

OSU/A&M Retirees and Healthcare Insurance

OSU/A&M retirees with HealthChoice will have several BCBS plans from which to choose. The State Plan has informed us that those who retired prior to May 1, 1993, will be able to choose whether to stay with HealthChoice or change to the BCBS plans. Those who retired May 1, 1993, or thereafter, will no longer be eligible for HealthChoice coverage and must enroll in BCBS.

OSU has confirmed with Oklahoma Teachers' Retirement System that retirees will still be eligible for the OTRS Premium Credit (\$100-\$105 each month). However, the premium to BCBS will not be deducted from your OTRS retirement check.

Retirees who have dental and/or vision coverage will be able to continue that coverage with the State Plan.

As more information becomes available regarding the BCBS option, payment of the premium credit, and premium payment options to BCBS, OSU will make that information available.

**BlueCross Blue Shield
of Oklahoma**
www.bcbsok.com/

**Check the Human Resources
Website often for updated 2008
healthcare information**
www.okstate.edu/osu_per

Highlights

- BlueCross BlueShield of Oklahoma will provide healthcare for OSU/A&M System effective January 1, 2008.
- OSU System employees will have \$364.24 available for employee/dependent health/dental/vision coverage.
- The remainder of the \$364.24 not used for employee/dependent health/dental/vision coverage will be contributed to an IRS Section 125 Medical Reimbursement Account (Blue Choice PPO or the BlueLincs HMO) or a Health Savings Account (Blue Choice PPO with the high deductible).
- Premium increases of no more than 5% each year are guaranteed for 2009 and 2010.
- MBI Debit Card will continue to be available for use with the flexible spending account.
- Employees will have adequate time to make decisions regarding their healthcare.
- **No action is necessary from OSU employees at this time.** More information will be communicated in forthcoming issues of *News You Can Use*.

Dental and Vision Coverage to Remain with HealthChoice

2008 dental and vision coverage will remain with HealthChoice. University Human Resources hopes to combine medical and annual enrollment (optional benefits) so there will be a single annual enrollment period for all benefits.



Human Resources

News You Can Use! Important Information for Employees of Oklahoma State University

August 2007

BlueCross BlueShield New HealthCare Provider for 2008

The OSU/A&M Board of Regents has approved a recommendation from the HealthCare and Wellness Task Force to approve BlueCross BlueShield of Oklahoma (BCBS) as healthcare providers for OSU and the A&M System effective January 1, 2008. University Human Resources is working with BCBS on implementation.

BCBS will provide quality healthcare services with limited cost increases for the next three years. The 2008 premium rates for a plan similar to HealthChoice High are less than what most employees currently pay. BCBS offers only four categories of coverage. There is no "child only" category. OSU will make an adjustment in the premium charged to the employee who currently insures a single child so the parent will not have an increase from the current premium for child-only coverage. BCBS has guaranteed that premiums will not increase more than 5% for calendar years 2009 or 2010.

BCBS will offer three plans: a PPO plan similar to HealthChoice High; a high deductible plan with a health savings account; and BlueLincs HMO. At this time, the BCBS HMO does not have adequate coverage in the Stillwater area. BCBS will pursue adding pro-

viders to make this an option for Stillwater.

OSU will provide employees with the current cost of employee coverage (\$364.24) and allow employees to choose healthcare, dental, and vision coverage for themselves and dependents. Amounts not used for medical coverage will be contributed to an IRS Section 125 Medical Reimbursement (flexible spending plan) or a Health Savings Account (high deductible plan).

OSU and the A&M institutions can reduce healthcare premiums in the future by improving the wellness of employees and their families. OSU funds budgeted for expected increases in HealthChoice may be used to supplement wellness programs offered by BCBS. Possibilities are currently being explored to maximize the offerings of BlueCross Blue Shield, reduce out-of-pocket costs, incorporate services offered by the campus wellness center and student health services and make OSU the healthiest campus.

OSU Human Resources developed this information for the convenience of OSU employees. It is a brief interpretation of more detailed and complex materials. If further clarification is needed, the actual law, policy and contract should be consulted as the authoritative source. OSU continually monitors benefits, policy and procedures and reserves the right to change, modify, amend, or terminate benefit programs at any time.

Who is BlueCross BlueShield of Oklahoma?

Throughout its 65-year history, BlueCross BlueShield of Oklahoma (BCBS) has been committed to meeting the health care financing needs of Oklahomans. As Oklahoma's oldest and largest private health insurer, BCBS and related subsidiaries in Oklahoma provide benefit plans for more than 835,000 Oklahomans.

BCBS, a division of Health Care Service Corporation (HCSC), operates through its divisions in Illinois, Texas, New Mexico and Oklahoma. HCSC is an independent licensee of the Blue Cross Blue Shield Association, an association of 39 independent BCBS Plans nationwide.

