



COUNTY OF SAN DIEGO

AGENDA ITEM

BOARD OF SUPERVISORS

GREG COX
First District

DIANNE JACOB
Second District

DAVE ROBERTS
Third District

RON ROBERTS
Fourth District

BILL HORN
Fifth District

DATE: September 24, 2013

XX

TO: Board of Supervisors

SUBJECT: HEALTH CARE REFORM STAFFING (DISTRICTS: ALL)

Overview

On January 1, 2014, Medicaid and health coverage will be expanded under the Patient Protection and Affordable Care Act (ACA). The ACA requires most United States citizens and legal residents to have health insurance which can be obtained through government programs, privately purchased, or purchased with or without subsidies through a health benefits exchange (HBEx) referred to in California as Covered California. Additionally, the expansion includes changes to eligibility standards, enrollment processes, and outreach for Medi-Cal, the California Medicaid program that provides health care services to low-income Californians who meet predefined eligibility requirements.

On October 1, 2013, the County of San Diego Health and Human Services Agency (HHS) will begin accepting applications for health insurance and expanded Medi-Cal coverage in person, on the phone, through the U.S. mail, or electronically during the open enrollment period. County staff will be responsible for handling referrals from Covered California, determining Medi-Cal eligibility, and conducting ongoing case management. In San Diego County, it is estimated that 220,000 individuals will be eligible for HBEx insurance, while an estimated 111,000 applicants will be newly eligible to Medi-Cal. Additionally, an estimated 200,000 applicants are currently eligible for Medi-Cal but not enrolled.

HHS is requesting an increase of 351 positions to implement the new responsibilities associated with ACA. The expansion of the Medi-Cal and the availability of health coverage for eligible residents align with the County's *Live Well San Diego* initiative to promote healthy, safe and thriving communities.

Recommendation(s)

CHIEF ADMINISTRATIVE OFFICER

1. Approve the request to add 351 staff years to the Health and Human Services Agency associated with implementation of Health Care Reform and direct the Department of Human Resources to classify the positions at the appropriate level.
2. Establish appropriations of \$10,514,745 in the Health and Human Services Agency,

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salaries and benefits (\$9,141,896), and services and supplies (\$1,372,849), associated with Health Care Reform.

Fiscal Impact

Funds for this request are not included in the Fiscal Year (FY) 2013-14 Operational Plan for the Health and Human Services Agency. If approved this request will result in costs and revenue of \$10,514,745 in FY 2013-14, and costs and revenue of \$25,235,836 in FY 2014-15. The funding sources include state and federal Medi-Cal and CalFresh Administrative revenue and Realignment. There will be no change in net General Fund and 351 staff years added.

Business Impact Statement

N/A

Advisory Board Statement

The Social Services Advisory Board will review this item at their September 12, 2013 meeting.

Background

In 2010, the federal government enacted the Patient Protection and Affordable Care Act (ACA). The law establishes comprehensive health reforms related to coverage, costs, and care with the goal of increasing the number of Americans with insurance, and cutting the overall costs of health care to individuals and families. The ACA requires most United States citizens and legal residents to have health insurance that can be obtained through government programs, privately purchased, or purchased with or without subsidies through a health benefits exchange (HBEx) referred to in California as Covered California. On October 1, 2013, enrollment for HBEx products begins with insurance coverage starting on January 1, 2014. It is estimated that 220,000 individuals will be eligible for HBEx insurance in San Diego County.

One of the major changes related to coverage under ACA is the expansion of the Medicaid program. Beginning 2014, there will be changes to eligibility standards, enrollment processes, and outreach for Medi-Cal, the California Medicaid program. Medi-Cal provides health care services to low-income Californians who meet predefined eligibility requirements. Eligibility for Medi-Cal will be expanded to cover single adults less than 65 years of age who are at, or below, 138% of Federal Poverty Level. In San Diego County, it is estimated that there will be 111,000 applicants who are newly eligible to Medi-Cal and an additional 200,000 who are currently eligible for Medi-Cal but not enrolled. HHSa will accept applications for health insurance and Medi-Cal enrollment in-person, on the phone, through the U.S. mail, or electronically.

Individuals who call the Covered California Call Center will be screened for Medi-Cal eligibility and callers who are San Diego residents and have an individual in their household potentially eligible for Medi-Cal will be transferred to HHSa's CalHEERs call center. Residents will also be able to call the HHSa CalHEERs call center directly. Applications from the Covered California web portal and U.S. mail will be forwarded to HHSa for eligibility determination. CalHEERs is the California Healthcare Eligibility, Enrollment, and Retention System that individuals will use to apply and enroll in a Covered California health plan.

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California expects all Counties to process applications from all pathways, conduct ongoing case management and convert existing Medi-Cal cases to the new modified adjusted gross income. Until new performance measures have been established, Counties are expected to continue adhering to current statutory performance measures, including processing of applications, and annual renewals.

With the expansion of Medi-Cal eligibility and the requirement to handle referrals from Covered California, it is estimated that this new workload will require 351 additional staff.

Today's item requests the approval for 351 positions. A breakdown of the 351 positions is included in Attachment A, Health Care Reform Staffing.

Linkage to the County of San Diego Strategic Plan

This item aligns with the "Healthy Families" Strategic Initiative and supports the "Accountability, Transparency and Ethical Conduct" Required Discipline of the County of San Diego's 2013-2018 Strategic Plan. Furthermore, this action supports the County's *Live Well San Diego* initiative by building a better service delivery system for eligible County residents.

Respectfully submitted,

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HELEN N. ROBBINS-MEYER
Chief Administrative Officer

ATTACHMENT(S)

Attachment A, Health Care Reform Staffing

SUBJECT:

AGENDA ITEM INFORMATION SHEET

REQUIRES FOUR VOTES: Yes No

WRITTEN DISCLOSURE PER COUNTY CHARTER SECTION 1000.1 REQUIRED

Yes No

PREVIOUS RELEVANT BOARD ACTIONS:

April 21, 2009 (7), Report on Healthy Opportunities During an Unhealthy Economy

BOARD POLICIES APPLICABLE:

Board Policy E-10, Comprehensive Social Services System and Board Policy M-57, Legislative Policy: Fraud Prevention in Public and Medical Assistance Programs.

BOARD POLICY STATEMENTS:

N/A

MANDATORY COMPLIANCE:

N/A

ORACLE AWARD NUMBER(S) AND CONTRACT AND/OR REQUISITION NUMBER(S):

N/A

ORIGINATING DEPARTMENT: Health and Human Services Agency

OTHER CONCURRENCES(S): Department of Human Resources

CONTACT PERSON(S):

Rick Wanne
Name
619-338-2876
Phone
Richard.Wanne@sdcounty.ca.gov
E-mail

[Click here and type]
Name
[Click here and type]
Phone
[Click here and type]
E-mail

Attachment A: Health Care Reform Staffing

Classification Title	Classification No.	HCR Positions
Administrative Secretary II	002757	4
Chief, Agency Operations	004140	2
Departmental Human Resources Officer	002328	2
Departmental Technology Systems Specialist	002561	3
Facilities Analyst	005911	2
Health & Human Services Administrator	005289	5
Human Services Specialist	005223	212
Office Assistant	002700	77
Program Specialist I	005248	1
Program Specialist II	005244	9
Senior Office Assistant	002730	5
Sr. Geographic Information Systems Analyst	003506	1
Supervising Human Services Specialist	005222	28
	TOTAL	351

DRAFT