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The C³ Tool

Measuring the Cost Of Health Care Plan Options

Health care plans continue to grow in cost and complexity. To best serve its members’ needs the Massachusetts Municipal Association, through MIIA, has commissioned Bailit Health Purchasing to make available an analytical tool that MMA members can use to compare their current health care plans with:

- Other health plan options from their current carrier
- Health plan options from different carriers
- GIC plan options

The result of their work is the C3 Tool (short for Cost and Coverage Comparison). The analysis provides a means to construct reliable and comprehensive “what if” scenarios comparing the impact of plan variables on your plan costs.

The chart below outlines the information available to you from an analysis. Working with the C3 tool municipalities have uncovered significant savings through increasing office visit co-pays, ER co-pays and other benefit changes. In most cases the municipalities and most of their employees were able to lower their costs while maintaining quality health care coverage.

Using the C3 Tool you can find the right combination of variables to fit your unique situation. It also provides an impartial presentation of data for you to review and share with your unions.

FEATURES	BENEFITS
The C3 Tool allows for the comparison of health plans based on projected enrollment, premiums, plan design, employee contribution, and projected utilization.	The ability to see the impact of choices in health plan design on your town/joint purchasing group and on enrollees, based on your own claim utilization data, taking into account both premium costs and the projected out-of-pocket costs for enrollees.
The basic package allows for the comparison of your current plans or latest renewal options with two other plan design scenarios of your choice, as well as those offered by the GIC.	You will be able to consider a number of options for review and discussion. This allows for a more informed decision making process in weighing health plan options.
In modeling alternatives, you are able to adjust plan types, premiums, co-pays, and the percentage of employee contribution towards the premium.	This flexibility allows you to isolate specific plan design changes and see the impact on cost savings and cost sharing for both the town/joint purchasing group and the enrollees.



Schedule a **C³Tool** *Analysis for Your Community*

You can schedule a C3 Tool analysis by contacting Chris Bailey (cbailey@mma.org or 800-374-4405, ext. 268) at the MMA. He will arrange a time for a consultant from Bailit Health Purchasing to work with you to develop the analysis. Chris can also provide a free sample of a C3 analysis. This service is offered at an hourly rate of \$145 with the total not to exceed \$500 for the basic package of services. The basic package of services includes:

- A dedicated consultant working with you to create a custom C3 tool which will be based on the plan designs you specify and the utilization experience of your town or joint purchasing group;
- A summary document that compares your town's or joint purchasing group's current plans with two alternatives of your choice as well as the GIC. The summary document reports information on total aggregate premium costs for the town and its enrollees, and aggregate estimated out-of-pocket costs for enrollees. For your current plans and each alternative set of plans, the results are aggregated into the following three groups: all enrollees, active enrollees and retired enrollees, and
- One revision of the initial comparisons based on changes specified.

This pricing is based on the town or joint purchasing group providing Bailit Health with the plan design and utilization information required as inputs to the C3 Tool. You will receive a C3 Tool Worksheet prior to the analysis, so you can compile the appropriate data.

Additional requests and revisions, beyond those described in the basic package of services, may be purchased at the rate of \$145 per hour. These additional requests will not be subject to the \$500 limit.

As with any "what if" scenario, the outcomes of the C3 analysis are based on assumptions. While the C3 Tool nonetheless provides an excellent basis for discussion when evaluating plan design options, actual experience may vary from assumptions.

This analysis is free for MIIA health plan members.

C3 Tool Worksheet



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The following information must be compiled for each current plan and the plan to which the members would migrate prior to the C3 analysis. If you have any questions, contact Chris Bailey at the MMA (cbailey@mma.org or 800-374-4405, ext. 268). Please complete a separate worksheet for each plan.

PLAN AND ENROLLMENT INFORMATION (For GIC plans, the current enrollment percentages for municipal workers will be used, unless other instructions are provided.)

From: _____ Plan Name	Monthly Premium	Enrollment	% contribution by employees	Total # of people covered by family plan
Individual				N/A
Dual				N/A
Family				
To: _____ Plan Name	Monthly Premium	Enrollment	% contribution by employees	Total # of people covered by family plan
Individual				N/A
Dual				N/A
Family				

PLAN DESIGN AND UTILIZATION INFORMATION (Plan designs for GIC plans do not need to be provided.)

From: _____ Plan Name	Co-pays for each plan	Utilization/1000 member months for the past 12 months, by plan
Primary Care Office Visits		
Specialist Office Visits		
ER Visits		
Inpatient Admissions		
Ambulatory Surgery Procedures		
Retail Pharmaceuticals by Tier (3 tiers)		
Mail Order Pharmaceuticals by Tier (3 tiers)		
High Tech Radiology (CAT, PET MRI) if applicable		
Deductibles or other special plan features.		
To: _____ Plan Name	Co-pays for each plan	Utilization/1000 member months for the past 12 months, by plan
Primary Care Office Visits		
Specialist Office Visits		
ER Visits		
Inpatient Admissions		
Ambulatory Surgery Procedures		
Retail Pharmaceuticals by Tier (3 tiers)		
Mail Order Pharmaceuticals by Tier (3 tiers)		
High Tech Radiology (CAT, PET MRI) if applicable		
Deductibles or other special plan features.		