

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

	All Other Groups Employees Only			Community College System Employees Only			Department of Correction Employees Only			Department of Health and Human Services Employees Only			Department of Transportation Employees Only		
Total members qualifying for analysis*	31,301			14,857			18,992			18,979			12,485		
Mean age	44.8			47.7			44.2			45.6			45.5		
Male %	45%			36%			58%			28%			78%		
Female %	55%			64%			42%			72%			22%		
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	\$3,884	\$121,576,540		\$3,874	\$57,559,357		\$3,999	\$75,945,379		\$3,992	\$75,762,271		\$3,557	\$44,406,042	
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	55.9	1,749	\$14,962	50.3	748	\$12,176	63.0	1,197	\$11,872	60.1	1,141	\$11,974	50.2	627	\$12,437
ER visits per 1000	132.5	4,148	\$966	125.1	1,859	\$853	343.6	6,526	\$722	236.9	4,497	\$815	161.3	2,014	\$921
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	31.3%	9,799	\$6,839	36.3%	5,387	\$6,153	42.1%	7,999	\$6,348	40.2%	7,626	\$6,172	39.6%	4,949	\$5,777
High Predicted Medical Cost	1.4%	435	\$33,821	1.5%	223	\$32,330	1.7%	326	\$35,826	1.6%	296	\$35,015	1.5%	190	\$34,954
Asthma	4.0%	1,261	\$8,289	4.6%	688	\$7,932	4.1%	787	\$8,819	4.8%	920	\$7,944	3.1%	393	\$7,393
Adults	4.0%	1,261	\$8,289	4.6%	688	\$7,932	4.1%	787	\$8,819	4.8%	920	\$7,944	3.1%	393	\$7,393
Children	0.0%	0	\$0	0.0%	0	\$0	0.0%	0	\$0	0.0%	0	\$0	0.0%	0	\$0
Chronic Obstructive Pulmonary Disease (COPD)	0.6%	195	\$15,234	0.9%	137	\$12,493	1.1%	216	\$13,902	0.8%	151	\$13,299	1.3%	158	\$13,105
Congestive Heart Failure (CHF)	0.3%	99	\$31,625	0.4%	64	\$20,325	0.5%	99	\$22,978	0.6%	115	\$21,232	0.4%	51	\$17,282
Coronary Artery Disease (CAD)	2.3%	732	\$15,814	2.6%	392	\$11,649	3.8%	728	\$15,079	2.3%	441	\$15,421	4.2%	525	\$12,444
Diabetes	7.7%	2,410	\$9,100	9.3%	1,386	\$8,111	12.8%	2,430	\$7,903	11.4%	2,165	\$7,844	11.2%	1,399	\$7,736
Hypertension	26.7%	8,362	\$6,886	31.2%	4,628	\$6,127	37.4%	7,100	\$6,425	35.3%	6,695	\$6,149	35.1%	4,382	\$5,779
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	6.6%	2,069	\$8,304	7.2%	1,069	\$7,464	6.4%	1,217	\$7,786	7.8%	1,474	\$7,902	4.3%	543	\$8,449
Migraine	4.7%	1,467	\$6,842	5.5%	818	\$6,320	4.2%	789	\$7,413	5.8%	1,107	\$6,203	2.5%	318	\$6,230

*This report includes active employee data only. However, members eligible for NC HealthSmart services are members whose primary health insurance is through the State Health Plan for Teachers and State Employees.

**PMPY = Per Member Per Year

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

	NC Public Schools Employees Only			UNC Healthcare Employees Only			UNC System Employees Only			All Eligible Employees		
Total members qualifying for analysis*	185,056			6,174			44,142			331,986		
Mean age	43.8			41.4			45.8			44.5		
Male %	21%			25%			46%			32%		
Female %	79%			75%			54%			68%		
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	\$3,530	\$653,213,154		\$3,484	\$21,509,575		\$3,373	\$148,911,165		\$3,611	\$1,198,883,483	
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	58.2	10,762	\$10,033	64.3	397	\$7,997	45.6	2,011	\$11,672	56.1	18,632	\$11,033
ER visits per 1000	149.7	27,709	\$849	179.8	1,110	\$796	112.3	4,957	\$889	159.1	52,820	\$845
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	31.1%	57,560	\$5,874	26.0%	1,604	\$6,113	28.3%	12,502	\$6,031	32.4%	107,426	\$6,050
High Predicted Medical Cost	1.1%	2,065	\$32,325	0.7%	42	\$33,580	1.0%	457	\$33,486	1.2%	4,034	\$33,236
Asthma	4.5%	8,311	\$7,165	4.2%	262	\$8,098	4.2%	1,872	\$6,795	4.4%	14,494	\$7,414
Adults	4.5%	8,311	\$7,165	4.2%	262	\$8,098	4.2%	1,872	\$6,795	4.4%	14,494	\$7,414
Children	0.0%	0	\$0	0.0%	0	\$0	0.0%	0	\$0	0.0%	0	\$0
Chronic Obstructive Pulmonary Disease (COPD)	0.5%	997	\$12,612	0.3%	19	\$8,774	0.4%	165	\$13,414	0.6%	2,038	\$13,110
Congestive Heart Failure (CHF)	0.3%	576	\$18,942	0.2%	12	\$27,519	0.3%	149	\$20,111	0.4%	1,165	\$20,830
Coronary Artery Disease (CAD)	1.6%	2,932	\$13,893	1.2%	72	\$14,112	1.8%	816	\$13,447	2.0%	6,638	\$14,037
Diabetes	7.5%	13,853	\$7,955	5.7%	355	\$7,002	6.5%	2,857	\$7,901	8.1%	26,855	\$8,022
Hypertension	26.5%	48,991	\$5,935	21.7%	1,338	\$6,063	23.7%	10,464	\$6,008	27.7%	91,960	\$6,087
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	6.8%	12,503	\$6,889	7.6%	468	\$6,514	6.8%	2,984	\$7,052	6.7%	22,327	\$7,215
Migraine	5.8%	10,713	\$6,051	5.6%	346	\$6,893	4.4%	1,960	\$6,063	5.3%	17,518	\$6,222

