



STATE EMPLOYEE HEALTH PLAN STATE EMPLOYEE NEWS JULY 2010 EDITION



COBRA ARRA Subsidy Discontinuation

In April the President signed another short-term extension of COBRA health insurance premium subsidies for employees who were terminated involuntarily. The measure extended the 15-month, 65% federal premium subsidy to employees laid off from April 1, 2010 through May 31, 2010. Although there has been continued discussion of another potential extension of the COBRA premium subsidies through the end of the year, that action has not yet come to pass.

As of June 1, 2010, the COBRA ARRA premium subsidy eligibility ended.

There is the possibility that the COBRA ARRA subsidy from the Federal Government may be extended. **In order for those employees to be tracked, please continue to report whether an employee was involuntarily terminated.** The SEHP will continue to keep track of these terminations and transmit their information to our COBRA administrator, COBRAGuard. In the event that the COBRA ARRA subsidy is extended, the information will already be loaded in both SEHP and COBRAGuard's systems.

In speaking with your employees that are involuntarily terminated on or after June 1, 2010, as the law stands today, they are no longer eligible for the 65% federal premium subsidy.

If there is an extension of the ARRA subsidy, we will announce it as soon as we know.

If you have any questions, please contact COBRAGuard at 1-866-952-6272.



News From Health Quest

We are midway through the 2010 health screening program. Retirees, spouses and dependents 18 years or older who are enrolled in the State Employee Health Plan may sign up for a free appointment once a year by going online to www.KansasHealthQuest.com. If you have not already created an account in 2010, you will need to do so under the "register" column and then select "Onsite Screenings" from the Program Info drop down menu on the left. If you do not have internet access, you may make an appointment by calling toll-free 1-888-275-1205 (select **option 5**). Phones are answered from 8 am to 10 pm, seven days a week.

Fasting for eight hours is required for the simple finger stick test. Participants receive important health information including:

- Total cholesterol, HDL, LDL and total cholesterol to HDL ratio
- Triglycerides and glucose
- Systolic and diastolic blood pressure
- Height, weight and body mass index (BMI)
- Waist circumference

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Following your screening appointment, your test results are automatically loaded into your online health assessment (please allow up to 4 to 5 business days). Alternatively, you may use test results obtained from a doctor visit to complete your assessment at www.KansasHealthQuest.com. Assessments must be completed by September 30, 2010 and participants may take the assessment once per calendar year to earn a \$50 gift card redeemable at more than 350 merchants. Gift cards are optional and taxable by the IRS. At the conclusion of the health assessment, you may immediately select your gift card or opt out of receiving one.

If you have questions about your screening results, we encourage you to call the toll-free nurse line at 1-888-275-1205 (select **option 2**). You can find out more about what your screening results mean to your overall health and steps you can take to improve your health. Specially trained registered nurses are available 24/7 to answer any health-related questions and give advice on health concerns, big or small.

For more information about HealthQuest programs, visit www.khpa.ks.gov/healthquest.



Important Information for those Enrolled in the Tobacco Cessation Program for the Premium Discount

New hires that come onto the health plan and elect to do the tobacco cessation program for the premium discount are required to complete an assessment call (approximately 30 minutes) with a Quit Coach within 30 days of their eligibility date. And they must complete four additional tobacco cessation discussions with a Quit Coach within 150 days (5 months) of their eligibility date in order to continue to receive the non-tobacco user discount of \$40 per month.

All participants who have completed their program requirements may continue to work with a Quit Coach in the tobacco cessation program for continued support and success toward their tobacco cessation goals. Coaches are available from 6:00 am to 2:00 am, 7 days a week by calling toll-free 1-888-275-1205 (**option 3**).

Approximately six months from the time you complete your assessment call, you will receive a call from the tobacco cessation program requesting that you participate in a survey to ask you about your quit status and your satisfaction with the program. While the survey is not mandatory to retain your discount, we greatly appreciate your participation. This feedback will provide helpful information about the effectiveness of the program.

