



Health Coverage Options for KelseyCare Advantage Participants

Fall Enrollment 2020



Today's Topics



- Why the change is happening
- Other GBP health plans
- Enrollment in a non-GBP health plan
- Waiving GBP health coverage
- How to make changes
- Where to find more information

Why Is ERS Making This Change?



“In no event shall the total amount of state contributions allocated to fund coverage in an optional health plan exceed the actuarially determined total amount of state contributions that would be required to fund basic health coverage for those active employees and retirees who have elected to participate in that optional health plan.”

– HB 1 (General Appropriations Act, Fiscal Year 2020-2021), Rider 7 of the ERS budget

UnitedHealthcare’s bid to insure HealthSelect Medicare Advantage (ERS’ “basic health coverage” for Medicare retirees) means that costs for KelseyCare Advantage will be higher than for HealthSelect Medicare Advantage starting January 1, and ERS can no longer offer KelseyCare in the Texas Employees Group Benefits Program (GBP).

Other GBP Health Plans



Two options for current KelseyCare participants

HealthSelectSM of Texas
Medicare Advantage Plan

Insured by UnitedHealthcare

HealthSelectSM of Texas

HealthSelect SecondarySM, a HealthSelect of Texas[®] plan
administered by Blue Cross and Blue Shield of Texas

HealthSelect Medicare Advantage Plan PPO



Key features

ERS designed the HealthSelect Medicare Advantage Plan preferred provider organization (MA PPO) for Texas agency and higher education retirees. UnitedHealthcare will insure the plan starting January 1. This plan replaces Medicare Parts A and B.

Medical benefits, if you see providers who accept Medicare

- No deductibles (same as KelseyCare)
- Typically no copays or coinsurance (same as KelseyCare)
- Out-of-network benefits available (different than KelseyCare)

Provider network

- Same level of benefits in or out of network, if you see providers who accept Medicare
- Most convenient: providers who will bill UnitedHealthcare – Otherwise, you might have to pay up front and submit claim to UnitedHealthcare.
- Kelsey-Seybold providers not available – UnitedHealthcare can help you find new providers.

HealthSelect[®] of Texas
Medicare Advantage Plan

HealthSelect Medicare Advantage Plan PPO



Key features

Pharmacy benefits

- HealthSelectSM Medicare Rx Part D coverage at no additional cost (same as with KelseyCare)
 - Same prescription drug ID card
 - Same \$50 per participant per year prescription drug deductible resetting January 1
 - No change to HealthSelect Medicare Rx prescription drug coverage and costs because of this transition

Premiums

- For those who pay premiums, lower monthly cost than KelseyCare starting January 1
- State contribution still applies

HealthSelectSM
Medicare Advantage Plan
of Texas

HealthSelect Medicare Advantage Plan PPO



Key features

Extra Benefits (known as “value-added benefits”)

- SilverSneakers fitness program membership
- 8 hours per month of in-home, non-medical care to help with activities of daily living, for participants who qualify
- Medical and caregiver personal emergency alert system
- \$40 per quarter allowance for over-the-counter health care items
- Post-discharge meal delivery program
- Real Appeal weight-management program
- Routine transportation for medical-related appointments and pharmacy trips (up to 24 trips one-way per year)
- Much more!



NOTE: Health plan carriers may discontinue or change their value-added programs at any time without notice.

HealthSelect Secondary



Key features

This is not a Medicare plan. ERS designs the benefits and pays the share of each claim not paid by Medicare and the participant. Blue Cross and Blue Shield of Texas (BCBSTX) processes claims and provides customer service and value-added benefits.

Medical benefits

- Possibly higher out-of-pocket costs than HealthSelect Medicare Advantage
- \$200 per person (or \$600 per family) annual medical deductible
- Coinsurance – Once you meet the deductible, Medicare usually pays 80% of covered services. The plan (70%) and participant (30%) usually pay the rest.
 - At times, the plan may pay primary to Original Medicare, such as for a service Medicare doesn't cover.



HealthSelect Secondary



Key features

Provider network

- Same level of benefits in or out of network (usually), if you see providers who accept Medicare
- Kelsey-Seybold providers not available – BCBSTX can help you find new providers.

