



STATE EMPLOYEE HEALTH PLAN NON STATE EMPLOYEE NEWS JANUARY 2010



HealthQuest Launches 2010 Wellness Program

Non State Group Employees who are eligible for the State Employee Health Plan benefits and their spouse/dependents 18 years or older who are enrolled in the plan are invited to take advantage of these (and other) fabulous, FREE offerings from HealthQuest:

- Nurse24 is a toll-free nurse line available 24 hours a day for any health related question. Call 1-888-275-1205 and select option 2 to speak confidentially with a specially trained nurse anytime, day or night.
- The Online Wellness Portal gives you access to customized healthy living programs, fun wellness challenges, the health screening scheduler, healthy recipes, medical resources and more. Log on at www.KansasHealthQuest.com.
- HealthQuest is once again offering free health screenings hosted across the state from March through August. Make an appointment beginning in mid-February at www.KansasHealthQuest.com or call toll-free 1-888-275-1205 and select option 5. Complete a screening AND an online assessment to receive a personalized health improvement plan and earn a \$50 gift card redeemable at more than 350 merchants!
- Condition Management Coaching is offered to those dealing with asthma, coronary artery disease, chronic obstructive pulmonary disease, diabetes or heart failure. Ongoing, personal support is available to help you manage your condition and achieve a better level of health. Call 1-888-275-1205 and select option 1 to enroll.

For more information about HealthQuest programs, visit www.khpa.ks.gov/healthquest or call toll-free 1-888-275-1205.



Important Information for Non State Group Employees Who during Open Enrollment Elected to Participate in the Tobacco Cessation Program for the Premium Discount in 2010

In order to continue to receive the State Employee Health Plan non-tobacco user discount of \$40 per month, you must complete each of these steps by the specified dates below:

- Enroll in this program and complete your assessment call (approximately 30 minutes) between January 1 and January 31, 2010 to keep the discount. Call 1-888-275-1205 and select option 3 to begin your tobacco cessation program with a Quit Coach. Alternatively, you may enroll online at www.KansasHealthQuest.com.
- Complete a minimum of four additional tobacco cessation discussions with your personal Quit Coach prior to May 31, 2010, (approximately 20 minutes each) to keep the discount.
- You may participate in the Tobacco Cessation program even if you did not elect the non tobacco user discount at Open Enrollment. For complete details, go to the above website. If you did not disclose your tobacco status at Open Enrollment you are not eligible for the discount for 2010.

For complete details, go to www.khpa.ks.gov/healthquest/tobaccocessation.html.



EDS name changed to HP Enterprise Services

During 2009, EDS was chosen to be the processor SEHP's premium bills and payments. This service will continue without any changes that would impact members.

EDS has been purchased by Hewlett-Packard (HP). From this point on, EDS will be referred to as HP Enterprise Services or simply 'HP'. Although the EDS name is changing to HP, nothing else is changing that would impact members.

We've included some answers to questions you may have:

Q: I receive a paper bill in the mail each month, how does this affect me?

A: The only change on your statement you will see is that any reference to 'EDS' will now say 'HP'.

Q: I receive a bill online each month, how does this affect me?

A: The only change on any Web pages and the online statement you will see is that any reference to 'EDS' will now say 'HP'.

Q: I pay my monthly premium bill by a recurring online payment through Kansas Premiums Online. Will this money starting going from EDS to HP?

A: Online payments will not change. The EDS name change to HP has no impact on recurring payments. Recurring payments will continue as scheduled by you and will not require any action on your part.

Q: I recently mailed a check for my premium, but I made my check out to 'EDS Premium Payments'. Will this be accepted or will HP send it back to me?

A: The check will be processed and posted to your account. Please make any future payments payable to 'HP Kansas Premiums'.

Q: Is the HP I'm sending my check to the same HP that makes computers? How can I feel comfortable they will know how to manage my account?

A: Yes. When HP purchased EDS, HP created a new services division within HP. While HP has been known for creating computers, printers and online services, HP's Enterprise Services division has over 40 years experience of the type of business processing expertise required to manage the SEHP's premium billing.

Q: Where will I send my payment?

A: You will continue to send your payment to the same address you currently use, but instead of using the company name of 'EDS Kansas Premiums' please address envelopes using HP in place of EDS as 'HP Kansas Premiums'. As a reminder, our payment address is:

HP Kansas Premiums
P.O. Box 842195
Dallas, TX 75284-2195



Extending Coverage Past Termination Dates

Extending coverage past an employee's termination date is not allowed under the State Employee Health Plan policy. Paying an employee's premium past their actual termination date or allowing extended health insurance coverage is in violation of the SEHP's policies. **Attempting to extend coverage for an active employee violates COBRA law and negatively impacts eligibility for the ARRA COBRA premium subsidy.** If you wish to pay for coverage past the termination date, you may pay for COBRA coverage. This is something you will need to coordinate with your employee as no special arrangements are made by KHPA or COBRAGuard, our third party COBRA administrator.

Coventry Health Care and Preferred Health Systems

State Employee Health Plan members and their dependents will see no change in their coverage or benefits as a result of the merger between Coventry Health Care and Preferred Health Systems. Contracts between the State Employee Health Plan and third-party administrators for Plan Year 2010 were finalized by all parties prior to the merger. By acquiring Preferred, Coventry also acquired all of Preferred's contractual obligations, including its contracts with the State Employee Health Plan.