For more information about the tobacco cessation program, visit:

www.khpa.ks.gov/healthquest/tobaccocessation.html.



Plan Year 2011 Flexible Spending Account Over the Counter Medicines and Supplies

Changes due to Health Care Reform

- FSA participants will be able to submit claims for eligible OTC medicines **purchased without a prescription prior to January 1, 2011**. Such claims can be filed through the end of the claims run out periods for any plans that began prior to December 31, 2010.
- Equipment, supplies, and diagnostic devices such as bandages, hearing aid batteries, blood sugar test kits, etc. will remain eligible for reimbursement without a prescription.
- Effective January 1, 2011, over the counter (OTC) medicines will **not** be reimbursable unless you have a valid prescription. Please see the list below for examples of these OTC medicines. **Insulin still qualifies for reimbursement without a prescription.**

Examples of OTC medicine categories no longer eligible for a tax break without a prescription after January 1, 2011:

- Acid Controlllers
- Allergy & Sinus
- Anti-Gas Products
- Anti-Diarrhea Products
- Anti-Itch & Insect Bites Products
- Baby Rash Ointments
- Cold Sore Remedies
- Cough, Cold & Flu Products
- Digestive Aids
- Feminine Anti-Fungal/Anti-Itch
- Hemorrhoid Remedies
- Laxatives
- Motion Sickness
- Pain Relief
- Respiratory Treatments
- Sleep Aids & Sedatives
- Stomach Ailment Remedies



FSA Participant Email Notices

To ensure that FSA participants receive timely notices regarding the IRS grace period, claim filing deadlines and reminders via email, KHPA is encouraging you to provide your work or personal email address to ASI. If you have already been receiving email notices from ASI, no further action is required.

To receive email notices, please:

1. **Go** to the ASI web site - http://www.asiflex.com/Forms/direct_deposit_explained.htm
2. **Select** the **Direct Deposit / Email Notification Form** (Word document)
3. **Fill in** your employer's name (**State of Kansas**), first and last name and email address in the spaces provided
4. **Email** the completed form to Leslie White with ASI at lwhite@asiflex.com, **or**
5. **Fax** it to Leslie at **573-442-4435**



The Affordable Care Act, the State Employee Health Plan and Dependent Children to Age 26

The Affordable Care Act, which was signed into law earlier this year, requires plans and issuers that offer dependent coverage to make that coverage available until a child reaches the age of 26 in accordance with the Affordable Care Act and State Employee Health Plan (SEHP) guidelines.

The effective date of this law is commencement of the plan or policy year beginning on or after September 23, 2010. The SEHP plan year for 2011 starts January 1, 2011.

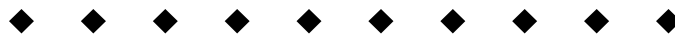
The SEHP met with the Health Care Commission (HCC) on Thursday, May 27, 2010 and the HCC voted to allow dependent children enrolled in the SEHP on July 1, 2010, reaching the age of 23 with birthdates on or after July 1, 2010, to remain on the SEHP up until age 26. All other current SEHP requirements of dependent child eligibility will remain in effect through December 31, 2010.

The SEHP has reinstated dependent children enrolled in the SEHP on July 1, 2010 who reached the limiting age of 23 with birthdates on or after July 1, 2010 effective August 1, 2010. Letters have been mailed to all impacted members.

If a member does not wish to have their age 23 dependent child remain on the member's SEHP coverage, the member must complete a change form requesting that their dependent child be removed from their SEHP coverage effective August 1, 2010.

Dependent children that have reached age 23 with birthdates prior to July 1, 2010 will remain off the SEHP through December 31, 2010. Members will be able to enroll their dependent children that have reached age 23 prior to July 1, 2010 during the SEHP Open Enrollment period this fall, for a coverage effective date of January 1, 2011.

Effective January 1, 2011, the SEHP will offer dependent coverage to an adult child until the age of 26, in accordance with the Affordable Care Act .



