

Top Services Used by Cost Grouping and Member Group

Medical Services & Prescription Drugs

Medical Services

Costs*	Actives	Non-Medicare Retirees	Medicare Retirees
\$0–1,000	<ul style="list-style-type: none"> ▪ Office visit ▪ ER visit ▪ Eye exam ▪ Physical, age 5-18 ▪ Vaccines 	<ul style="list-style-type: none"> ▪ Office visit ▪ Mammogram ▪ Eye exam ▪ Lab services ▪ Vaccines 	<ul style="list-style-type: none"> ▪ Office visit ▪ Mammogram ▪ Colorectal screening ▪ Bone density screening ▪ Eye exam
\$1,000–5,000	<ul style="list-style-type: none"> ▪ Normal weight newborns ▪ Bronchitis/asthma <18 y/o ▪ Abdominal pain <18 y/o ▪ Metabolic disorder <18 y/o ▪ Normal birth 	<ul style="list-style-type: none"> ▪ Colonoscopy ▪ Lesion removal ▪ ER visit ▪ Physical, age 40-64 ▪ Lab services ▪ Bone density screening 	<ul style="list-style-type: none"> ▪ Mammogram ▪ Physical therapy ▪ ER visit ▪ Bone density screening ▪ Eye exam
\$5,000–15,000	<ul style="list-style-type: none"> ▪ Normal birth with complications ▪ C-section ▪ Uterine disorders ▪ Appendectomy ▪ Alcohol and drug dependence services 	<ul style="list-style-type: none"> ▪ Chest pain ▪ Appendectomy ▪ Uterine disorders ▪ Spinal fusion ▪ Gastrointestinal disorders ▪ Thyroid procedures ▪ Kidney stones 	<ul style="list-style-type: none"> ▪ Prostate surgery ▪ Heart arrhythmia ▪ Pneumonia ▪ Chest pain ▪ Gastrointestinal bleeding

*Cost groupings are annual plan payments per member.

Medical Services

Costs*	Actives	Non-Medicare Retirees	Medicare Retirees
\$15,000–40,000	<ul style="list-style-type: none"> ▪ Knee & hip replacements ▪ Bariatric surgery ▪ Uterine disorders ▪ Mental health conditions ▪ C-section ▪ Spinal fusion ▪ Arthroscopic knee surgery ▪ Arthroscopic shoulder surgery 	<ul style="list-style-type: none"> ▪ Knee & hip replacements ▪ Heart procedures ▪ Male pelvic procedures ▪ Spinal fusion ▪ Uterine disorders 	<ul style="list-style-type: none"> ▪ Knee & hip replacements ▪ Spinal fusion ▪ Pneumonia ▪ Heart arrhythmia ▪ Heart failure
\$40,000–100,000	<ul style="list-style-type: none"> ▪ Spinal fusion ▪ Knee & hip replacements ▪ Psychoses ▪ Heart procedure ▪ Major abdominal surgery ▪ Major joint surgery ▪ Radiation therapy 	<ul style="list-style-type: none"> ▪ Knee & hip replacements ▪ Spinal fusion ▪ Major joint surgery ▪ Blood infections ▪ Heart procedures ▪ Radiation therapy 	<ul style="list-style-type: none"> ▪ Knee & hip replacements ▪ Major joint surgery ▪ Heart procedure ▪ Blood infection ▪ Spinal fusion ▪ Radiation therapy
>\$100,000	<ul style="list-style-type: none"> ▪ Dialysis ▪ Infused drugs ▪ Radiation therapy ▪ Ventilator ▪ Blood infection ▪ Bone marrow transplant ▪ Premature newborn ▪ Spinal fusion 	<ul style="list-style-type: none"> ▪ Dialysis ▪ Infused drugs ▪ Radiation therapy ▪ Major joint surgery ▪ Craniotomy 	<ul style="list-style-type: none"> ▪ Dialysis ▪ Radiation therapy ▪ Chemotherapy ▪ Heart valve procedures ▪ Knee & hip replacements ▪ Blood infections

*Cost groupings are annual plan payments per member.

Prescription Drug Use

Costs*	Actives	Non-Medicare Retirees	Medicare Retirees
\$0-100	<ul style="list-style-type: none"> ▪ Antibiotics ▪ Flu vaccine ▪ Narcotic analgesics ▪ Generic/less expensive antidepressants 	<ul style="list-style-type: none"> ▪ Antibiotics ▪ Flu vaccine ▪ Thyroid drugs ▪ Laxatives (includes bowel preps for colonoscopy) ▪ Drugs for high cholesterol ▪ Generic/less expensive drugs for high blood pressure 	<ul style="list-style-type: none"> ▪ Antibiotics ▪ Narcotic analgesics ▪ Thyroid drugs ▪ Laxatives (includes bowel preps for colonoscopy) ▪ Drugs for high cholesterol ▪ Generic/less expensive drugs for high blood pressure
\$100-300	<ul style="list-style-type: none"> ▪ Antibiotics ▪ Thyroid drugs ▪ Oral contraceptives ▪ Drugs for high cholesterol ▪ Generic/less expensive antidepressants ▪ Drugs for acid reflux/heartburn ▪ Nasal steroids for allergies 	<ul style="list-style-type: none"> ▪ Drugs for high cholesterol ▪ Thyroid drugs ▪ Generic/less expensive antidepressants ▪ Generic/less expensive drugs for high blood pressure ▪ Drugs for osteoporosis ▪ Shingles vaccine 	<ul style="list-style-type: none"> ▪ Drugs for high cholesterol ▪ Thyroid drugs ▪ Generic/less expensive antidepressants ▪ Generic/less expensive drugs for high blood pressure ▪ Drugs for osteoporosis ▪ Shingles vaccine ▪ Drugs for acid reflux/heartburn

*Cost groupings are annual plan payments per member.

