It’s Your Choice Information for Annuitants

Open Enrollment
October 6-31, 2014

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Two “Must Reads” during October
First Things First

- It’s Your Choice: Opportunity to enroll in or change from/to any State Employee Health Plan.
- Change From Single to Family Coverage
- Delete Adult Dependents
- Changes Effective January 1, 2015
2015 Monthly Premium

- 5.1% avg. increase for non-Medicare Plans
- 9.4% avg. increase for Medicare Plans
- Difference is related to Rx costs,
- Rx is fastest growing claims category
- Rx is a larger percentage of Medicare Plans
- Over five years, our Medicare premiums are 4.6% in total: $449 in 2015 vs. $429 in 2010
New HDHP/HSA for 2015

- All Health Plans offer a High Deductible Health Plan (HDHP) (2013 Wis. Act 20)
- Must be paired with the State Health Savings Account (HSA)
- HSA Administered by E-Flex/TASC
- Premiums set at 87.5% of Traditional Plan
- Covered Services same as Traditional Plan; Deductible, and Out-of-Pocket Limits differ.
HDHP

- $1,500 Single/$3,000 Family Deductible
- Followed by:
  - 90%/10% Medical Co-insurance
  - $5, $15, $35, $50
- Then up to: $2,500 Single/$5,000 Out-of-Pocket Limit (OOPL)
- Includes charges for plan sponsored dental
- Affordable Care Act preventative services covered at 100%, regardless of deductible
HDHP/HSA Eligibility

• Annuitants under 65
• Not covered by any other Health Insurance including Medicare, Tri-Care, Other Employer
• Coverage by ANY family member for other insurance disqualifies all.
• IRS limits 2015 HSA contributions to $3,350 Single, $6,650 Family, plus $1,000 catch-up for Ages 55-65
Wellness Incentive Payment

• Health Plan will pay $150 per complying adult who completes Biometric Screening (Blood Pressure, Cholesterol, Glucose, Height and Weight) and On-line Health Risk Assessment.

• Procedures vary by Health Plan, go to http://wellwisconsin.wi.gov

• Benefits are taxable, ETF will send W2
Optional Insurances

• Annuitants who continued so-called “Optional Dental Insurances” (Anthem Dental Blue, Epic Dental Wisconsin, Epic Benefits+) should review benefit changes.

• No open enrollment is provided to annuitants.
Miscellaneous

• Life Insurance to use while still living:
  – Converting Your Group Life Insurance to Pay Health Premiums (ET-2325)
    – [http://www.etf.wi.gov/members/benefits_life_ins.htm#c](http://www.etf.wi.gov/members/benefits_life_ins.htm#c)
  – Living Benefits (ET-2327)

• Affordable Care Act Enrollment
More Miscellaneous

• What happens when sick leave runs out?

• Update on Family Status

• Future Directions?