,554	
Estimated Absenteeism and Loss of Productivity Costs (PMPY = \$1,760)***	\$8,263,200		\$3,921,280		\$5,012,480		\$5,008,960		\$3,294,720	
Total potential cost/year	\$20,470,122		\$9,598,536		\$11,803,004		\$11,733,756		\$7,918,274	

*An estimated 15% of the NC HealthSmart adult population smoke. Eligible employees and dependents 18 years and older were used to determine the estimated number of tobacco users.

**Direct costs to the SHP include tobacco-related medical and pharmacy claims.

***Indirect costs to state agencies include increased absenteeism and lost productivity. Absenteeism and lost productivity costs are calculated for SHP adult employees only.

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	NC Public Schools Employees and Dependents		UNC Healthcare Employees and Dependents		UNC System Employees and Dependents		All Eligible Employees and Dependents	
	Prevalence	Number of Members Identified	Prevalence	Number of Members Identified	Prevalence	Number of Members Identified	Prevalence	Number of Members Identified
Opportunities for Shared Decision Making								
Back (Disc Surgery)	10.0%	27,554	8.3%	820	8.7%	6,102	10.1%	50,331
Hip (Replacement Surgery)	3.3%	8,981	2.3%	231	3.0%	2,099	3.3%	16,679
Knee (Replacement Surgery)	4.0%	11,023	3.3%	329	3.5%	2,497	4.0%	19,947
Benign Uterine Conditions (Hysterectomy Surgery)	1.9%	5,172	2.0%	195	1.6%	1,095	1.7%	8,540
Benign Prostatic Hyperplasia (Prostate Surgery)	1.1%	3,092	0.7%	70	2.0%	1,404	1.5%	7,474
Coronary Artery Disease (Stents, "Bypass" Surgery)	6.7%	18,476	3.4%	336	7.2%	5,075	7.7%	38,253
Breast Cancer Treatment	0.6%	1,734	0.6%	61	0.6%	454	0.6%	2,982
Prostate Cancer Treatment	0.2%	506	0.1%	9	0.4%	247	0.2%	1,168
Preventive Services (Screenings)								
	% of Eligible Population Screened	Number of Members Screened	% of Eligible Population Screened	Number of Members Screened	% of Eligible Population Screened	Number of Members Screened	% of Eligible Population Screened	Number of Members Screened
Breast Cancer Screening	44.5%	41,725	41.5%	1,074	48.2%	9,301	45.4%	70,322
Cervical Cancer Screening	69.6%	98,917	53.9%	2,611	65.2%	17,976	67.9%	154,723
Colorectal Cancer Screening	51.6%	38,483	44.2%	887	55.1%	11,664	52.0%	72,750
Tobacco								
	Tobacco Use and Associated Costs		Tobacco Use and Associated Costs		Tobacco Use and Associated Costs		Tobacco Use and Associated Costs	
Estimated Number of Tobacco Users*	33,853		1,217		8,652		61,260	
Estimated Medical Costs to SHP (PMPY = \$2,054)**	\$69,534,062		\$2,499,718		\$17,771,208		\$125,828,040	
Estimated Absenteeism and Loss of Productivity Costs (PMPY = \$1,760)***	\$48,854,080		\$1,629,760		\$11,652,960		\$87,637,440	
Total potential cost/year	\$118,388,142		\$4,129,478		\$29,424,168		\$213,465,480	

*An estimated 15% of the NC HealthSmart adult population smoke. Eligible employees and dependents 18 years and older were used to determine the estimated number of tobacco users.

**Direct costs to the SHP include tobacco-related medical and pharmacy claims.

***Indirect costs to state agencies include increased absenteeism and lost productivity. Absenteeism and lost productivity costs are calculated for SHP adult employees only.

Glossary & Definitions

Reporting period	The reporting period represents a 12-month time cycle on which the report metrics are calculated, and uses member eligibility, medical claims, and other data sources.
Eligible member	Eligible members for NC HealthSmart services include active employees and dependents who have the State Health Plan as their primary insurer. Members who have Medicare as their primary insurer are not eligible. Non-Medicare retirees are eligible for the NC HealthSmart program, but are not included in this report.
Total medical cost	Total medical costs incurred for the reporting period. Includes costs related to facility (inpatient and outpatient), professional, and pharmacy services, and is reported as aggregate medical costs and on a per member per year basis (PMPY). Medical and pharmacy costs PMPY are capped at \$100,000 to account for large cases. Costs for admissions and ER visits are not capped.
Chronic condition ("Any Chronic Condition")	Eligible members who are identified with one or more of the following chronic conditions: asthma, chronic obstructive pulmonary disease (COPD), congestive heart failure (CHF), coronary artery disease (CAD), diabetes, or hypertension.
High predicted medical cost	Eligible members who are identified with one or more of the following chronic conditions: asthma, chronic obstructive pulmonary disease (COPD), congestive heart failure (CHF), coronary artery disease (CAD), or diabetes; AND who have the highest predicted risk of future health care costs based on Health Dialog's claims-based predictive models. Note that hypertension alone is not considered as a chronic condition to predict high financial medical costs, but may be comorbid with another chronic condition to identify high predicted medical cost members.
Opportunities for Shared Decision Making	"Shared decision making" is one of the principles under which NC HealthSmart Health Coaches "coach" NCSHP members; that is, the focus is on involving the member in decisions about their health and making them aware of the importance in working in partnership with their physician to understand care and treatment options, and to make appropriate decisions driven by their own preferences. The conditions that appear in this section -- back, hip, benign uterine conditions, etc. -- are those Health Dialog considers "preference sensitive conditions." Preference sensitive care is care for which there are multiple treatment options that carry significant trade-offs in terms of risks and benefits for the member, and that the choice of care should be driven by the member's own preferences. Thus, this section identifies members who have some risk of a future surgical intervention or treatment in one or more of the areas listed.
Preventive services (screenings)	Preventive data presented in this section include members who received one or more of the screenings listed below: Screening for Breast Cancer - Women 40 years and older with evidence of a mammogram in the past 12 months. Screening for Cervical Cancer - Women ages 21-69 identified with a cervical cancer screening test within the past three years. Screening for Colorectal Cancer - Men and women age 50 and older identified with one or more of the screening tests used to detect colorectal cancer (each test has its own "look back" period; i.e., colonoscopy within the last 10 years, sigmoidoscopy within the last 5 years, barium enema within the last 5 years, and/or fecal occult blood test within the last 12 months).
Tobacco use and associated costs	Per member per year estimated medical cost and absenteeism/loss of productivity figures were taken from the following source: <i>Morbidity and Mortality Weekly Report</i> , 2002; 51(14); 300-03; annual smoking-attributable mortality, years of potential life lost, and economic costs - United States, 1995-1999, Centers for Disease Control and Prevention. The estimated number of tobacco users includes 15% of the SHP adult population. Eligible employees and dependents 18 years and older were used to determine the estimated number of tobacco users. <u>Estimated medical cost/year</u> = number of employees and dependent adults X estimated smokers (15%) X estimated medical cost PMPY (\$2054) <u>Estimated absenteeism & productivity loss cost/year</u> = number of employees X estimated smokers (15%) X estimated absenteeism & productivity loss cost PMPY (\$1760) <u>Total potential costs related to tobacco use</u> = estimated medical costs to SHP + estimated absenteeism & productivity loss costs