Prescription Drug Use

Costs*	Actives	Non-Medicare Retirees	Medicare Retirees
\$300–1,350	<ul style="list-style-type: none"> ▪ Oral contraceptives ▪ Drugs for acid reflux/heartburn ▪ Drugs for high cholesterol ▪ Estrogen replacement ▪ Generic/less expensive antidepressants ▪ Brand-name drugs for high blood pressure 	<ul style="list-style-type: none"> ▪ Drugs for acid reflux/heartburn ▪ Drugs for high cholesterol ▪ Estrogen replacement ▪ Generic/less expensive antidepressants ▪ Generic/less expensive drugs for high blood pressure ▪ Brand-name drugs for high blood pressure ▪ Drugs for osteoporosis 	<ul style="list-style-type: none"> ▪ Drugs for acid reflux/heartburn ▪ Drugs for high cholesterol ▪ Generic/less expensive drugs for high blood pressure ▪ Drugs for osteoporosis ▪ Drugs for glaucoma
\$1,350–3,000	<ul style="list-style-type: none"> ▪ Drugs for acid reflux/heartburn ▪ Drugs for high cholesterol ▪ Generic/less expensive drugs for high blood pressure ▪ Generic/less expensive antidepressants ▪ Brand-name antidepressants ▪ Migraine drugs ▪ Anti-seizure drugs ▪ Inhalers for COPD & asthma 	<ul style="list-style-type: none"> ▪ Drugs for acid reflux/heartburn ▪ Drugs for high cholesterol ▪ Generic/less expensive antidepressants ▪ Brand-name antidepressants ▪ Drugs for osteoporosis ▪ Drugs for enlarged prostate 	<ul style="list-style-type: none"> ▪ Drugs for acid reflux/heartburn ▪ Drugs for high cholesterol ▪ Brand-name drugs for high blood pressure ▪ Drugs for osteoporosis ▪ Drugs for enlarged prostate ▪ Drugs for glaucoma ▪ Plavix (an oral blood thinner)

*Cost groupings are annual plan payments per member.

Prescription Drug Use

Costs*	Actives	Non-Medicare Retirees	Medicare Retirees
\$3,000–6,000	<ul style="list-style-type: none"> ▪ Insulins ▪ Drugs for acid reflux/heartburn ▪ Drugs for high cholesterol ▪ Brand-name antidepressants ▪ Anti-seizure drugs ▪ Narcotic analgesics ▪ Diabetes testing supplies ▪ Inhalers for COPD & asthma ▪ Oral oncology drugs 	<ul style="list-style-type: none"> ▪ Drugs for acid reflux/heartburn ▪ Drugs for high cholesterol ▪ Diabetes testing supplies ▪ Inhalers for COPD & asthma ▪ Brand-name antidepressants ▪ Oral oncology drugs ▪ Insulins ▪ Actos & Avandia (brand name drugs for diabetes) 	<ul style="list-style-type: none"> ▪ Drugs for acid reflux/heartburn ▪ Inhalers for COPD & asthma ▪ Oral oncology drugs ▪ Insulins ▪ Drugs for high cholesterol ▪ Plavix (an oral blood thinner) ▪ Brand-name drugs for high blood pressure ▪ Drugs for enlarged prostate ▪ Drugs for dementia/Alzheimer's
\$6,000–15,000	<ul style="list-style-type: none"> ▪ Drugs for autoimmune conditions ▪ Insulins ▪ Narcotic analgesics ▪ Drugs for acid reflux/heartburn ▪ Brand-name antidepressants ▪ Antipsychotics ▪ Anti-seizure drugs ▪ Drugs for ADHD & narcolepsy 	<ul style="list-style-type: none"> ▪ Insulins ▪ Narcotic analgesics ▪ Drugs for autoimmune conditions ▪ Drugs for acid reflux/heartburn ▪ Brand-name antidepressants ▪ Antipsychotics ▪ Anti-seizure drugs ▪ Drugs for ADHD & narcolepsy 	<ul style="list-style-type: none"> ▪ Insulins ▪ Brand-name antidepressants ▪ Drugs for acid reflux/heartburn ▪ Narcotic analgesics ▪ Drugs for dementia/Alzheimer's ▪ Plavix (an oral blood thinner) ▪ Drugs for high cholesterol ▪ Drugs for Parkinson's disease ▪ Inhalers for COPD & asthma

*Cost groupings are annual plan payments per member.

Prescription Drug Use

Costs*	Actives	Non-Medicare Retirees	Medicare Retirees
>\$15,000	<ul style="list-style-type: none"> ▪ Oral oncology drugs ▪ Drugs for autoimmune conditions ▪ Narcotic analgesics ▪ Growth hormones ▪ White blood cell stimulators ▪ HIV drugs ▪ Immunosuppressives 	<ul style="list-style-type: none"> ▪ Oral oncology drugs ▪ Drugs for autoimmune conditions ▪ HIV drugs ▪ Injectable blood thinners ▪ Antipsychotics 	<ul style="list-style-type: none"> ▪ Oral oncology drugs ▪ Drugs for autoimmune conditions ▪ Injectable blood thinners ▪ Drugs for pulmonary hypertension ▪ Narcotic analgesics ▪ Drugs for acid reflux/heartburn

*Cost groupings are annual plan payments per member.

2009 UMP Medical & Pharmacy Utilization & Expenditures

Comparison of
Active, Non-Medicare Retiree & Medicare Retiree
Membership

Elizabeth James, PharmD & Shawna Lang, MHA

September 15, 2010

2009 Annual Premium Cost-Sharing

The UMP premium supports a combined medical & prescription benefit.

