



A SNAPSHOT OF GEORGIA

STATE HEALTH BENEFIT PLAN



SHBP Addresses Consumerism

As of May 1, 2007, the State Health Benefit Plan (SHBP) provides health coverage for 671,734 active and retired state employees and their dependents. The SHBP offers nine options and two pilot plans (for nine boards of education). Most SHBP Plan Options offer a consumer choice option, which allows the member to receive in-network benefits with a non-network provider after nomination and approval. The SHBP is a self-insured plan, which means that member premiums and employer contributions fund the plan and pay all claims. The SHBP assists in attracting and maintaining a competent, healthy workforce.

Overview of State Health Benefit Plan Options

Most options provide a wellness benefit without requiring satisfaction of a deductible. This encourages members to get age-appropriate check-ups and exams. The options offered are:

- **Indemnity:** The Indemnity is a traditional fee for service option, which pays a pre-scribed percentage of allowed amounts.
- **Preferred Provider Organization (PPO):** Members may receive services from In- and Out-Of- network providers. Typically, benefits are paid at 90% for In-Network and 60% for Out-Of-Network charges. There is a national network of participating providers.
- **High Deductible Health Plan (HDHP):** The HDHP is a consumer driven health option. In return for a lower premium, members must satisfy a higher deductible that must be satisfied for each family member prior to benefits being paid. This option offers In and Out-of-Network benefits. Members may also participate in a Health Savings Account (HSA). Employee contributions to an HSA are tax deductible and may be used to pay medical expenses. Unused HSA funds carry over to the next plan year and may earn interest. HSAs are also portable. That means that if a member leaves SHBP or decides not to re-enroll in the HDHP, that member may no longer contribute to the HSA, but may keep the account and use the balance for eligible health care expenses.
- **Kaiser Health Maintenance Organization (HMO):** Kaiser is an integrated managed care organization that offers lab, x-ray and full services at their facilities. Specialist services are paid only if the visit was referred by the patient's Primary Care Physician (PCP). Kaiser coverage is only available in the Atlanta metro area.
- **Kaiser Medicare Plus Senior Advantage:** This option is designed for members who are covered by Medicare. Members who participate in this option do not have to enroll in a Medicare Part D prescription plan. This option is only available in the Atlanta metro area.
- **Cigna HMO:** This traditional HMO provides coverage by participating Cigna providers only. Members must select a PCP and obtain a referral to see a specialist.
- **Blue Choice HMO:** This traditional HMO provides coverage by participating Blue Choice providers only. Members must select a PCP and obtain a referral to see a specialist.
- **UnitedHealthcare CHOICE HMO (UHC):** This HMO does not require members to select a PCP or to obtain a referral to see a specialist. However, members must use a UHC HMO Choice network provider for services to be covered.
- **TriCare Supplement:** This option is a supplement that coordinates benefits with TRICARE, which is a federal health plan offered only to certain United States military personnel. TRICARE is primary and the Tricare Supplement is secondary.

PLAN OPTIONS

- Indemnity
- Preferred Provider Organization
- High-Deductible Health Plan
- Kaiser Health Maintenance Organization
- Kaiser Medicare Plus Senior Advantage
- Cigna HMO
- Blue Choice HMO
- UnitedHealthcare Choice HMO
- Tri-Care supplement

Note: HMOs typically provide a 90% or more benefit for in-network providers and no coverage for services received by non-participating providers unless a life threatening emergency.

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Consumerism

SHBP offers a consumer-driven health pilot program in Bibb, Clayton, Coweta, Clarke, Fulton and Paulding counties and Atlanta City schools. Approximately, 1,300 members and dependents are enrolled. Features of this option include a \$500 wellness benefit and an annual \$500 single and \$1,000 family Health Reimbursement Account (HRA) funded by SHBP to offset member out-of-pocket expenses. Any unused HRA dollars roll over to the next Plan year.

Consumer Choice Options

Consumer Choice Option (CCO): All Plan Options other than the Indemnity and TriCare Supplement Options offer CCO. CCO allows the member and each dependent to nominate non-network providers and receive benefits at the In-Network rate. All nominated providers must be practicing and licensed in Georgia, meet credentialing requirements and agree to the reimbursement levels. The nominated non-network provider must be approved by the network before the member receives CCO covered services from that provider. After approval, covered services will be paid at the "In-Network" rate. There is additional cost for this feature.

Tobacco and Spousal Surcharges

The \$30 monthly Spousal Surcharge applies to members whose spouse is eligible for coverage through his employer but elects not to take the coverage. The \$40 Tobacco Surcharge applies to any members or their covered dependents who use tobacco products. This surcharge is designed to encourage tobacco users to a more healthy behavior. Smoking cessation classes are offered to members wanting to stop using tobacco.

Each year, members must answer surcharge questions during the annual Open Enrollment. Members who fail to answer these questions will automatically be assessed the applicable surcharges. Retirees are not subject to surcharges at this time.

SHBP INITIATIVES

Bridges to Excellence (BTE)

The SHBP is working with the Center for Health Transformation's Healthy Georgia Diabetes and Obesity Project, and a number of other large employers in Georgia, to implement the "Bridges to Excellence" Diabetes Care Link Program. This program pays incentives to physicians who practice best standards of diabetes care and encourage diabetics to see those physicians to improve their quality of life and avoid long-term complications that often accompany this disease. In the process, physicians receive rewards for providing high quality care, individuals with diabetes become more healthy and employers save money.

Integrated Approach to Healthcare for the Total Person

This approach should provide more efficient and effective health care for SHBP members, reduce costs and maximize clinical outcomes. UnitedHealthcare houses medical, behavioral health and disease management professions in one area so that they might address all of a patient's needs concurrently encouraging a whole-person approach to health care.