

ISM

IT Solutions Management for Human Services

an affiliate of the American Public Human Services Association



O-EPIC
Oklahoma Employer/employee
Partnership for Insurance
Coverage

Oklahoma's Uninsured

- Estimated 650,000 uninsured Oklahomans
 - Of these nearly 75% are employed / dependents of employed individuals
- Just over 75% of the uninsured are between 19 – 64

Oklahoma 2004 Uninsured Numbers

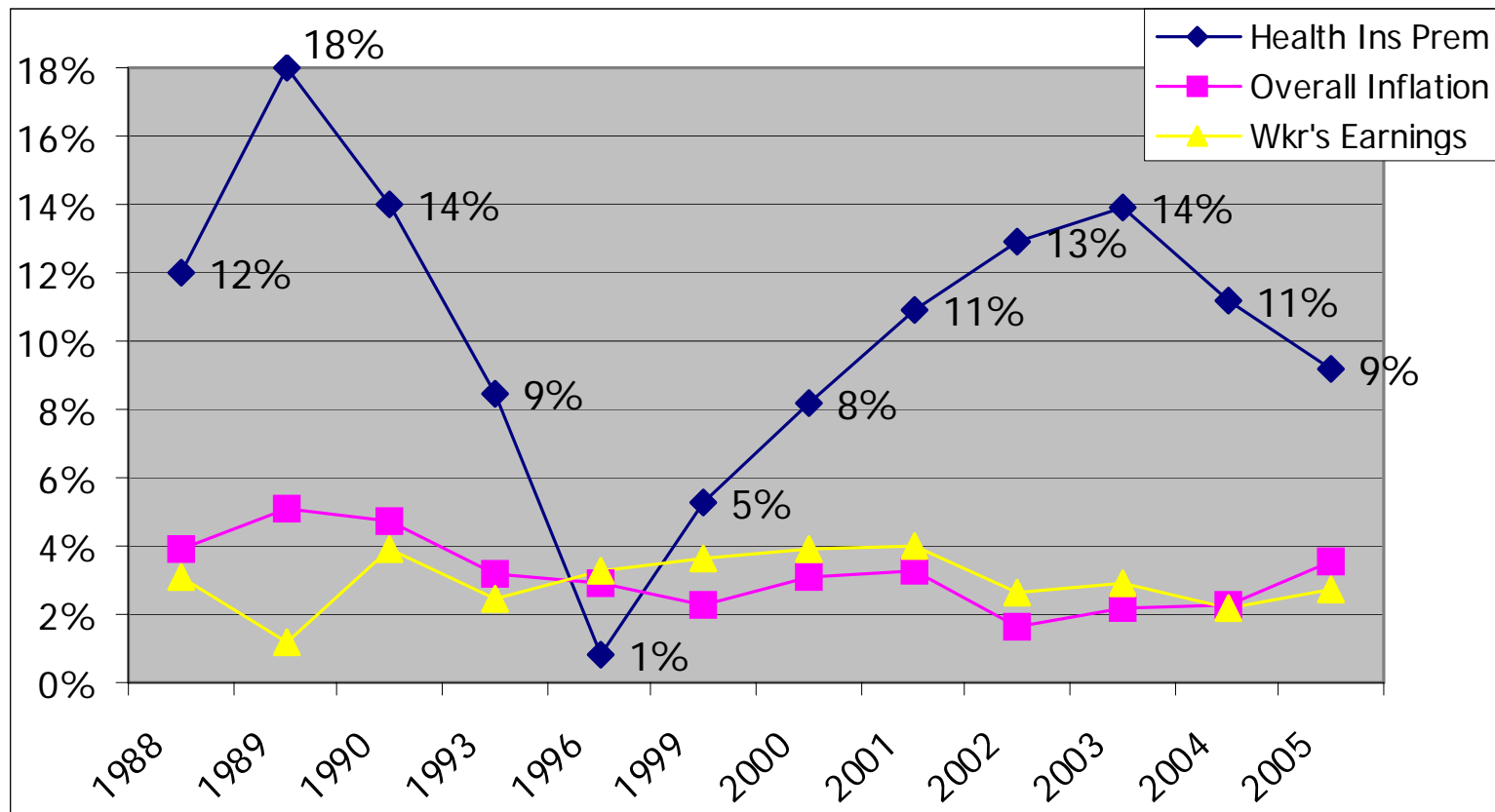
17.3% Oklahomans Uninsured



Possible Causes for the Uninsured

- For 2004, employers reported a **16%** increase in insurance premiums
 - Employers cannot financially afford to provide health insurance to their employees
- Since 2001, the share of the employee's premium has increased by **50%**
- Worker's earning have not kept up with the pace of increase in health insurance premiums

