

SCHOOLCARE *Bulletin*

Health Benefit Plans of the New Hampshire School Health Care Coalition

FALL 2015

Cigna / Anthem Merger



SCHOOLCARE has received several inquiries about how the announced merger of Cigna and Anthem could impact health coverage for our members. SCHOOLCARE will be monitoring the status of the merger and will keep our members informed. In the meantime, please keep the following in mind:

- There are 14 states in which both Cigna and Anthem currently operate. Each State Department of Insurance must approve the merger in their states for it to move forward. As a result of this and Federal regulatory review, the earliest we might see any change would be in 2017.
- Cigna and Anthem have very different business models. Cigna specializes in administering self-funded plans such as SCHOOLCARE. In fact, this accounts for 80% of Cigna's business. Anthem specializes more in small group, fully insured plans, as well as some administration of large risk pools. It is unclear how the companies would move forward for existing business.
- SCHOOLCARE is a self-funded risk pool that contracts with Cigna to administer claims. Our benefit plans are designed and specified by our members. Cigna administers the plans according to SCHOOLCARE's specifications. Rates are based on medical utilization, medical trend, plan design and administrative costs.

SCHOOLCARE is committed to continuing to provide the highest quality health benefit plans and exceptional customer service to our members. SCHOOLCARE will continue to update its Membership with any communications about the merger as they become available.

Yellow Open Access Plan (formerly CDHP) Gains Traction

Three years ago, in response to requests from Member groups for lower cost plans with no loss of benefits, SCHOOLCARE developed a Consumer Driven Health Plan (CDHP). The first group to move to the plan was Laconia School District in July 2013. Since that time, numerous other groups have moved to the plan resulting in savings and settled contract agreements. As of September 1, 2015, nearly 18% of SCHOOLCARE members are enrolled on the Yellow plan (formerly CDHP). All employees in Chester, Concord, and Lyme School Districts along with the Town of Northfield have migrated to the Yellow Plan. Some collectively bargained employee groups in Mascoma, Milford, Portsmouth, and Sanborn School Districts have also moved to the Yellow Plan. SCHOOLCARE staff are glad to meet with Member groups to explain the Yellow Plan as an alternative to higher cost traditional health plans.

Important Dates

SCHOOLCARE Annual Meeting
Nov. 3, 2015, 8:30 a.m., SERESC, Bedford, NH

SCHOOLCARE Finance-Audit Committee Meeting
Nov. 9, 2015, 3:00 p.m., SCHOOLCARE Office

SCHOOLCARE 6055 & 6056 Reporting Webinar
Nov. 12, 2015, 10:00 a.m., Skype Meeting

www.schoolcare.org

Excise Tax Update

By now, you have likely heard of the looming Excise Tax on high cost health plans due to take effect on January 1, 2018, under the Affordable Care Act. The tax is calculated at 40% on any amounts above certain thresholds. The thresholds are set at \$10,200 for single coverage and \$27,500 for two-person or family coverage, and encompass total annual costs of the health plan. Any amount above the threshold is taxed at 40%, based on the number of subscribers on each plan. Groups are anxious to project the potential impact. SCHOOLCARE has been meeting with Member groups around the state offering a closer look at their rates and alternative plan options to help lower premium costs. SCHOOLCARE recommends that joint administration /employee insurance committees or bargaining teams learn as much as possible about the tax and options to mitigate the tax. Contact a SCHOOLCARE representative if you would like to schedule a meeting.



Good to Know!



Below are tips to make your life easier using the NEW **Good For You!** online portal.



- The NEW program is designed specifically for employees (subscribers), spouses and retirees (including those on the SCHOOLCARE 65+ plan).
- The wellness program consists of four quarters beginning 7/1, 10/1, 1/1 and 4/1 during which participants can earn incentives.
- Quarter 2 began on 10/1/15 and will end on 12/31/15.
- All programs to earn incentives are located on the participants DASHBOARD by clicking on "Earn More Points".
- Every point equals \$1.
- Program Activities such as Targeted Programs, Webinars, Questionnaires, Healthy Events and more are available each Quarter for completion.
- Healthy Events were designed to easily self-report physical exercise and group education activities. No more 6-month cycles, pre-approval or instructors signatures needed. Simply fill out a Healthy Event Certificate of Completion Form once a month for workouts and/or classes completed (form found under the "Resources" tab on the portal). Save the Form to your desktop and complete. Then submit the Form under Program Activities, Healthy Events.
- Cash incentives are paid by check at the end of the month following the month in which the Quarter ended (ex: Quarter 2 ends 12/31/15, incentives will be issued by 1/31/16).
- SCHOOLCARE is continuing to add materials and webinars to the www.schoolcare.org website to help participants navigate the new website - stay tuned for more!



Good For You! Update

The **Good For You!** wellness program was re-launched on July 1, 2015 with many enhancements. Since then, participation has steadily increased on the site. Our new wellness partner, Viverae, is working with us closely to help participants learn the new program and complete registrations on to the website.

If you have not yet created an account with Viverae on the new website, simply log on to www.schoolcare.org and click on the **Good For You!** logo at the top right for more information. Please review the instructions before starting to create your new account.

