

## Retiree Option Change Period Open Enrollment – SHBP October 17 – November 4, 2016

### 2017 SHBP–Build on Plan Continuity and Stability in Plan Options

At the August 11, 2016 meeting of the Board of Community Health, the Department of Community Health presented State Health Benefit Plan 2017 member contribution rates and plan designs for approval. The Board approved continuation of vendors, Blue Cross Blue Shield (BCBS), UnitedHealthcare (UHC) and Kaiser Permanente (KP). The Board also approved an average increase in member premiums of 2.5%.

#### SHBP Decision Guide – Educational Meetings

SHBP Director Jeff Rickman states that the Decision Guide and Educational Meetings schedule for retirees will be mailed to retirees prior to the Retiree Option Change Period (10/17/16). You are encouraged to study the Decision Guide and if you feel you need additional explanation, attend one of the educational meetings.

Commissioner Clyde Reese reported to the Board that the following SHBP activities, in addition to preparing for benefit year 2017, are being pursued:

- The same type of dependent verification audit that was conducted in 2005 is being conducted again. In 2005 around 30,000 dependents were found to be “not eligible to participate in the SHBP.” However, DCH does not expect to find this volume of persons ineligible in the 2016-2017 audit.

- Express Scripts, the prescription benefit manager is being audited to determine if the PBM is approving payment of prescriptions as provided in the contract.
- On-site health clinics around the State is under review; however, the department has not yet determined a financially acceptable arrangement.
- Local school systems may apply to move the local school system’s non-certificate employees to a system-directed medical insurance plan for two years (January 2017 to January 2019). The local school system may return at their discretion to the SHBP on January 2019 without penalty.

Commissioner Reese further reported that he had appointed a SHBP Customer Advisory Council in compliance with HR 1382. [The Council and DCH met on August 1<sup>st</sup>](#) and Council spokesperson, Clara Keith, is prepared to speak to the Board after the 2017 plan options and members’ premium rates are presented to the Board.

In summary, the recommendations and approvals are:

- (1) The vendors are Blue Cross Blue Shield of Georgia (BCBSGa), UnitedHealthcare (UHC) and Kaiser Permanente (KP).
- (2) BCBSGa is joining UHC to offer Standard and Premium Medicare Advantage Options for retirees age 65 and above.
- (3) Plan Options for retirees under age 65 and for active members are:

- (a) Gold, Silver, and Bronze Health Reimbursement Arrangements (HRAs) administered by BCBS;
  - (b) Statewide Health Maintenance Organization (HMO) administered by BCBS;
  - (c) Statewide HMO and statewide High Deductible Health Plan (HDHP) administered by UHC;
  - (d) Regional HMO in the Atlanta 27-county service area insured by KP;
  - (e) Express Scripts Inc. will continue to manage the pharmacy benefit for all BCBSGa and UHC options;
  - (f) Healthways Inc. will continue to manage the wellness benefits for all options administered by BCBS and UHC.
- (4) Premium rates for the Standard UHC Medicare Advantage option **will not change in 2017; however, the rates for the UHC Premium option is increased by 22%**. The premium rates for the BCBSGa Standard and Premium are higher than UHC.
- (5) Premium rates for under age 65 retirees (and actives) **will be reduced for some options and will increase for other options**.
- (6) Telemedicine/Virtual visits are available for all options (see the Decision Guide when available).

### Standard and Premium Medicare Advantage Options (UHC)

The benefits offered under the Standard and Premium Medicare Advantage Options **by UHC and BCBSGa** have not been released; however, Director Rickman states that the intent is to keep the benefit schedules at the 2016 level.

- Each type service includes a dollar copay amount until the annual maximum out-of-pocket amount for medical expenses is met during the calendar year.
- A schedule of Benefits **will be included in** the Decision Guide, when it is available. Review the information carefully. GSRA newsletters will also include information as it becomes available.
- There are no differences between the two options in the medical networks/providers. You can use any provider that will accept Medicare patients. However, any provider can refuse to accept patients in the Medicare Advantage plan although the provider participates in Medicare.

### Health Reimbursement Arrangements (HRAs - BCBSGa) (Gold, Silver, and Bronze)

Based on information released, the benefits offered under the HRA options (Gold, Silver, and Bronze) are the same in CY 2017 as in CY 2016.