Kansas Insurance Commissioner Sandy Praeger announced on Dec. 28 that she had approved the sale, subject to certain conditions which include maintaining a network of providers adequate to serve policyholders. Coventry will also maintain an office in Wichita dedicated to providing services to PHS matters through 2011. Coventry has agreed to adhere to those conditions.



Important Address Information

If your employees' addresses change, please be sure to send the address change to KHPA on an SEHP Change Form. It's important that employees maintain an accurate address with the SEHP so that they can receive health plan information timely.



New 2010 Coverage Begin Dates

**STATE EMPLOYEE HEALTH PLAN (SEHP)
Health Plan Coverage Begin Dates for
Newly Hired Employees**

Hire Date		Coverage Begin Date
From	To	
10/03/09	11/02/09	01/01/10
11/03/09	12/03/09	02/01/10
12/04/09	12/31/09	03/01/10
01/01/10	01/31/10	04/01/10
02/01/10	03/02/10	05/01/10
03/03/10	04/02/10	06/01/10
04/03/10	05/02/10	07/01/10
05/03/10	06/02/10	08/01/10
06/03/10	07/03/10	09/01/10
07/04/10	08/02/10	10/01/10
08/03/10	09/02/10	11/01/10
09/03/10	10/02/10	12/01/10
10/03/10	11/02/10	01/01/11
11/03/10	12/03/10	02/01/11



New 2010 COBRA ARRA Announcement

Please see the following announcement from the SEHP's COBRA administrator, COBRAGuard regarding the COBRA Premium Subsidy Extension .



COBRA PREMIUM SUBSIDY EXTENSION DECEMBER 22, 2009

President Obama signed the bill containing the COBRA subsidy extension into law Saturday, December 19, 2009. This date is the bill's "enactment date". This is important as it will have an effect on some of the deadlines for notifying Assistance Eligible Individuals (AEI's) of the extension. This extension adds 6 months to the COBRA subsidy to allow for a maximum of up to 15 months of assistance and provides some clarification.

- These changes are *retroactively* applicable to individuals whose subsidy expired in November (i.e., the ninth month after the subsidy first became available in February of 2009). This retroactive reinstatement of the subsidy program will require further notices for these COBRA assistance eligible individuals and will allow affected individuals an extended period of time to pay for December coverage.
- Also, Congress changed the way it describes the program's expiration date. If the COBRA qualifying event occurs by the program's extended expiration date of February 28, 2010, the subsidy will be available even if an individual's regular coverage continues beyond that date. When the subsidy was slated to expire on December 31, 2009, the Department of Labor had interpreted the statutory language as denying the subsidy to any individual whose COBRA coverage did not begin before January 1, 2010.

What Did Not Change?

- The 65% premium subsidy did not change, and it is still limited to COBRA qualifying events where there is an 'involuntary' termination of employment.
- The maximum period of COBRA coverage for termination of employment (18 months) did not change. For example, an individual whose involuntary termination of employment led to COBRA coverage starting on October 1, 2008 - and whose premium subsidy began on March 1, 2009 - would still exhaust their 18 months of COBRA coverage on April 1, 2010. This is true even though the individual in this example would have received only 12 months of subsidized coverage.

What Did Change?

The 2 main changes made by this bill are:

- The maximum subsidy period changes from 9 months to 15 months, and
- The subsidy program's expiration date changes. The final date on which an 'involuntary' termination of employment may trigger the subsidy is now February 28, 2010, rather than December 31, 2009.

What will the Changes Require COBRAGuard To Do?

Please keep in mind that since November, our phone call volume is back to levels surpassing the original ARRA numbers due to the people calling in to find out if there would be an extension.

COBRAGuard has already started notifying COBRA participants via out-bound calling, special letters, emails, and the participant web interface www.MyCOBRA.info to keep them informed and we will continue to do so. With this in mind, we are creating or modifying 2 notices (as required) immediately to let COBRA continuants know what is happening.

1. Qualifying Event Notice Changes

The first Notice to change is the COBRA Qualifying Event Notice (also called the COBRA Rights notice, Election Packets, QE Notice, etc). This is the notification that goes to recently terminated individuals explaining their plan choices, their COBRA rights, and the ARRA subsidy to them. It has everything they need to begin their COBRA coverage; their COBRA election form, their ARRA application form, and payment instructions.

2. Notice of Retroactive COBRA Rights

This notice will go to any assistance eligible individuals. (i.e., an individual who met the earlier requirements for taking advantage of the subsidy) who -

- o did not pay the 35% premium amount for any period of COBRA coverage that began before the enactment date of this extension (December 21, 2009) and for which the subsidy would not be available but for the extension. (Because the individual must also be *eligible* for COBRA coverage during this extended period, he or she must have maintained COBRA coverage through the end of the original subsidy period.) This notice will also go to any assistance eligible individual who *overpaid* the premium for an extended coverage period - e.g., by paying the full premium amount.
- o failed to pay the 35% premium needed to maintain their COBRA coverage will have 60 days after the bill's enactment date (or, if later, 30 days after receipt of the notice) in which to make the retroactive premium payments.

If individuals have overpaid a premium for this period, we will continue to follow the procedures that applied when the subsidy was first enacted. As such, those overpayments will either be credited to future months of COBRA coverage or refunded to the individuals in cash.

Make sure that you log into COBRATrak frequently to stay on top of your COBRA participants during this time period as there will likely be more changes in the near future.

COBRAGuard Employer Services

Employer.Services@COBRAGuard.net

1-800-442-6272

(1-800-44COBRA)