

# HEALTH INSURANCE UPDATE



**Jaime Matthews, Manager of Administration & Finance at Copper Valley Electric Association**

**October 8, 2015**

# AGENDA

- CVEA's Story
- Survey completed in 2014 by CVEA
- Update from Alaska Health Insurance Task Force Group
- Questions



# CVEA'S STORY

- Rising costs
- CVEA's was one of a few on the “simple plan”
  - In 2013 we told employees this would be going away and we would be looking at different coverage, most likely a PPO style plan



# UTILITY SURVEY

- Project included the following aspects
  - Surveyed other Ak utilities regarding health insurance
  - Contacted the IBEW to see if it is an option to join their plan
  - Looked at APUIT
  - Looked at options within the exchange
  - Research other NRECA options



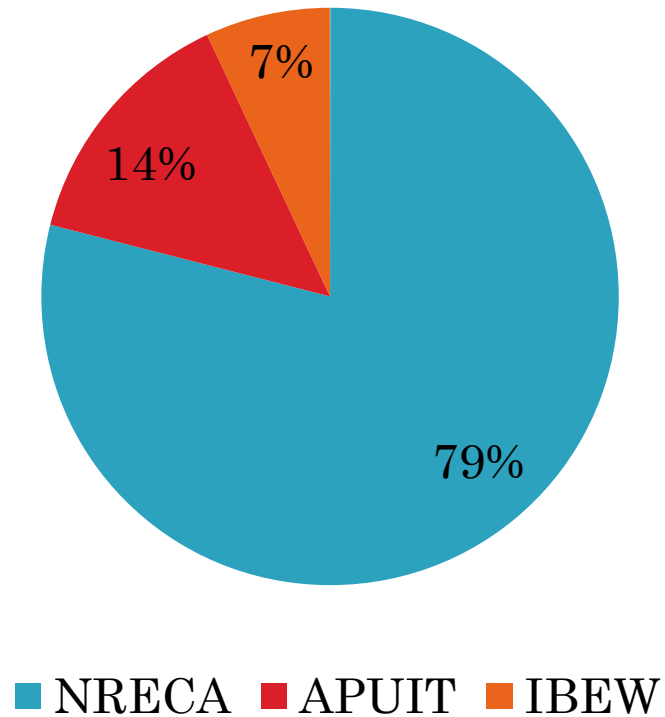
# ALASKA SURVEY ON HEALTH INSURANCE

- Survey was for non-union health insurance
- Response rate was 93%
  - Out of 15 utilities, 14 responded



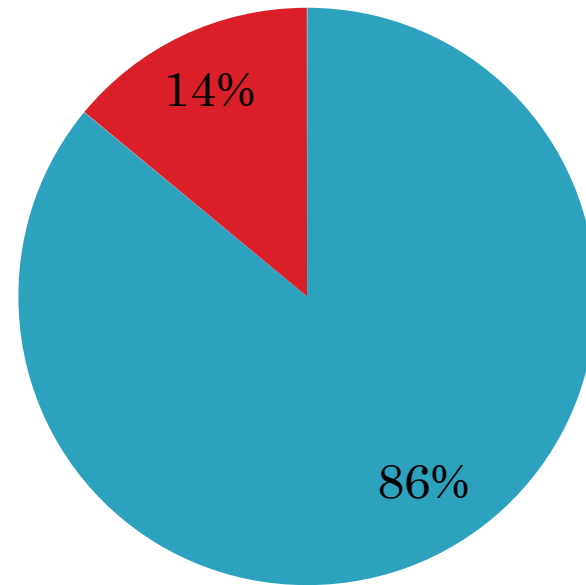
# ALASKA SURVEY ON HEALTH INSURANCE

- Question 1: Who is your current employee insurance provider for non-union employees?