Member Group	Annual Member Contribution
Active Employees	12% of total premium, on average
Non-Medicare Retirees	100% of premium
Medicare Retirees	50% of total premium, approximately

2009 Covered Benefits

- Preventive: Services covered 100% by the plan
- Medical
 - 10% coinsurance for network benefits
 - 40% coinsurance for non-network benefits
 - Annual deductible
 - Out-of-pocket maximum \$1500 (single subscriber)
- Prescription: Includes mail order and specialty pharmacies
 - Vaccines: Covered 100% by the plan
 - 3-tiered cost-sharing structure for drugs that promotes generic and cost-effective brand-name drug use

How Many Members are Represented?*

- Active Employees: 154,069 (77%)
- Non-Medicare Retirees: 12,945 (6%)
- Medicare Retirees: 34,358 (17%)

- Total covered lives: 201,372 (100%)

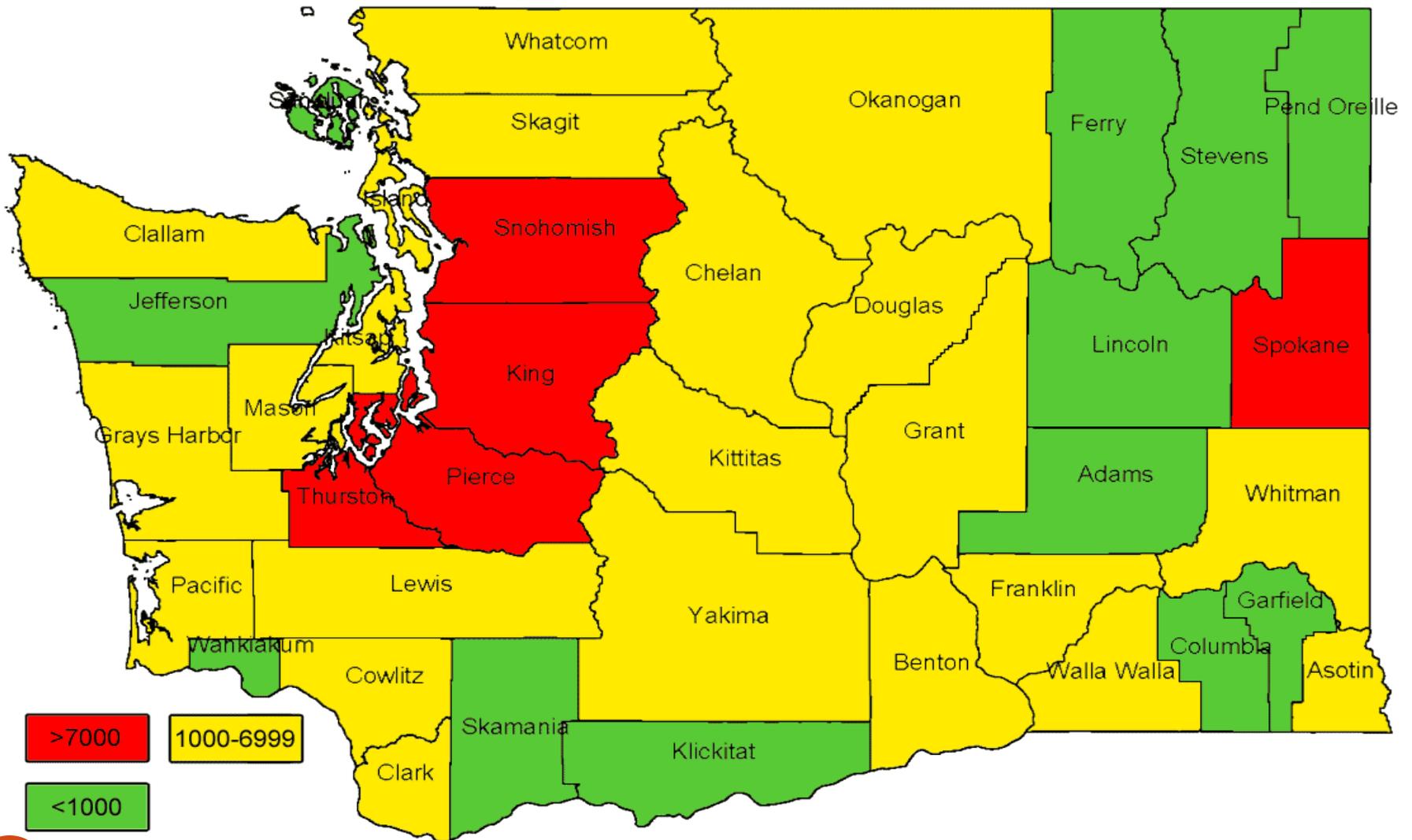
Demographics & Plan Payments

Member Group	% of Total Members	Average Age	% Subscribers (vs. Dependents)	% With UMP Primary Coverage	Total Medical Paid	% of Total Medical Paid	Total Rx Paid	% of Total Rx Paid
Active Employees	77%	37	49%	93%	\$515 M	79%	\$85 M	52%
Non-Medicare Retirees	6%	60	62%	92%	\$75 M	11%	\$16 M	10%
Medicare Retirees	17%	73	64%	*	\$65 M	10%	\$62 M	38%
TOTAL	100%	44	52%	77%	\$656 M	100%	\$162 M	100%