Increases in Health Insurance Premiums Compared to Other Indicators, 1988 - 2005



Effects on Health

- **Short-term:** decreases in general health:
 - Worsening control of blood pressure
 - Decreased ability to walk or climb stairs
 - Reduced ability to perform daily activities

- **Long-term:** higher risk of early death:
 - Adults >25 uninsured for long periods of time face a 25% higher risk of dying from heart attack, cancer or traumatic injury

Effects on Workers / Employers

- Uninsured workers are less likely to receive adequate and timely health care
 - May suffer more serious illnesses that threaten their work productivity and job retention

- May cause problems with employee retention
 - Uninsured individuals may move to another job where health insurance is offered

Effects on Safety Net Providers & Overall Health Care Costs

- Any increase in the demand for health care by the uninsured can strain the capacity of safety net providers.
- Uncompensated care for the uninsured is sure to drive up the cost of the care for the insured.

Oklahoma's Plan

- Public/Private Partnership
- Assists employers by making health insurance coverage more affordable
 - (should lower the amount of contribution the employer would be expected to make)
- Assists low-income individuals and families purchase insurance on the private market

Funding / Capacity

- Originally targets smallest employers
- Estimated capacity = 50,000 - 70,000 lives
- Multiple funding sources:
 - Employers
 - State / Federal dollars (thru HIFA waiver)
 - Individuals / Families / Employees

Basic Principles

- Access to health care improves health, and better health leads to higher labor force participation and higher income.
- People in poor health and lacking health insurance cannot be said to have equal opportunities in a market economy.