# ALASKA SURVEY ON HEALTH INSURANCE

- Question 2: Is your current plan a PPO



■ Yes ■ No



# ALASKA SURVEY ON HEALTH INSURANCE

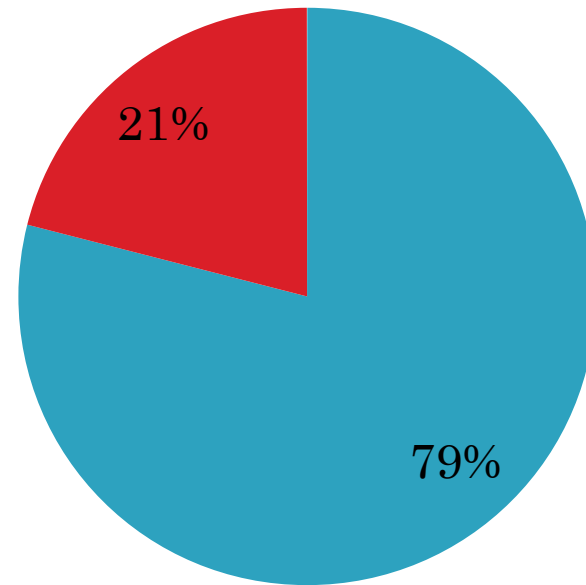
- Question 3: What is your current deductible?
  - 4 - \$300 I / \$600 F
  - 3 - \$300 I / \$900 F
  - 3 - \$1,000+
  - 2- \$500 I / \$1,000 F
  - 2 - \$250
  - 2 - \$100
  - 1 - None
  
- All responses indicated the amount of the deductible for the in-network providers. One utility had two plans and one utility had four.





# ALASKA SURVEY ON HEALTH INSURANCE

- Question 4: Do you offer more than one plan?

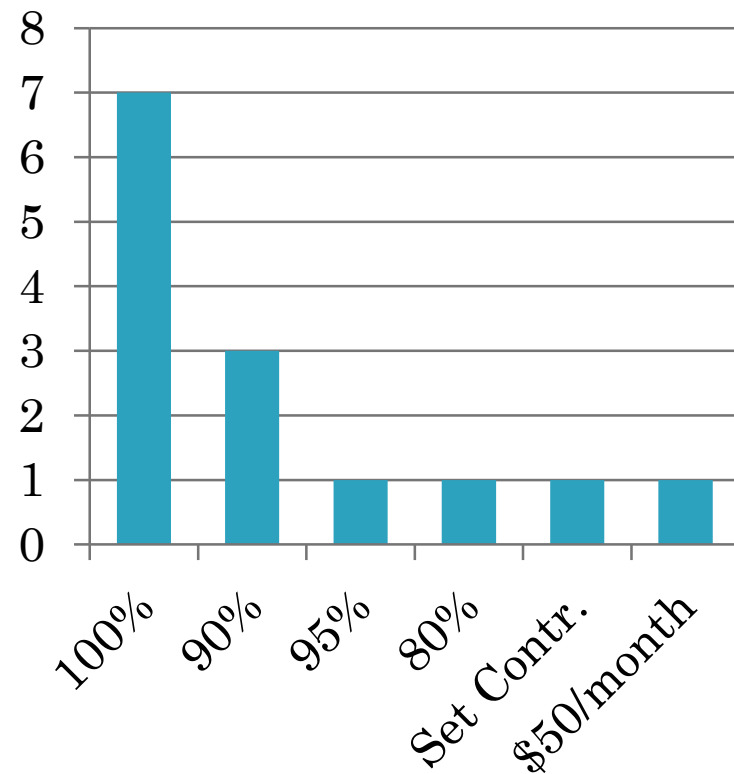


■ Yes ■ No



# ALASKA SURVEY ON HEALTH INSURANCE

- Question 5: What portion of costs do you pay for dependent coverage?



# ALASKA SURVEY ON HEALTH INSURANCE

- Question 6: Do you have plans of changing within the next year?
  - 10 responses – NO
  - 2 responses – MAYBE
  - 2 responses – YES
- Primary driver for all is increased premiums were primarily a reason for looking at other options and ways to reduce costs.