Pharmacy benefits

- HealthSelectSM Medicare Rx Part D coverage at no additional cost (same as with KelseyCare)
 - Same prescription drug ID card
 - Same \$50 per participant per year prescription drug deductible (resets January 1)
 - No change to HealthSelect Medicare Rx prescription drug coverage and costs because of this transition



HealthSelect Secondary

Key features



Premiums

- For those who pay premiums, higher monthly cost than KelseyCare and HealthSelect MA PPO
- State contribution still applies

Value-added benefits

- Blue PointsSM Rewards Program, where you can earn rewards for participating in healthy activities
- BCBS Fitness Program: Low monthly cost for access to nationwide network of fitness centers
- Wellness coaching and self-guided courses
- SilverSneakers not available

NOTE: Health plan carriers may discontinue or change their value-added programs at any time without notice.



Enrolling in a Non-GBP Plan



- You can enroll in a non-GBP plan and keep your GBP health coverage, but it could affect how the GBP plan pays for your covered health benefits.
- The Centers for Medicare & Medicaid Services (CMS) does not allow members to be enrolled in two Medicare Advantage plans or two Part D plans at the same time.
 - If you enroll in a non-GBP Medicare Advantage plan, you will lose your HealthSelect Medicare Advantage coverage—even if you did not opt out of it. ERS will enroll you in HealthSelect Secondary.
 - If you enroll in non-GBP Medicare Part D prescription drug coverage, you will lose your HealthSelect Medicare Rx prescription drug coverage. The GBP does not offer another prescription drug program for Medicare-eligible retirees.

Enrolling in a Non-GBP Health Plan



Carefully compare all plan features to your GBP plan options:

- Monthly premiums
- Provider networks/access
- What's covered and how
- Potential out-of-pocket costs
- Part D prescription drug coverage (including any additional premiums)

Waiving GBP Health Coverage

Make sure you understand the consequences



Think carefully about waiving GBP health insurance and compare all plan features.

If you waive your GBP health insurance, you lose:

- the GBP's Part D prescription drug coverage (provided at no additional cost to you),
- any monthly premium contribution from the state,
- your dependent's GBP health coverage and,
- if you are a retiree, your \$2,500 Basic Term Life Insurance.

Waiving GBP Health Coverage

Other consequences and considerations



- Retirees cannot re-enroll themselves or dependents in GBP health coverage until next Fall Enrollment or without a qualifying life event.
- Surviving dependents cannot re-enroll in GBP health coverage at any time, and will permanently lose their and their dependents' GBP health and prescription drug coverage.
- You can continue or begin enrollment in ERS' optional insurance plans.
- Retirees with comparable non-GBP group health insurance might be eligible for credit toward certain other GBP plans. (Original Medicare is not considered comparable coverage.)

How to Make Changes



To enroll in the HealthSelect Medicare Advantage PPO:



- You do not need to do anything. ERS will automatically enroll you, with coverage starting January 1.
 - UnitedHealthcare will mail you a welcome kit, including ID card in December.
 - Continue to use your HealthSelect Medicare Rx card for prescription drugs.

To enroll in HealthSelect Secondary:



- Choose it during Fall Enrollment or by December 31, for coverage starting January 1.
 - ERS will email (if we have your email address) or mail you a confirmation.
 - BCBSTX will mail you a welcome kit, including ID card, marked as HealthSelect of Texas.
 - Continue to use your HealthSelect Medicare Rx card for prescription drugs.

How to Make Changes



To waive GBP health coverage:

- Choose that option during Fall Enrollment or by December 31, to end coverage on December 31.
 - ERS will email (if we have your email address) or mail you a confirmation.
 - Think carefully about waiving ERS health coverage.

To enroll in HealthSelect Secondary or waive GBP coverage:

- log in to your ERS OnLine account at ers.texas.gov or
- call ERS at (877) 275-4377.

Note on timing: If you enroll in HealthSelect Secondary or waive GBP coverage by December 31, but after Fall Enrollment, you might get a HealthSelect Medicare Advantage welcome kit from UnitedHealthcare. You do not need to do anything.

Where to Find More Information



- Letter and Fall Enrollment packet ERS mailed in October
- FAQs on ERS website: <https://ers.texas.gov/kelsey-care-faq>
- HealthSelect Medicare Advantage: www.healthselect-mappo.com
(855) 853-0453, Monday–Friday 7 a.m. – 7 p.m. CT, Saturday 7 a.m. – 3 p.m. CT
- HealthSelect Secondary: www.healthselectoftexas.com
(800) 252-8039, Monday – Friday 7 a.m. – 7 p.m. CT and Saturday 7 a.m. – 3 p.m. CT
- ERS: www.ers.texas.gov
(877) 275-4377, Monday – Friday 8 a.m. – 5 p.m. CT
Presentation.Questions@ers.texas.gov

ERS will mail you a termination letter in November, as required by CMS.