Coverage Group Breakdown

ACTIVE EMPLOYEES	Total Members	% of Members	Average Age
Active	141,195	92%	36
Active (K-12)/Political Subdivisions	10,255	7%	37
COBRA Active	2,050	1%	39
LWOP/RIF	569	<1%	46
TOTAL	154,069	100%	37
NON-MEDICARE RETIREES	Total Members	% of Members	Average Age
Retirees (K-12)	7,173	55%	60
Retirees	5,746	44%	59
COBRA Retirees (K-12)	14	<1%	37
COBRA Retirees	12	<1%	42
TOTAL	12,945	100%	60
MEDICARE RETIREES	Total Members	% of Members	Average Age
Retirees	18,897	55%	74
Retirees (K-12)	15,450	45%	71
COBRA Retirees	7	<1%	76
COBRA Retirees (K-12)	4	<1%	64
TOTAL	34,358	100%	73

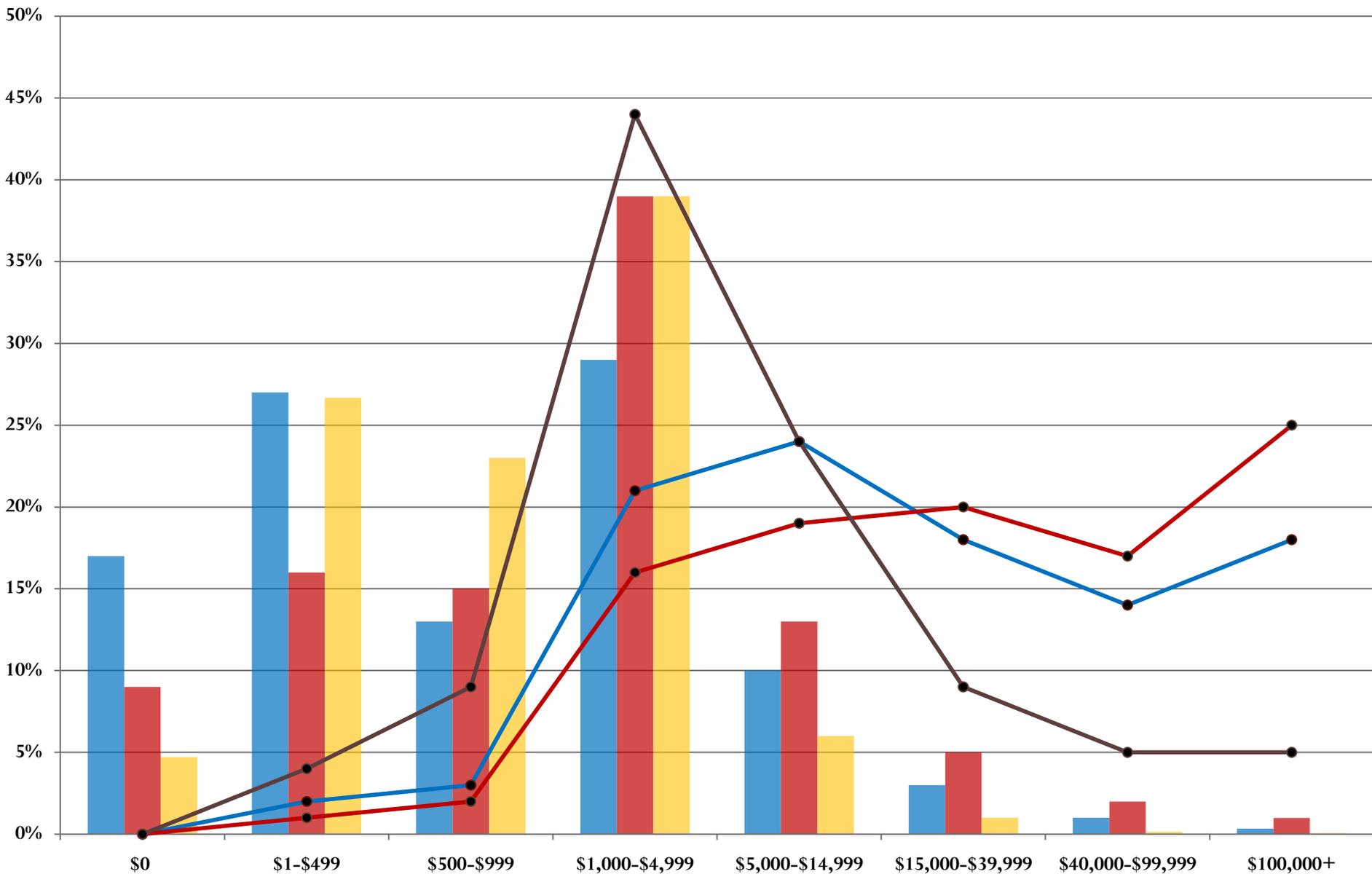
Membership by County of Residence



Average Plan Payment per Member

	Active Employees	Non-Medicare Retirees	Medicare Retirees
Per Enrolled Member	\$3,894	\$7,003	\$3,706*
<i>Medical Benefit</i>	<i>\$3,344</i>	<i>\$5,798</i>	<i>\$1,903*</i>
<i>Prescription Benefit</i>	<i>\$550</i>	<i>\$1,205</i>	<i>\$1,803</i>