# ALASKA SURVEY ON HEALTH INSURANCE

## ○ Question 7: Additional Information / Comments

### • APUIT

- Is open to adding qualified participants
- Has four different plan options and is very Alaskan oriented in the way they pay claims and treat travel

### • IBEW

- One utility saved over \$1,000 per month per employee by switching

### • NRECA

- More options in Alaska since United Healthcare took over
- One utility researched plans in 2013 and found NRECA's options were as or more competitive than other providers



# CVEA'S PLAN CHANGES

## ○ Stayed with NRECA

- Evaluated 5 options within CVEA with PPO and without
  - Various high deductible options
  - Various lower deductible options
- Result
  - High deductible PPO plan that qualifies for a Health Savings Plan
- In the event of a significant medical event, out of pocket costs are equal in 2014 and 2015
  - New plan results in up front costs



# HEALTH SAVINGS PLAN (HSA)

- Tax exempt savings account for medical costs for those with a \$1,300/\$2,600 deductible (minimum)
  - Eligibility
    - Covered under a high deductible health plan
    - No other non-high deductible coverage
    - Not enrolled in Medicare
    - Not claimed as a dependent on someone else's tax return
  - Employees still pay 10% of annual health care costs
    - Individual -  $\$83.64 \times 12 = \$1,003.68$  (77% of deductible)
    - Family -  $\$94.37 \times 12 = \$2,332.44$  (90% of deductible)
      - Employees not eligible will be provided the same 10% benefit



# CREATIVE WAYS TO OFFSET COSTS

- In 2011 offered Shared Cost Savings Program
  - Incentive for those with other coverage to opt out of dependent coverage
    - Shares in the 40% of savings with the employees
    - \$272/month (\$3,264 annually)



# ALASKA HEALTH INSURANCE TASK FORCE

- Partnership with NRECA, UnitedHealthcare, and Alaska participants
  - Susan Skosinski – ARECA Insurance Exchange
  - Tyler Andrews – CEA
  - Katie Millen - AVEC
  - Jaime Matthews, CVEA
- Work to continue and enhance benefits for participants in the NRECA Alaska network





# ALASKA HEALTH INSURANCE TASK FORCE

- July 1 – Additional Alaska provider options were released. Will be paid in-network.
  - This is not part of the searchable in-network database as they are special circumstances
    - Cardiology (1 serving 8 locations)
    - Chiropractor (3)
    - Dermatology (2)
    - Endocrinology(1)
    - Gastroenterology (1)
    - Orthopedic (3)
    - Otorhinolaryngology (2)
    - Podiatry (1)
    - Phschiatry (5)
    - Rheumatology (1)



# Additional Alaska Provider Options

(EFFECTIVE JULY 1, 2015)

While the number of in-network providers in Alaska has expanded dramatically over the last two years because of NRECA's partnership with UMR, a UnitedHealthcare company, the availability of certain medical specialties remains a concern among Alaska cooperatives.

In response to the concern, NRECA will process claims at the in-network benefit level for a limited number of non-participating specialists, who appear on this list. This gives you viable provider options considered at the in-network benefit level for key specialty areas.

NRECA has compiled this targeted list of providers based on feedback from Alaska-based co-ops on key specialty areas and providers that are frequently used for specialty care. Neither NRECA nor UMR has a participation agreement with these providers; therefore, they may ask participant to pay the difference between the billed amount and the discounted in-network payment amount. These providers also may not be willing to file claims for patients. This list will be reviewed periodically and may change based on changes in the UnitedHealthcare network or the utilization patterns of Alaska-based co-ops.



## CARDIOLOGY

**ALASKA HEART INSTITUTE** (TIN 920165692)  
3841 Piper St  
Anchorage, AK 99508  
**907.561.3211**

### Additional locations:

- Anchorage, 3841 Piper St
- Alaska Regional Office, 2751 DeBarr Rd
- Mat-Su, 2490 S Woodworth Lp
- Cath Lab, 3220 Providence Dr
- Soldotna, 247 Fireweed
- Homer, 4300 Bartlett St
- Fairbanks, 919 Lathrop St
- Tanana Valley, 1001 Nobel St