Oklahoma's Program



General Eligibility Criteria

Current Program

Employer Size

Individual Income Limit

50 employees

185% FPL

New State Legislation

Employer Size

Individual Income Limit

O-EPIC

250 employees

250% FPL

All Kids

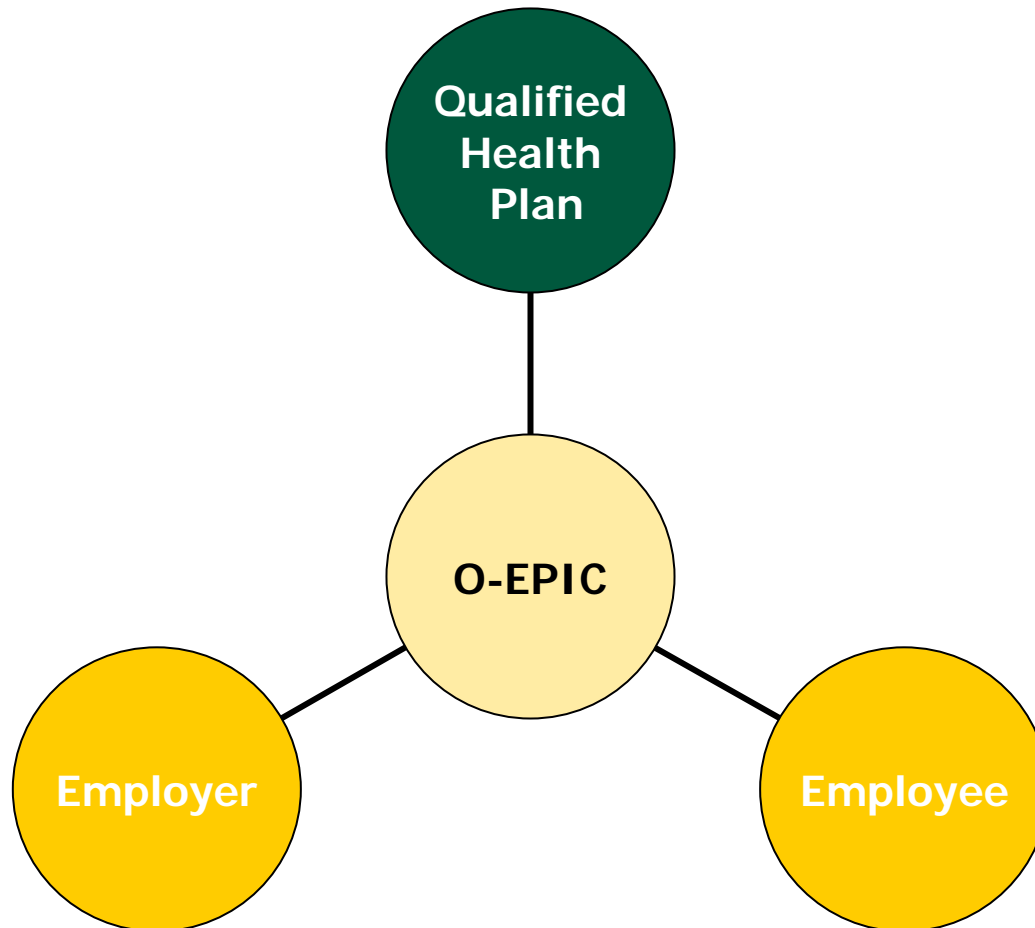
not applicable

300% FPL

2007 Federal Poverty Level (FPL) Guidelines

<i>Persons in Family</i>	<i>100% FPL</i>	<i>185% FPL</i>	<i>250% FPL</i>	<i>300% FPL</i>
1	\$ 10,210	\$ 18,889	\$ 25,525	\$ 30,630
2	\$ 13,690	\$ 25,327	\$ 34,225	\$ 41,070
3	\$ 17,170	\$ 31,765	\$ 42,925	\$ 51,510
4	\$ 20,650	\$ 38,203	\$ 51,625	\$ 61,950

O-EPIC Premiums Assistance (ESI Model)



Current ESI Employer Eligibility Criteria

- ❑ 50 or fewer employees
- ❑ Oklahoma located company
- ❑ Offering a Qualified Health Plan
- ❑ Contributes at least 25% of employee premium

ESI Employer Enrollment Process

- Easy access to forms and information on www.insureoklahoma.org
- Contract or be at the contracting stage with a qualified health plan
- Begin the O-EPIC application

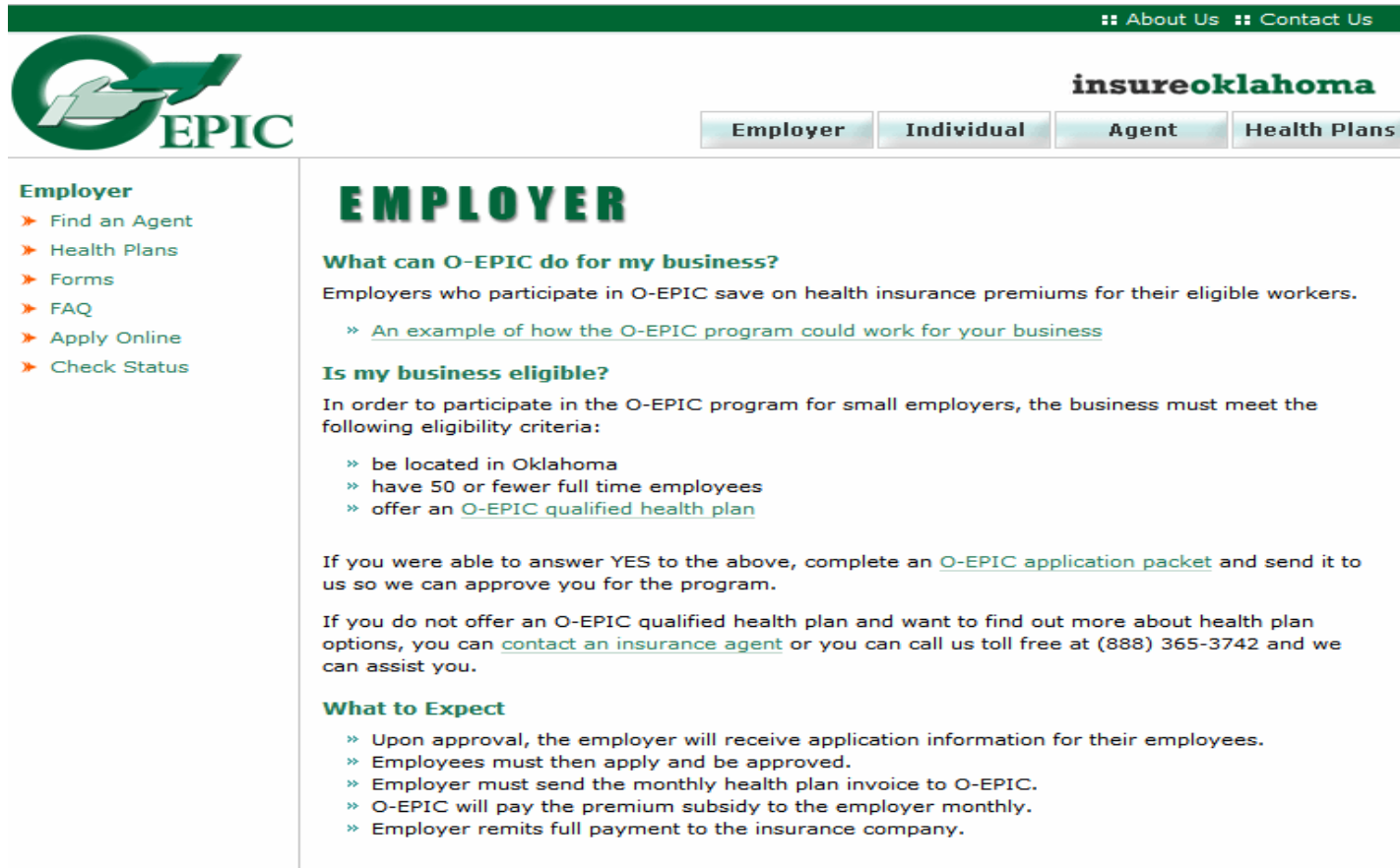
ESI Employer Enrollment (continued)