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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)	12.7%	3,974	13.2%	1,955	15.7%	2,988	14.6%	2,770	13.2%	1,645
Hip (Replacement Surgery)	4.3%	1,334	5.2%	771	5.1%	978	5.5%	1,044	4.9%	609
Knee (Replacement Surgery)	4.6%	1,433	4.9%	726	5.7%	1,078	5.6%	1,068	4.7%	581
Benign Uterine Conditions (Hysterectomy Surgery)	1.9%	587	2.1%	309	1.9%	357	2.7%	514	0.7%	84
Benign Prostatic Hyperplasia (Prostate Surgery)	2.5%	792	2.7%	398	2.9%	547	1.7%	319	4.1%	513
Coronary Artery Disease (Stents, "Bypass" Surgery)	11.0%	3,447	14.0%	2,085	15.4%	2,922	10.7%	2,026	16.4%	2,051
Breast Cancer Treatment	0.7%	218	1.0%	153	0.5%	88	0.8%	156	0.2%	30
Prostate Cancer Treatment	0.3%	103	0.4%	58	0.4%	85	0.2%	45	0.6%	70
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	49.6%	5,586	49.0%	3,478	41.5%	2,111	45.1%	4,279	48.7%	972
Cervical Cancer Screening	67.6%	10,518	71.5%	6,101	64.2%	4,628	64.4%	7,837	68.9%	1,645
Colorectal Cancer Screening	55.3%	6,334	55.3%	3,947	46.3%	3,017	51.9%	3,965	51.9%	2,443
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*	4,695		2,228		2,848		2,846		1,872	
Estimated Medical Costs to SHP (PMPY = \$2,054)**	\$9,643,530		\$4,576,312		\$5,849,792		\$5,845,684		\$3,845,088	
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	\$17,906,730		\$8,497,592		\$10,862,272		\$10,854,644		\$7,139,808	

*An estimated 15% of the NC HealthSmart adult population smoke. Eligible employees 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.

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	NC Public Schools Employees Only		UNC Healthcare Employees Only		UNC System Employees Only		All Eligible Employees	
	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)	12.5%	23,086	10.6%	657	11.0%	4,847	12.6%	41,922
Hip (Replacement Surgery)	4.3%	8,027	3.3%	201	3.9%	1,735	4.4%	14,699
Knee (Replacement Surgery)	4.7%	8,659	4.1%	255	4.2%	1,870	4.7%	15,670
Benign Uterine Conditions (Hysterectomy Surgery)	2.7%	5,027	2.9%	182	2.0%	897	2.4%	7,957
Benign Prostatic Hyperplasia (Prostate Surgery)	1.1%	2,025	0.6%	39	2.8%	1,225	1.8%	5,858
Coronary Artery Disease (Stents, "Bypass" Surgery)	7.6%	14,140	4.0%	245	9.8%	4,311	9.4%	31,227
Breast Cancer Treatment	0.9%	1,665	0.9%	58	0.8%	363	0.8%	2,731
Prostate Cancer Treatment	0.2%	352	0.1%	7	0.5%	222	0.3%	942
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	44.6%	40,698	41.6%	1,015	48.2%	7,660	45.5%	65,799
Cervical Cancer Screening	70.2%	94,346	54.1%	2,381	66.5%	14,680	68.7%	142,136
Colorectal Cancer Screening	52.9%	34,662	46.1%	792	56.1%	10,072	53.2%	65,232
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*	27,758		926		6,621		49,794	
Estimated Medical Costs to SHP (PMPY = \$2,054)**	\$57,014,932		\$1,902,004		\$13,599,534		\$102,276,876	
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	\$105,869,012		\$3,531,764		\$25,252,494		\$189,914,316	

*An estimated 15% of the NC HealthSmart adult population smoke. Eligible employees 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.

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	This report includes active employee data only. However, members eligible for NC HealthSmart services are members whose primary health insurance is through the State Health Plan for Teachers and State Employees.
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 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