## CHIROPRACTOR

**MARIA BURLESON** (TIN 262609773)  
308 Old Steese Hwy  
Fairbanks, AK 99576  
**907.451.7246**

**STEVEN MESSERSCHMIDT** (TIN 920109989)  
9309 Glacier Hwy, Ste B106  
Juneau, AK 99801  
**907.789.1344**

**DILLINGHAM CHIROPRACTIC CENTER**  
(TIN 920108354)  
113 Main St  
Dillingham, AK 99576  
**907.842.2730**

### List of providers:

- Nelson



## DERMATOLOGY

**JAYNE FORTSON MD** (TIN 920135502)  
2401 E 42nd Ave, Ste 301  
Anchorage, AK 99508  
**907.563.3204**

**ALASKA CENTER FOR DERMATOLOGY**  
(TIN 721538704)  
3841 Piper St, Ste T4-020  
Anchorage, AK 99508  
**907.646.8500**

### List of providers:

- Ehmstrom
- O'Reilly
- Moreland
- Brown
- Covington
- Joens
- Kinnebrew



## ENDOCRINOLOGY

**ALASKA KIDNEY & DIABETES ASSOCIATES**  
(TINS 267314518, 920171919)  
3260 Providence Dr #52  
Anchorage, AK 99508  
**907.569.1049**

List of providers:

- Bonar
- Glasgow
- Kaltenborn



## GASTROENTEROLOGY

**INTERNAL MEDICINE ASSOCIATES INC.**  
(TIN 550861171)  
2841 Debarr Rd, Ste 50  
Anchorage, AK 99508  
**907.276.2811**

List of providers:

- Baker
- Gerboth
- Haghighi
- Ingle
- Koval
- McCray
- Peach
- Sahagun
- Shannon
- Tompkins
- Valantas



## ORTHOPEDIC

**BONE AND JOINT CENTER** (TIN 320184292)  
3320 Hospital Dr  
Juneau, AK 99801  
**907.364.2663**

List of providers:

- Schwarting

**DENALI ORTHOPEDIC SURGERY**  
(TIN 920139283)  
2940 S Woodworth Lp, Ste 350  
Palmer, AK 99645  
**907.745.2663**

List of providers:

- Clyde
- Gardner

**ANCHORAGE FRACTURE & ORTHOPEDIC**  
(TIN 202070854)  
3831 Piper St, Ste S-220  
Anchorage, AK 99508  
**907.563.3145**



## ENT (OTORHINOLARYNGOLOGY)

**ANDREW PULLIAM MD** (TIN 920172023)  
2490 S Woodworth Lp, Ste 201  
Palmer, AK 99645  
**907.745.9200**

**ALYESKA ENT** (TIN 061770625)  
Dr. Jack Sedwick  
3841 Piper St, Ste S433  
Anchorage, AK 99508  
**907.561.1421**



## PODIATRY

**ALASKA FOOT AND ANKLE** (TIN 920173907)  
4100 lake Otis Pkwy, Ste 312  
Anchorage, AK 99508  
**907.569.3668**

List of providers:

- Heilala
- Jansma
- Kern
- Randall



## PSYCHIATRY

**ORION BEHAVIORAL HEALTH** (TIN 543809754)  
17025 Snowmobile Ln  
Eagle River, AK 99577  
**907.696.7466**

List of providers:

- Evans

**DR. PHILLIP W. NEUBERGER MD**  
(TIN 810657415)  
530 Debarr Rd  
Anchorage, AK 99508  
**907.258.7575**

**PROVIDENCE BEHAVIORAL MEDICINE GROUP**  
(TIN 911768680)  
3801 Lake Otis Pkwy, Ste 200  
Anchorage, AK 99508  
**907.212.6900**

List of providers:

- Johnson

**JEAN BOGA, ANP** (TIN 208345980)  
701 E Tudor Rd, Ste 135  
Anchorage, AK 99503  
**907.644.8044**

**LEONA GILLESPIE** (TIN 208345980)  
701 E Tudor Rd, Ste 135  
Anchorage, AK 99503  
**907.644.8044**



## RHEUMATOLOGY

**DR. CLARIBEL TAN MD** (TIN 364577398)  
2401 E 42nd Ave, Ste 102  
Anchorage, AK 99508  
**907.929.1859**



NRECA'S NATIONAL NETWORK STRATEGY

# Quality, Affordable Care *for Alaskan Co-op Families*

## National Network Access

**NRECA's partnership with UMR, a UnitedHealthcare company, offers NRECA Medical Plan participants access to UnitedHealthcare's national PPO network. The network gives participants and their covered dependents access to high-quality providers and enhances network discount opportunities.**

This partnership has also allowed NRECA to enhance plan features and integrate care management and wellness programs to improve the quality of care that participants receive.