- Employers must submit a completed enrollment packet which includes:
 - O-EPIC application
 - Staff listing
 - O-EPIC contract
 - Electronic funds transfer form
 - Health plan final rate schedule

ESI Employer Enrollment (continued)

- ❑ O-EPIC cannot and will not backdate coverage
- ❑ Health plan coverage must begin the 1st of each month
- ❑ Some carrier forms can be used in lieu of O-EPIC forms
- ❑ Coverage begins the month after approval

ESI Employer Application



The screenshot shows the website interface for insureoklahoma.org. At the top right, there are links for "About Us" and "Contact Us". The main header features the "insureoklahoma" logo and a navigation menu with buttons for "Employer", "Individual", "Agent", and "Health Plans". The "Employer" button is selected. On the left side, there is a sidebar menu under the heading "Employer" with links for "Find an Agent", "Health Plans", "Forms", "FAQ", "Apply Online", and "Check Status". The main content area is titled "EMPLOYER" and contains the following text:

What can O-EPIC do for my business?
Employers who participate in O-EPIC save on health insurance premiums for their eligible workers.

- » [An example of how the O-EPIC program could work for your business](#)

Is my business eligible?
In order to participate in the O-EPIC program for small employers, the business must meet the following eligibility criteria:

- » be located in Oklahoma
- » have 50 or fewer full time employees
- » offer an [O-EPIC qualified health plan](#)

If you were able to answer YES to the above, complete an [O-EPIC application packet](#) and send it to us so we can approve you for the program.

If you do not offer an O-EPIC qualified health plan and want to find out more about health plan options, you can [contact an insurance agent](#) or you can call us toll free at (888) 365-3742 and we can assist you.

What to Expect

- » Upon approval, the employer will receive application information for their employees.
- » Employees must then apply and be approved.
- » Employer must send the monthly health plan invoice to O-EPIC.
- » O-EPIC will pay the premium subsidy to the employer monthly.
- » Employer remits full payment to the insurance company.

Available online at www.insureoklahoma.org

Current ESI Individual Eligibility Criteria

- ❑ O-EPIC income levels
- ❑ Oklahoma resident and US Citizen
- ❑ Between the ages of 19 and 64
- ❑ Contributes at most 15% of monthly premium

ESI Employee Enrollment Process


- ❑ Employees will receive a letter from O-EPIC and a PIN from their employer
- ❑ Employees must be enrolled in a Qualified Health Plan offered by their employer
- ❑ Employees must complete and submit the O-EPIC application

ESI Employee Enrollment (continued)

- To apply, the employee must
 - Report all gross earned and unearned income for each member of the household
 - Provide the Social Security number for each household member

Eligibility Wizard

[About Us](#)



[Employer](#) | [Individual](#) | [Agent](#)

Employer

- [Eligibility Wizard](#)
- [Find an Agent](#)
- [Health Plans](#)
- [Forms](#)
- [FAQ](#)
- [Apply Online](#)
- [Check Status](#)

ELIGIBILITY WIZARD

Please answer the following questions to see if you may be eligible for O-EPIC

1. Is your business located in Oklahoma?
2. Do you offer a Qualified Health Plan to your employees?
3. How many workers did you report on month three(3) of your last quarterly OES-3 report OESC? (Must be numeric)