Distribution of Medical Service Users & Plan Paid Dollars

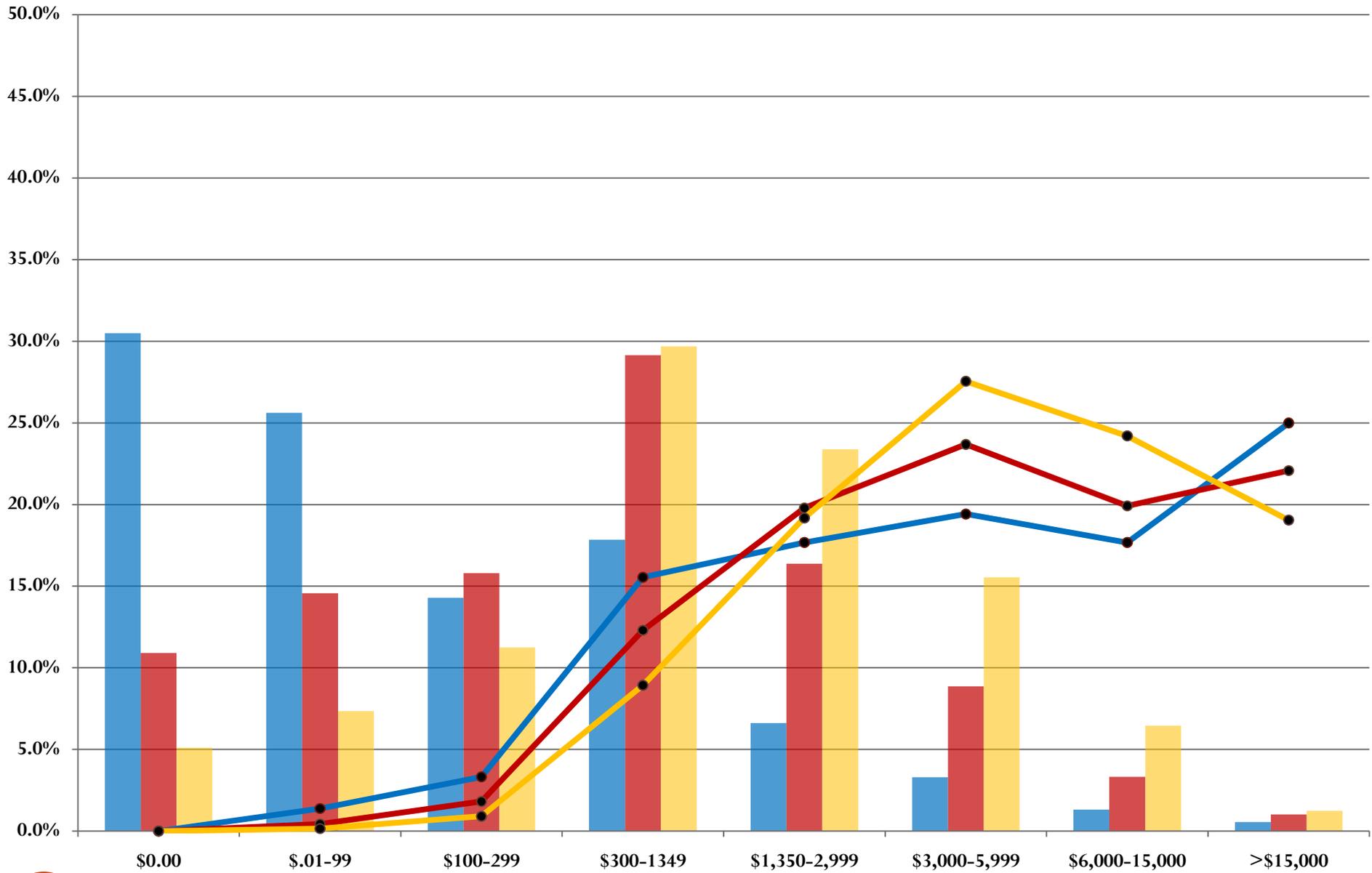


■ Active Members
 ■ Non-Medicare Retiree Members
 ■ Medicare Retiree Members
—●— Plan Paid for Actives
 —●— Plan Paid for Non-Medicare Retirees
 —●— Plan Paid for Medicare Retirees

Distribution of Medical Benefit Dollars

	Active		Non-Medicare Retirees		Medicare Retirees	
	Members	Plan Paid	Members	Plan Paid	Members	Plan Paid
\$0 ***	17%	0%	9%	0%	5%	0%
\$1-\$499	27%	2%	16%	1%	27%	4%
\$500-\$999	13%	3%	15%	2%	23%	9%
\$1,000-\$4,999	29%	21%	39%	16%	39%	44%
\$5,000-\$14,999	10%	24%	13%	19%	6%	24%
\$15,000-\$39,999	3%	18%	5%	20%	1%	9%
\$40,000-\$99,999	1%	14%	2%	17%	0.1%	5%
\$100,000+	0.3%	18%	1%	25%	0.1%	5%

Distribution of Prescription Users & Plan Paid Dollars



Distribution of Prescription Dollars

	Active		Non-Medicare Retirees		Medicare Retirees	
	Members	Plan Paid	Members	Plan Paid	Members	Plan Paid
\$0*	30.5%	0%	10.9%	0%	5.1%	0%
\$.01-99	25.6%	1.4%	14.6%	0.4%	7.4%	0.2%
\$100-299	14.3%	3.3%	15.8%	1.8%	11.2%	0.9%
\$300-1349	17.8%	15.5%	29.1%	12.3%	29.7%	8.9%
\$1,350-2,999	6.6%	17.7%	16.4%	19.8%	23.4%	19.2%
\$3,000-5,999	3.3%	19.4%	8.9%	23.7%	15.5%	27.6%
\$6,000-15,000	1.3%	17.7%	3.3%	19.9%	6.5%	24.2%
>\$15,000	0.5%	25.0%	1.0%	22.1%	1.2%	19.0%

Annual Plan Payments >\$15,000 per Member for Medical Services

Member Group	% of Group Members	# of Group Members	% with UMP Primary Coverage	Average Age	% of Total Paid Amount	Total Paid Amount (Millions)
Active	4%	5581	87%	49	50%	\$260.4
Non-Medicare Retirees	8%	919	98%	61	62%	\$46.5
Medicare Retirees	1%	330	0%	68	19%	\$12.6