UMR is our vendor partner for care management programs, such as case management, maternity management and centers of excellence. Participants enrolling in one of these programs can speak with a UMR representative using a toll-free phone number. NRECA remains the plan sponsor and plan administrator of the NRECA Medical Plan, and Cooperative Benefit Administrators (CBA) continues to provide claims management and excellent customer service to NRECA members.

### **BENEFITS FOR ALASKA CO-OPS**



NRECA is committed to ensuring that Alaskan co-op families have access to quality care.

### **MORE PROVIDERS**

NRECA and UMR have been working diligently to expand the UnitedHealthcare network in Alaska. UMR added more than 300 provider locations in 2015. There are almost 1,500 in-network providers in over 50 medical specialties, including family practices, anesthesiologists, OB-GYNs, pediatricians and more.

The following facilities are part of the network:

- Alaska Surgery Center
- Mt. Edecumbe Hospital in Sitka
- Samuel Simmonds Memorial Hospital in Barrow



**As a result of the partnership, the average in-network use in Alaska continued to rise in 2015 from**

**55% to 74%.**

# In-network Providers for 2016

ALASKA BOROUGHES	UHC Choice Plus Hospitals	UHC Choice Plus PCPs	UHC Choice Plus Specialists
Anchorage	3	185	558
Matanuska-Susitna	2	23	127
Fairbanks North Star	1	48	129
Juneau	1	7	20
Ketchikan Gateway	1	40	59
Kodiak Island	1	6	4
Aleutians East	0	0	0
Aleutians West	0	0	0
Bethel	0	0	3
Bristol Bay	0	0	0
Denali	0	2	1
Dillingham	0	16	9
Haines	0	0	1
Kenai Peninsula	3	38	99
Lake And Peninsula	0	0	0
Nome	1	7	3
North Slope	1	5	5
Northwest Arctic	1	0	0
Prince of Wales-Outer Ketchikan	0	0	0
Sitka	2	9	12
Skagway-Hoonah-Angoon	0	1	6
Southeast Fairbanks	0	0	1
Valdez-Cordova	2	2	2
Wade Hampton	0	0	0
Wrangell-Petersburg	0	18	22
Yakutat	0	0	0
Yukon-Koyukuk	0	0	0
<b>TOTAL</b>	<b>19</b>	<b>407</b>	<b>1,061</b>

Last updated: July 2015

**CHOICE PLUS TOTAL: 1,487\***

\*Significant changes in provider numbers from the last brochure are due to data clean-up by UMR, which corrected listings and removed duplicate files.