CVS Caremark and Walgreens Update

CVS Caremark and Walgreens reached an agreement that will keep Walgreens in the State Employee Health Plan network. If you use Walgreens to fill your prescriptions, you can continue without disruption.

If you have questions about your pharmacy benefit, please call the CVS Caremark customer service number located on the back of your benefit card.



The State of Kansas Group Long Term Care (GLTC) Insurance Program

Beginning in October, there will be a new voluntary Group Long Term Care Insurance program available to State of Kansas benefits eligible employees, retired State of Kansas employee Direct Bill members, and their families. This new Group Long Term Care Insurance Program is being offered and underwritten by Genworth Life Insurance Company.

The enrollment period for this program begins August 1, 2010 and will continue through September 30, 2010.

During this enrollment period, active State of Kansas active at work benefits eligible employees up to age 65 will have the chance to enroll in this program with no medical underwriting (the use of health status information to evaluate an applicant for insurance coverage) and spouses will be able to enroll with streamlined underwriting.



Upcoming GLTC Activities

There will be a variety of ways for you to learn more about this program over the coming months.

- **Watch your WORK e-mail:** Beginning at the last week of July, there will be e-mails announcing the start of the program, providing detailed program information, announcing the schedule for on-site employee meetings and reminding you of program deadlines.
- **Watch your regular mail:** Also beginning the last week of July, there will be a series of mailings to employees' homes. A personal rate quote that will provide individualized program costs for you and the "*Plan Today*" brochure describes the need to consider long term care insurance, including long term care costs in several Kansas localities. **IMPORTANT:** If you have moved in the last year, please make sure that your Human Resource Representative has your correct mailing address. This will ensure that this information, as well as important upcoming Group Health Insurance Open Enrollment Information for Plan Year 2011 reaches you.
- **On-site meetings:** There will be on site meetings beginning the third week of August. At these meetings, you will be able to hear representatives from Genworth Life discuss the program in detail and answer any questions you may have. In addition to your email, watch for communications from your Human Resources Representatives (HRRs) announcing the times and places for meetings near you.
- **Employee web site:** The State of Kansas long term care website will be available for employees and their families at the start of the enrollment period. The website has educational information to help you evaluate whether this program might be right for you, what the cost of the program will be, and how you can apply for the program online.
- **Other methods:** A Genworth toll-free number, webinars for those people who cannot attend on-site meetings and HRR communications will also help inform you about the details of this program.

With all the activities people have over the summer months, it could be easy to forget about this important new program. Over the next 3 months, please keep an eye out for the communications about this program.

Long Term Care Pre-Enrollment Survey Results Summary

The 11 question survey ran between May 6th and May 24, 2010.

The purpose was to determine:

- Pre-enrollment awareness and interest among State of Kansas workers
- What employee's key questions about the benefit are
- The employee's preferred methods of receiving communications

Key Results

- 4,512 completed surveys were logged
- 31% of respondents knew that a group long term care benefit will be offered
- Less than 5% of respondents knew there was a new carrier for the benefit
- 8% of respondents knew about an upcoming open enrollment period for GLTC services
- 90% wanted more information
- 79% wanted to know what the costs of the program will be
- 75% wanted to know what the program covered
- 55% wanted to know how to apply
- 51% wanted to know about other family member coverage
- 48% wanted to know about applying without medical underwriting

Employees indicated a range of preferred methods to receive information:

- 50% highly preferred KHPA email to get information about the program.
- 39% highly preferred that materials be sent to their homes.
- 34% highly preferred to get materials from their Human Resource staff.
- 30% highly preferred getting information from a KHPA website.
- 28% preferred group information meetings.

To view the survey results, please visit the KHPA web site at these links:

Employees:

<http://www.sehp2010ks.org/images/pdf/State%20of%20Kansas%20Employee%20LTC%20Survey.pdf>

HR Reps:

<http://www.sehp2010ks.org/images/pdf/State%20of%20Kansas%20HR%20Reps%20LTC%20Survey.pdf>

Please look for more information on the Group Long Term Care program coming soon.