- Each level of the HRA offers benefits after the specified deductible amount – although a portion of the deductible may be offset by a HRA credit for that option.
- Benefits for each option will be outlined in the Decision Guide. There are differences in the deductible amounts, coinsurance percentage after the deductible, HRA credits, and maximum out-of-pocket amount for each of the HRA options.
- The same provider network is used for the three HRA options offered by BCBSGa and can be found at [www.bcbsga.com/shbp](http://www.bcbsga.com/shbp).

### Wellness/HRA Credits

In 2016, unused wellness credits rolled over to any Plan option (HRA, PPO, HDHP) and/or vendor (BCBSGa, Kaiser, or UHC) you choose (after six months for “run-out” claims), including Medicare Advantage. A balance of \$100 or more in an HRA or other incentive account will be established in a Retiree Reimbursement Account (RRA) after being enrolled in the MA for six months. YOU SHOULD REFER TO THE 2017 DECISION GUIDE TO ASSURE THAT THIS PROCESS REMAINS THE SAME IN 2017 AS IN 2016.

### When and How Can I Change My Option?

You can change your option during the Retiree Option Change/Open Enrollment Period. See the Decision Guide (TO BE PUBLISHED) for a step-by-step process.

### Health Maintenance Organization (HMO)

#### BCBSGa and UHC

DCH stated that the benefits offered under the HMO options by BCBSGa and UHC are the same in CY 2017 as in CY 2016.

- The benefits are the same for the BCBSGa and UHC HMO options; however, there are NO “out-of-network” benefits in either option.
- Benefits will be outlined in the Decision Guide. Generally, hospital services require a coinsurance of **20% of allowed charges after a deductible is met** and physician services in an office usually require a dollar copay at the visit.
- Provider networks for BCBSGa and UHC are different. See [www.bcbsga.com/shbp](http://www.bcbsga.com/shbp) or [www.welcometouhc.com/shbp](http://www.welcometouhc.com/shbp) for the networks for each insurance company.

### High Deductible Health Plan (HDHP) UHC

The benefit levels offered under the HDHP option by UHC are the same in CY 2017 as in CY 2016.

Members can establish a Health Savings Account (HSA) under the conditions outlined in the Decision Guide.

### Turning age 65

Turning age 65 is a special time for health insurance coverage. As a **RETIREE**, You are required to change your SHBP coverage to one of the Medicare Advantage options or pay a very high premium (\$1,341 or more) to remain in any of the SHBP options (Kaiser is different).

You should start about 4 or 5 months before your 65<sup>th</sup> birthday obtaining the necessary Medicare cards for Part A and Part B. As soon as you have the information, contact the SHBP and provide the information so that your record can be updated. Although you may change up until 31 days following your 65<sup>th</sup> birthday, Medicare must approve all additions to MAP and if you do not notify Medicare before your 65<sup>th</sup> birthday, you will probably have to pay a late penalty fee to Medicare. Always verify that your coverage and premium have been changed.

### Health Maintenance Organization (HMO) KP

The benefit levels offered under the Kaiser HMO are the same in CY 2017 as in CY 2016.

- The HMO does not have a deductible, although there is a maximum out-of-pocket for accumulation of copays for some services.
- Benefits will be outlined in the 2017 Decision Guide.
- Services must be provided by a network provider for coverage—there are no non-network benefits.
- Members who live or work in the 27 counties of the Kaiser network are eligible to enroll in the Kaiser HMO option.

### Kaiser’s 27 Counties – CY 2017 Same as CY 2016

Barrow, Bartow, Butts, Carroll, Cherokee, Clayton, Cobb, Coweta, Dawson, DeKalb, Douglas, Fayette, Forsyth, Fulton, Gwinnett, Haralson, Heard, Henry, Lamar, Meriwether, Newton, Paulding, Pickens, Pike, Rockdale, Spalding and Walton

## Stable Premiums-CY 2017

SHBP Director Jeff Rickman reported to the Board that the 2017 SHBP goal was to continue the 2016 stability of the premiums and benefits.

DCH, recognizing the high cost of insurance to members, recommended that the premiums be increased

on average 2.5% although some will increase and others will decrease. The following charts compare the premiums for CY 2016 and CY 2017.

Generally, the premiums for the HRA options increased and for the HMO options decreased.