# What do the different medical network logos mean?

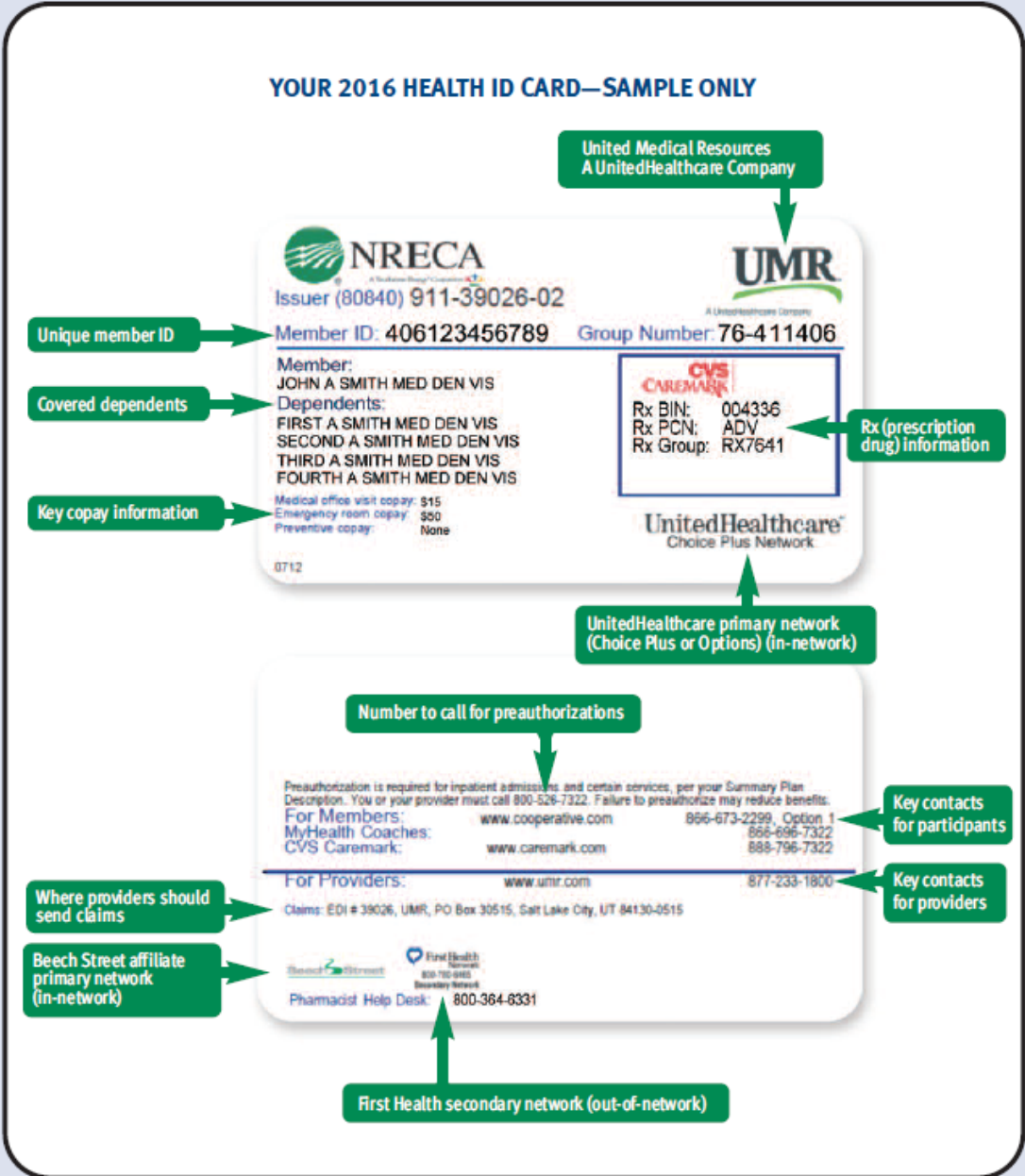
**UnitedHealthcare (UHC) Choice Plus or Options** is the primary provider network. When you visit a provider who participates in the UHC Choice Plus or Options network, your claim will be considered at the **in-network** benefit level.

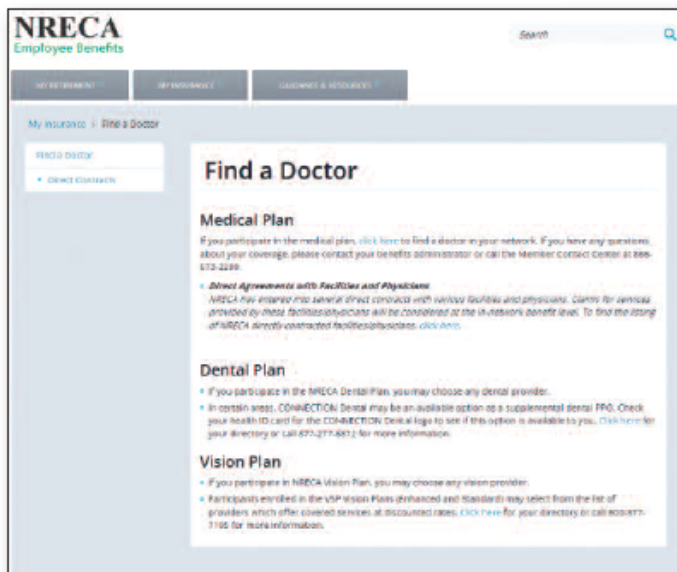
**Beech Street** is an affiliate network of UHC. This means that when you visit a provider who participates in the Beech Street network, your claim will be considered at the **in-network** benefit level—just as it would if you had visited a UHC provider. Not all Beech Street providers participate in the UHC network. To find an in-network provider, always visit [Cooperative.com](http://Cooperative.com) > [My Benefits](#) > [My Insurance menu](#) > [Find a Doctor](#).