Wellness is the Key!

While adequate medical insurance is important, health care coverage does not create optimal health. Healthy behavior is the greatest determinant of our health. The Center for Disease Control has found that access to care is only a 10% factor of health, while behavior ranks highest at 50%. Genetics and environment contribute 20% each.

Mercer, consultant to the HealthCare and Wellness Task Force, collected OSU/A&M demographic data and matched our employees with a University of Michigan database containing over two million health risk assessment records. Our four top health risk categories include overweight (high body mass index), current and former tobacco users, high stress levels, and high blood pressure. Reduction of these risk factors could lower our health care costs.

OSU is committed to becoming "The Healthiest Campus."

Use Employee Premium for Health, Dental, and/or Vision Coverage

In 2008, OSU will contribute \$364.24 a month, the same amount toward employee health care insurance as provided in 2007, even though premiums are lower with BCBS. You will be able to enroll in health, dental, and vision coverage for you and your dependents. Amounts not used for medical coverage will be contributed to a medical reimbursement account to cover out-of-pocket medical expenses as approved under the IRS Section 125 plan or to a new Health Savings Account for the PPO High Deductible plan.

2007 Employee Health Premium	\$364.24
BCBS PPO (2008)	- 329.80
Savings	\$ 34.44

Under the Flexible Benefits Plan, funds remaining in an account after March 15 of the following calendar year will be forfeited. Forfeited funds not used for plan administration must be redistributed to plan participants.

BCBS Service

Full-Service Assistance:

- Personalized assistance from customer advocates; guidance for promoting health and staying informed;
- Focused account management from a proactive team of account professionals.

Self-Service Online Tools and Information:

- *Blue Access* Web site;
- Personal Health Manager;
- Health Risk Assessment provides personalized health risk report.

24-Hour Nurseline:

- A 24/7 nurseline provides around-the-clock advice and information by telephone.

BlueCross BlueShield Premium Rates January 1, 2008

OSU Pays \$364.24 for Health Care

	Blue Choice PPO (Similar to HealthChoice High)	Blue Choice PPO High Deductible with Health Savings Account	BlueLincs HMO
Employee Only	\$ 329.80 (less \$364.24)	\$267.18 (less \$364.24)	\$ 356.70 (less \$364.24)
Employee and Spouse	\$ 825.88 (less \$364.24)	\$669.05 (less \$364.24)	\$ 869.40 (less \$364.24)
Employee and Children	\$ 597.83 (less \$364.24)	\$484.31 (less \$364.24)	\$ 651.90 (less \$364.24)
Family	\$1086.25 (less \$364.24)	\$879.98 (less \$364.24)	\$1164.60 (less \$364.24)

Blue Choice PPO: *In-Network \$500 individual deductible; \$1,500 family deductible; \$2,800 out-of-pocket maximum (single).* **Blue Choice PPO High Deductible with Health Savings Account:** *In-Network \$1,500 individual deductible, \$3,000 family deductible; \$4,000 out-of-pocket maximum (single) or \$8,000 (family).* **BlueLincs HMO:** *\$2,000 out-of-pocket maximum (single) or \$6,000 (family).*

BlueCross BlueShield Provider Network

BCBS provides access to an extensive, stable network of health care providers in and out of the State of Oklahoma.

Members in the Blue Choice PPO and also the Blue Choice PPO with High Deductible can choose from 5,445 physicians and 113 hospitals in the State of Oklahoma. Nationally, there are 6,197 hospitals and 754,007 physicians to choose from. In the BlueLincs HMO, there are 2,510 physicians and 43 hospitals.

An on-line Provider Directory, www.bcbsok.com/providers.html, is updated daily and indicates those health care providers who participate in the BCBS network. Members can search the online directory by region, city/network/speciality, name, or type of provider, such as pharmacy.

BCBS works with doctors and hospitals to offer focused, nationally recognized specialty care resources for transplants and cardiac care at discounted prices. Mayo Clinic in Rochester and MD Anderson are two examples.

Blue Choice PPO High Deductible

Health Savings Account

One option for 2008 will be a high deductible plan with a health savings account. Under this option, you will have BlueChoice PPO coverage with a high deductible (\$1,500 for an individual and \$3,000 for family).

The difference in the cost of this plan (\$267.18) and Blue Choice (\$364.24) will be contributed to a Health Savings Account. You may also contribute tax-free to the HSA.

You can use funds in your health savings account to help pay for certain up-front medical expenses. Unused money will stay in your account from year to year and earn tax-free interest even if you retire or separate employment with OSU.

More information regarding health care will be available in future issues of *News You Can Use*. Also check the Human Resources website, www.okstate.edu/osu_per/ for the most current information.