Annual Plan Payments >\$3,000 per Member for Prescription Drugs

Member Group	% of Group Members	# of Group Members	% with UMP Primary Coverage	Average Age	% of Total Paid Amount	Total Paid Amount (Millions)
Active	5%	7940	93%	51	62%	\$52.6
Non-Medicare Retirees	13%	1709	98%	60	66%	\$10.2
Medicare Retirees	23%	7985	100%	72	71%	\$43.9

Top 10 Major Payment Classifications

Includes all Medical & Pharmacy claims

Active	% of Total Paid	% of Active Members	Non-Medicare Retiree	% of Total Paid	% of NMR Members	Medicare Retiree	% of Total Paid	% of MR Members
ORTHOPEDECS	17%	33%	ORTHOPEDECS	18%	46%	ORTHOPEDECS	15%	55%
CARDIOLOGY	8%	13%	CARDIOLOGY	10%	30%	CARDIOLOGY	15%	53%
GASTROENTEROLOGY	8%	15%	GASTROENTEROLOGY	8%	22%	ENDOCRINOLOGY	8%	29%
PSYCHIATRY	6%	14%	GYNECOLOGY	6%	15%	GASTROENTEROLOGY	6%	29%
GYNECOLOGY	6%	11%	ENDOCRINOLOGY	5%	20%	PULMONOLOGY	5%	18%
NEUROLOGY	5%	9%	NEUROLOGY	4%	13%	OPHTHALMOLOGY	5%	59%
ENDOCRINOLOGY	4%	10%	PULMONOLOGY	4%	12%	UROLOGY	5%	23%
OTOLARYNGOLOGY	4%	28%	UROLOGY	3%	13%	PSYCHIATRY	4%	14%
PULMONOLOGY	3%	12%	OPHTHALMOLOGY	3%	46%	NEUROLOGY	4%	16%
PREVENTATIVE	3%	41%	PSYCHIATRY	3%	12%	GYNECOLOGY	4%	12%

Top 10 Episode Treatment Groups

Includes all Medical & Pharmacy claims

	Active Employees	% of Total Active Paid	Non-Medicare Retirees	% of Total NMR Paid	Medicare Retirees	% of Total MR Paid
1	Arthritis without Surgeries	5%	Arthritis without Surgeries	7%	High Blood Pressure	8%
2	Arthritis with Surgeries	3%	Breast Cancer	5%	Arthritis without Surgeries	7%
3	Depression	3%	Arthritis with Surgeries	4%	Type 2 Diabetes	6%
4	Routine Exams	3%	Routine Exams	2%	Arthritis with Surgeries	6%
5	Minor Joint Disorders	2%	Depression	2%	Breast Cancer	5%
6	Minor Bone Traumas	2%	Type 2 Diabetes	2%	Coronary Artery Disease	4%
7	Breast Cancer	2%	Minor Joint Disorders	1%	Dementia	3%
8	Eye Care/Ophthalmology	1%	High Blood Pressure	1%	Kidney Failure	3%
9	Behavior Disorder	1%	High Cholesterol	1%	Stroke	2%
10	Premature Babies	1%	Acid Reflux Conditions	1%	Leukemia	2%

What are the most costly medical services?

Top 10 Inpatient Services

	Active Employees	% of Total Active Medical Paid	Non-Medicare Retirees	% of Total NMR Medical Paid	Medicare Retirees	% of Total MR Medical Paid
1	Spinal Fusion	1%	Liver and Pancreas Disorders	2%	Heart Procedures (Stents and Caths)	1%
2	Knee Replacement	1%	Knee Replacement	1%	Knee Replacements	1%
3	Hip Replacement	1%	Heart Procedures	1%	Hip Replacements	0.5%
4	Severe Mental Illness	1%	Spinal Fusion	1%	Spinal Fusions	0.5%
5	Ventilation	0.5%	Hip Replacements	1%	Blood Infections	0.2%
6	Blood Infection	0.4%	Major Chest Procedures	1%	Heart Failure	0.2%
7	Normal Delivery	0.4%	Intestinal Surgery	1%	Coronary Bypass Surgeries	0.2%
8	Bronchitis/Asthma	0.4%	Blood Infection	1%	Heart Arrhythmia	0.2%
9	Cesarean Section	0.4%	Bronchitis/Asthma	0.5%	Seizure	0.1%
10	Bariatric Surgery	0.4%	Rehabilitation	0.4%	Intestinal Surgery	0.1%

What Medical Services are Members Using?

Top 10 Outpatient or Professional Services

	Active Employees	% of Total Active Medical Paid	Non-Medicare Retirees	% of Total NMR Medical Paid	Medicare Retirees	% of Total MR Medical Paid
1	Office Visit	9%	Office Visit	8%	Office Visit	9%
2	Physical Therapy	3%	Physical Therapy	2%	Physical Therapy	2%
3	Mental Health Visit	3%	Colonoscopy	1%	ER Visit	2%
4	ER Visit	2%	ER Visit	1%	Cataract Surgery	1%
5	Massage Therapy Visit	1%	Preventive Physical Age 40-64	1%	Radiation Therapy	1%
6	Colonoscopy	1%	Mammogram	1%	Dialysis	1%
7	Chiropractor Visit	1%	Massage Therapy	1%	Pathology	1%
8	Pathology	1%	Mental Health Visit	1%	Physician Visit to Hospital Patient	1%
9	Preventive Physical Age 40-64	1%	Pathology	1%	Heart Imaging	<1%
10	Arthroscopic Knee Surgery	1%	Radiation Treatment	1%	Chest X-ray	<1%

What Prescriptions are Members Using?