Premium Rates - Health Reimbursement Account (HRA) Options									
Member Premiums— CY 2016 (HRA)				Member Premiums – CY 2017 (HRA)			Member Premium % & \$ Change CY 2017		
Coverage Tier	Bronze	Silver	Gold	Bronze	Silver	Gold	Bronze	Silver	Gold
You	66.28	105.33	158.79	68.96	108.49	164.36	4.0% \$2.68	3.0% \$3.16	3.5% \$5.57
You + Children	130.74	197.12	288.01	136.54	203.74	298.72	4.4% \$5.80	3.4% \$6.62	3.7% \$10.71
You + Spouse	195.96	277.96	390.23	205.50	288.51	405.84	4.9% \$9.54	3.8% \$10.55	4.0% \$15.61
Family	260.40	369.74	519.43	273.08	383.76	540.20	4.9% \$12.68	3.8% \$14.02	4.0% \$20.77

Health Maintenance & High Deductible Health Plan Options								
Coverage Tier	Member Premiums Monthly \$ Premium - 2016				Monthly Member Premiums and Premium % Change -2017			
	BCBS HMO	UHC HMO	Kaiser HMO	HDHP	BCBS HMO	UHC HMO	Kaiser HMO	HDHP
YOU					\$ 130.96	\$ 166.23	\$ 138.64	\$ 51.01
% Change	\$ 130.58	\$ 170.68	\$140.02	\$ 57.46	0.3%	-2.6%	-1.0%	-11.2%
You+Children					241.94	301.91	255.10	106.02
% Change	240.05	308.22	256.10	115.75	1.4%	-1.3%	-0.4%	-8.4%
You + Spouse					335.69	409.78	352.14	167.80
% Change	330.99	415.20	350.81	177.45	1.4%	-1.3%	-0.4%	-5.4%
Family					446.67	545.45	468.59	222.82
% Change	440.44	552.71	466.86	235.72	1.4%	-1.3%	-0.4%	-5.5%

MEDICARE ADVANTAGE PLAN (MAP)								
Coverage Tier	2016		2017					
	UHC		UHC		BCBSGa		UHC Premium Increase	
	Standard	Premium	Standard	Premium	Standard	Premium	Standard	Premium
You	\$25.38	\$ 88.22	\$ 25.38	\$108.22	\$ 47.51	\$ 95.02	0%	22.7%
You + Spouse	50.76	176.44	50.76	216.44	135.24	270.48	0%	22.7%

## What Does the State Contribute To My Health Care Option (Other than MAP)

We normally think of the State as paying 75% of the premiums for SHBP. The percentage of the total premium paid from employer contributions is higher than 75% for some options but approaches 70% for the Gold, UHC HMO, and Kaiser HMO options. Apparently, DCH adopted in 2014 an unspoken policy of contributing the same dollar amount for each option. Such policy matches the Affordable Care Act's marketplace provisions for benefit designs and premium subsidy. ACA requires the marketplace to offer options that have an actuarial value (AV) for "Essential Benefits" of 60% (bronze), 70% (silver), 80% (gold), etc. for a federally defined statistical group.

ACA further provides premium subsidies up to the 70% (silver) option.

Based upon the published SHBP total premiums, the same dollar amount is contributed as a subsidy for each coverage tier regardless of the option. Therefore, the member has the option of paying more in premiums and less in out-of-pocket cost, i.e. the Gold HRA or paying less in premiums and more in out-of-pocket cost, i.e. the Bronze HRA.

Based upon the 2017 total rates approved on August 11, 2016, GSRA calculates the CY 2017 employer premium subsidy dollar amount for each option as follows.

CY 2016 and CY 2017 – Dollar (\$) GSRA Calculated State Subsidy										
	CY 2016 SHBP Employer Subsidy					CY 2017 SHBP Employer Subsidy				
	Bronze	Silver	Gold	HMOs/ HDHP	Kaiser	Bronze	Silver	Gold	HMOs/ HDHP	Kaiser
<b>You</b>	\$ 445.91	\$ 445.92	\$ 445.92	\$ 445.91	\$ 416.76	\$ 482.72	\$ 482.71	\$ 482.71	\$ 482.72	\$ 415.91
<b>You + Children</b>	739.99	739.99	739.99	739.99	690.42	801.31	801.31	801.31	801.31	687.64
<b>You + Spouse</b>	879.65	879.65	879.65	879.64	818.42	953.02	953.02	953.02	953.02	812.42
<b>Family</b>	1,173.74	1,173.74	1,173.74	1,173.75	1,092.11	1,271.61	1,271.61	1,271.61	1,271.61	1,084.15

### Making a Coverage Decision for CY 2017

Watch for your 2017 Decision Guide that is to be mailed to retirees prior to the Open Enrollment and Retiree Option Change Period beginning October 17, 2016. Additional information will be printed in the GSRA Newsletter when the Decision Guide is available for review.