**First Health** is a secondary network. This means that when you visit a provider who participates in the First Health network (but doesn't participate in the UHC or Beech Street networks), your claim will be considered at the **out-of-network** benefit level.

# Why is there more than one primary network?

When NRECA partnered with UMR, we wanted to make sure that Alaskan co-op families had consistent access to quality care at the in-network benefit level. Because Beech Street already had an established presence in Alaska, UMR partnered with them to enhance the UHC network in Alaska. This affiliate network arrangement gives you and your family access to a wider range of in-network providers.





## Wondering if one of your current providers is in-network?

Visit the NRECA Employee Benefits website at [Cooperative.com](https://www.cooperative.com) > [My Benefits](#) > [My Insurance menu](#) > [Find a Doctor](#). To find a provider in your network, click on the “click here” link under Medical Plan. This link will take you to the provider network's site for your plan, where you can begin your search. Follow the steps to enter the search criteria for medical and other health care providers, such as behavioral health providers.

The Find a Doctor search tool allows you to find providers in **both** the UHC and Beech Street networks. **If you don't see your provider's name listed**, contact them directly and ask if they participate in either the UHC or Beech Street networks. Some providers choose not to be listed on provider network websites, especially if they aren't accepting new patients.



### DEEPER DISCOUNTS

NRECA's partnership with UMR allows medical benefits to remain competitively affordable—meaning savings for you and your co-op.

If your co-op offers a high deductible health plan (HDHP), you may see savings in cost sharing, and if your co-op offers the PPO, your share of the costs will remain lower in the form of copays, deductibles and out-of-pocket costs.

### AFFORDABLE ACCESS

Though we are continuing to build the network in Alaska, there will be times when you'll need to travel elsewhere to receive care—such as to see a specialist. In these instances, you'll receive an enhanced travel benefit that is unique to NRECA Medical Plan participants in Alaska.

#### Enhanced travel benefit

Allowance for each round-trip fare is up to \$1,000.

A parent or guardian may travel with a covered dependent under the age of 19 at the same benefit level—\$1,000 allowance for each round-trip.





## Travel Benefit FAQs

### **Do I need to first meet my deductible before I can use the travel benefit?**

**Yes.** You must first meet your deductible and then the travel benefit will be paid at 100% for covered charges subject to the allowance.

### **Is the cost of checked baggage included in the travel benefit?**

**Yes.** Checked baggage is included within the \$1,000 round-trip travel benefit.

### **If I'm on vacation and go to an emergency room, can I submit my flight costs for reimbursement?**

**No.** The travel benefit only applies to scheduled medical treatments.

### **Can I get advanced payment on my airfare, so that I can purchase my tickets after receiving payment?**

**No.** Airfare prices change daily and in order to receive reimbursement, CBA needs documentation of the purchased travel fares, such as the confirmation receipt with the date, travel locations and total ticket for the airfare purchase.

### **What if I need to travel outside of Alaska to see a specialist, will the travel benefit apply outside of Alaska?**

**Yes.** The travel benefit will apply for travel within Alaska or within the continental United States.

### **Are flight change fees covered under the benefit?**

**Yes.** As long as the total roundtrip airfare checked baggage fees and any flight change fees stay within the \$1,000 travel allowance, they're covered.

### **Is the travel benefit limited to hospital procedures?**

**No.** While the travel benefit is generally limited to situations that involve either an inpatient hospital admission or a surgical procedure, consideration will be given for other

circumstances (e.g., need for medical care that isn't available in Alaska). Contact NRECA in advance for individual consideration.

### **Does my travel benefit require pre-approval?**

**No.** As long as the travel is being conducted in conjunction with a covered inpatient or surgical medical service, you are eligible for the travel benefit. For consideration of non-surgical outpatient treatment, contact NRECA in advance.

### **Is the travel benefit limited to services rendered by a specialist? Does the provider have to be in-network in order to use the travel benefit?**

**No to both questions.** You are eligible for the travel benefit when you seek a covered medical service provided by any covered provider.

### **STILL HAVE QUESTIONS?**

*Talk to your benefits administrator about questions on how your specific benefit plans will be impacted.*