Top 10 Drug Classes

Rank	Active Employees	% of Active Members	% of Active Rx Paid	Non-Medicare Retirees	% of NMR Members	% of NMR Rx Paid	Medicare Retirees	% of MR Members	% of MR Rx Paid
1	Drugs for Autoimmune Diseases (Rheumatoid Arthritis, Multiple Sclerosis)	0.5%	14.4%	Drugs for Autoimmune Diseases (Rheumatoid Arthritis, Multiple Sclerosis)	0.8%	12.6%	Drugs for Autoimmune Diseases (Rheumatoid Arthritis, Multiple Sclerosis)	0.8%	8.7%
2	Antidepressants	5.0%	5.3%	Drugs for High Cholesterol	39.2%	7.1%	Drugs for High Cholesterol	54.4%	6.7%
3	Drugs for Heartburn/Reflux	7.1%	4.3%	Drugs for Heartburn/Reflux	15.7%	5.8%	Drugs for Heartburn/Reflux	24.2%	6.2%
4	Insulin	1.3%	4.0%	Insulin	2.6%	4.1%	Insulin	4.8%	4.4%
5	Drugs for High Cholesterol	11.6%	3.9%	Antidepressants	17.8%	3.9%	Drugs for High Blood Pressure	37.3%	4.1%
6	Narcotic Analgesics	18.9%	3.4%	Anti-Seizure Drugs	7.2%	2.3%	Oral Oncology Drugs	1.3%	3.7%
7	Drugs for ADHD & Narcolepsy	2.3%	3.4%	Diabetes Testing Supplies	6.2%	2.0%	Drugs for Enlarged Prostate	7.9%	3.0%
8	Anti-Seizure Drugs	4.3%	2.7%	Narcotic Analgesics	25.3%	1.9%	Blood Thinners	5.8%	2.8%
9	Oral Contraceptives	6.4%	2.4%	Inhalers for COPD & Asthma	2.7%	1.8%	Narcotic Analgesics	32.9%	2.6%
10	Diabetes Testing Supplies	2.6%	1.8%	Drugs for High Blood Pressure	5.7%	1.8%	Inhalers for COPD & Asthma	4.4%	2.1%

Annual Risk Scores

A risk score = 1 is the benchmark average.

Member Group	Total Members	Average Risk Score
Actives	154,069	0.7
Non-Medicare Retirees	12,945	1.3
Medicare Retirees	34,358	2.7
Total	201,372	1.1

How are the 3 Member Groups Similar?

- **Common conditions:**
 - Arthritis and other bone & joint conditions
 - Mental health conditions
 - Breast cancers
 - Blood infections requiring hospital stays
- **High rates of certain surgeries:**
 - Hip and knee replacements
 - Spinal fusions
- **Common outpatient services:**
 - Emergency room visits
 - Routine office visits
 - Physical therapy
 - Lab services
- **High use of certain prescription drugs or use of expensive prescription drugs:**
 - Drugs to treat autoimmune diseases
 - Narcotics
 - Heartburn/acid reflux drugs
 - Insulin
 - Drugs for high cholesterol

How are Actives Different?

- Members pay an average of 12% of premiums
- Use reproductive services
- Highest costs for depression, childhood preventive services, bariatric surgeries, and alcohol & drug dependence services
- High incidence of hospitalizations for metabolic disorders and asthma in children
- A moderate 4% of the population had annual plan payments >\$15,000 for medical services
- A low 5% of the population had annual plan payments >\$3,000 for prescription drugs

How are Non-Medicare Retirees Different?

- Members pay 100% of premiums
- Cost the plan 1.8 times as much as Actives per member
- Highest cost inpatient service was for liver & pancreas disorders
- Non-Medicare retirees experience similar diseases and conditions as the other groups but have a higher incidence and prevalence of conditions
- A high 8% of the population had annual plan payments >\$15,000 for medical services
- A moderate 13% of the population had annual plan payments >\$3,000 for prescription drugs

How are Medicare Retirees Different?

- Members pay ~50% of premiums
- UMP pays 2nd to Medicare for medical services; 1st for prescription drugs
- Highest costs for prescription drugs, imaging & surgeries for the heart
- Top 10 medical services include cataract surgery & dialysis
- Top 10 prescription drug groups include oral oncology drugs & drugs for enlarged prostate
- More terminal/end of life conditions (e.g., heart failure, stroke, kidney failure & pneumonia), costing the plan >\$15,000 annually per member
- A low 1% of the population had annual plan payments >\$15,000 for medical services (Medicare pays first)
- A high 23% of the population had annual plan payments >\$3,000 for prescription drugs

Active Employees Annual Data

Medical Cost Grouping	% of Group Members	# of Group Members	% with UMP Primary Coverage	Average Age	% of Total Paid Amount	Total Paid Amount	% of Member Share	Total Member Share*
\$0	17%	26,254	91%	32	0%	\$0	1%	\$ 0.9 M
\$1-\$499	27%	41,969	91%	30	2%	\$ 10.0 M	8%	\$ 8.3 M
\$500-\$999	13%	20,444	92%	36	3%	\$ 14.7 M	7%	\$ 7.5 M
\$1,000-\$4,999	29%	44,932	94%	42	21%	\$ 10.6 M	32%	\$ 33.2 M
\$5,000-\$14,999	10%	14,889	96%	46	24%	\$ 123.7 M	28%	\$ 28.5 M
\$15,000-\$39,999	3%	3,892	95%	48	18%	\$ 92.5 M	14%	\$ 13.9 M
\$40,000-\$99,999	1%	1,223	95%	50	14%	\$ 74.3 M	6%	\$ 6.4 M
\$100,000+	0.3%	466	93%	48	18%	\$ 93.5 M	4%	\$ 4.5 M
TOTAL	100%	154,069	93%	45	100%	\$ 515.2 M	100%	\$ 103.3 M