### Enrolling in Pension Deductions

If you are a retiree with a retirement benefit from the Employees Retirement System, consider having your GSRA dues deducted from your benefit. It is easy. Go to [www.mygsra.com](http://www.mygsra.com) (Select Join US, Benefits, and Pension Deduction form.) Complete the Authorization, complete your "pension ID number" and mail as instructed on the form.

**Don't Forget Your AMBA Benefits!**

We encourage you to view the benefits available to you as a member of GSRA by visiting our contracted vendor, [www.myAMBAbenefits.info/association/gsra](http://www.myAMBAbenefits.info/association/gsra) or at 1-800-258-7041. You will see many discounted products (electronics, vacation) and benefits, such as long-term care and dental insurance.

AMBA has notified GSRA that the Vision program through AMBA will be offered to GSRA members at no premium increase in the new year and that two-year rates have been negotiated for the dental plan for GSRA members effective October 1, 2016 through September 30, 2018. Although the dental plan's premiums are increasing by 5.8% in October, the dental insurance provides an excellent benefit for retirees who need the dental plan. Listed below are the current monthly rates and those in effect for 9/1/16.

Dental Insurance Rates				
	Member Only	Member & Spouse	Member & Children	Member & Family
October 2015	\$ 47.96	\$ 95.99	\$95.99	\$ 129.65
October 2016 Thru 9/30/2018	50.76	101.60	101.60	137.20

AMBA (through Ameritas Company) is offering the dental plan effective October 1<sup>st</sup> and waiving the waiting period for any type service. AMBA will notify individual members (if enrolled in the dental plan) of the premium change

**Don't Forget to Register for the 2016 Annual Meeting!**

**October 16-17**

**Anderson Conference Center, Macon**

[Click Here for Information and Registration](#)



### GSRA Members!

Check out ERSGA/GTA's  
MORE – My Official Rewards Experience

ERSGA retirees get  
discounts/incentives for:

- Travel
- Entertainment
- Shopping
- Recreation
- Other areas tailored to your interests

You can access MORE by logging into your  
secure ERSGA account and clicking the link.

<https://secure.ers.ga.gov/>

### Endorsed Benefits

The Georgia State Retirees Association (GSRA) makes many member only benefits available to its members. GSRA endorses the following member benefits:

- Long Term Care / Home Health Care Policy
- Life Insurance
- Medical Air Services Association (MASA)
- Travel Discounts
- Car Rental Discounts
- Tax-Deferred Annuity
- Cancer Treatment Policy
- Medicare Supplement Insurance
- Identity Theft Protection
- Hotel Discounts
- Computer Discounts

Review your benefits at: [www.myAMBAbenefits.info/gsra](http://www.myAMBAbenefits.info/gsra)



SHBP Retirees and UnitedHealthcare:  
**Helping people live  
healthier lives together.**

UnitedHealthcare is a proud sponsor of the  
2016 GSRA Annual Legislative Reception.



Plans are insured through UnitedHealthcare Insurance Company or one of its affiliated companies, a Medicare Advantage organization with a Medicare contract. Enrollment in the plan depends on the plan's contract renewal with Medicare.  
H2001\_160125\_081056

SPRJ26196

### YOU ARE OUR PRIORITY

OUR MEMBERS FORM  
**THE FOUNDATION**  
OF THE COMMUNITIES THEY SERVE.

And for over 90 years, we've prided ourselves on helping members build a solid financial foundation for their own families.

We're not salespeople, we're solutions people. That's why nobody can serve our members like we can.

APCU serves all State and Federal workers, retirees and their families in Georgia.

We have an exciting  
**SUMMER MORTGAGE PROMOTION!**

Call today for  
more information.

 **MATT BAUM**   
Membership Development Coordinator  
800-849-8431 \* 404-684-8056

**APCU**  
Atlanta Postal Credit Union  
A TRADITION OF SERVICE

3918 CROWN ROAD, ATLANTA, GA 30308-8881 \* [WWW.APCLU.COM](http://WWW.APCLU.COM) \* [MB@APCLU.COM](mailto:MB@APCLU.COM)