Pharmacy Cost Grouping	% of Group Members	# of Group Members	% with UMP Primary Coverage	Average Age	% of Total Paid Amount	Total Paid Amount	% of Member Share	Total Member Share*
\$0	30%	46,983	88%	30	0%	\$0	0%	\$0
\$.01-99	26%	39,457	94%	32	1%	\$ 1.2 M	2%	\$ 0.4 M
\$100-299	14%	21,999	94%	39	3%	\$ 2.8 M	6%	\$ 1.3 M
\$300-1349	18%	27,492	95%	44	16%	\$ 13.1 M	26%	\$ 5.4 M
\$1,350-2,999	7%	10,198	95%	49	18%	\$ 15.0 M	26%	\$ 5.5 M
\$3,000-5,999	3%	5,066	94%	51	19%	\$ 16.4 M	22%	\$ 4.7 M
\$6,000-15,000	1%	2,027	93%	52	18%	\$ 14.9 M	13%	\$ 2.8 M
>\$15,000	1%	847	92%	49	25%	\$ 21.1 M	4%	\$ 0.8 M
TOTAL	100%	154069	93%	36	100%	\$ 84.5 M	100%	\$ 20.9 M

Non-Medicare Retirees Annual Data

Medical Cost Grouping	% of Group Members	# of Group Members	% with UMP Primary Coverage	Average Age	% of Total Paid Amount	Total Paid Amount	% of Member Share	Total Member Share*
\$0	9%	1,118	98%	57	0%	\$0	0%	\$ 0.06 M
\$1-\$499	16%	2,138	98%	58	1%	\$ 0.6 M	4%	\$ 0.5 M
\$500-\$999	15%	1,977	98%	60	2%	\$ 1.4 M	6%	\$ 0.8 M
\$1,000-\$4,999	39%	5,029	98%	61	16%	\$ 12.1 M	30%	\$ 3.8 M
\$5,000-\$14,999	13%	1,764	98%	61	19%	\$ 14.4 M	27%	\$ 3.4 M
\$15,000-\$39,999	5%	610	98%	61	20%	\$ 15.0 M	18%	\$ 2.2 M
\$40,000-\$99,999	2%	214	99%	61	17%	\$ 12.9 M	9%	\$ 1.2 M
\$100,000+	1%	95	98%	61	25%	\$ 18.7 M	6%	\$ 0.8 M
TOTAL	100%	12,945	98%	61	100%	\$ 75.1 M	100%	\$ 12.7 M
Pharmacy Cost Grouping	% of Group Members	# of Group Members	% with UMP Primary Coverage	Average Age	% of Total Paid Amount	Total Paid Amount	% of Member Share	Total Member Share*
\$0	11%	1,413	97%	56	0%	\$0	0%	\$0
\$.01-99	15%	1,885	99%	58	0%	\$ 0.06 M	0.5%	\$ 0.02 M
\$100-299	16%	2,045	99%	60	2%	\$ 0.3 M	3%	\$ 0.1 M
\$300-1349	29%	3,773	99%	60	12%	\$ 1.9 M	21%	\$ 0.9 M
\$1,350-2,999	16%	2,120	98%	61	20%	\$ 3.1 M	30%	\$ 1.2 M
\$3,000-5,999	9%	1,147	98%	61	24%	\$ 3.7 M	27%	\$ 1.1 M
\$6,000-15,000	3%	430	98%	60	20%	\$ 3.1 M	15%	\$ 0.6 M
>\$15,000	1%	132	98%	60	22%	\$ 3.4 M	4%	\$ 0.2 M
TOTAL	100%	12,945	98%	60	100%	\$ 15.6 M	100%	\$ 4.1 M

Medicare Retirees Annual Data

Medical Cost Grouping	% of Group Members	# of Group Members	Average Age	% of Total Paid Amount	Total Paid Amount	% of Member Share	Total Member Share*
\$0	5%	1,615	71	0%	\$0	0%	\$ 0.1 M
\$1-\$499	27%	9,165	73	4%	\$ 2.8 M	9%	\$ 2.6 M
\$500-\$999	23%	8,042	73	9%	\$ 5.8 M	14%	\$ 4.3 M
\$1,000-\$4,999	39%	13,240	74	44%	\$ 28.9 M	58%	\$ 17.5 M
\$5,000-\$14,999	6%	1,966	74	24%	\$ 15.4 M	15%	\$ 4.5 M
\$15,000-\$39,999	1%	260	71	9%	\$ 5.9 M	3%	\$ 0.9 M
\$40,000-\$99,999	0.1%	51	66	5%	\$ 3.1 M	1%	\$ 0.2 M
\$100,000+	0.1%	19	66	5%	\$ 3.5 M	1%	\$ 0.1 M
TOTAL	100%	34,358	73	100%	\$ 65.4 M	100%	\$ 30.3 M

Pharmacy Cost Grouping	% of Group Members	# of Group Members	Average Age	% of Total Paid Amount	Total Paid Amount	% of Member Share	Total Member Share*
\$0	5%	1,751	72	0%	\$0	0%	\$0
\$.01-99	7%	2,526	71	0.2%	\$ 0.09 M	0.2%	\$ 0.03 M
\$100-299	11%	3,863	72	1%	\$ 0.6 M	1%	\$ 0.2 M
\$300-1349	30%	10,200	73	9%	\$ 5.5 M	14%	\$ 2.3 M
\$1,350-2,999	23%	8,033	74	19%	\$ 11.8 M	28%	\$ 4.7 M
\$3,000-5,999	16%	5,339	74	28%	\$ 17.1 M	33%	\$ 5.6 M
\$6,000-15,000	6%	2,217	73	24%	\$ 15.0 M	22%	\$ 3.7 M
>\$15,000	1%	429	68	19%	\$ 11.8 M	3%	\$ 0.6 M
TOTAL	100%	34,358	73	100%	\$ 61.9 M	100%	\$ 17.2 M