[Home](#) | [Terms of Use](#) | [Site Map](#)

Available online at www.insureoklahoma.org

ESI Qualified Health Plan

- Must cover hospital, physician, lab & x-ray, and pharmacy
 - \$3000 out-of-pocket max
 - \$50 office visit co pay max
 - \$500 pharmacy annual deductible max
 - Approved by Oklahoma Insurance Department

Example of ESI Premium Contributions

Family of four: (husband, wife, two children)

Annual household income: (\$37,000)

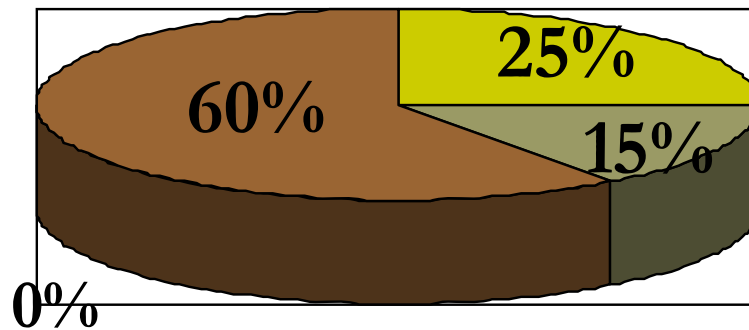
Employer Sponsored Ins Premium: (Individual \$300/ with spouse \$600)

Payer	Individual	Spouse	Total
Employer Share	\$75	0	<u>\$75</u>
Employee Share	\$45	\$45	<u>\$90</u>
O-EPIC Subsidy	\$180	\$255	<u>\$435</u>
Premium Totals	\$300	\$300	<u>\$600</u>

Example of ESI Premium Contributions

Who Pays for Premiums?

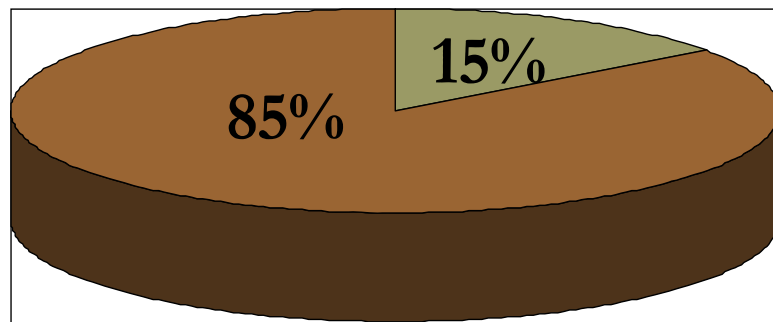
Employee



Employer Share

Employee Share

O-EPIC Subsidy

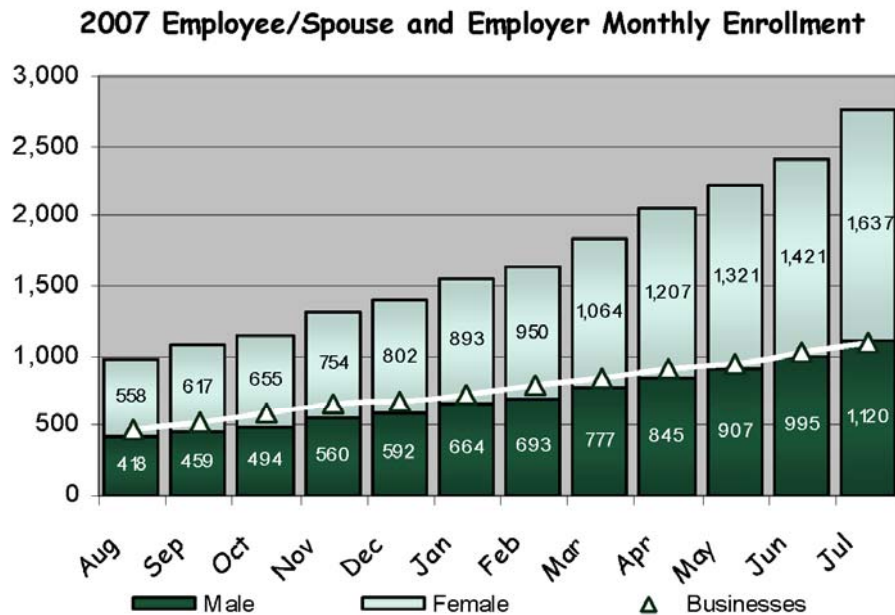


Spouse

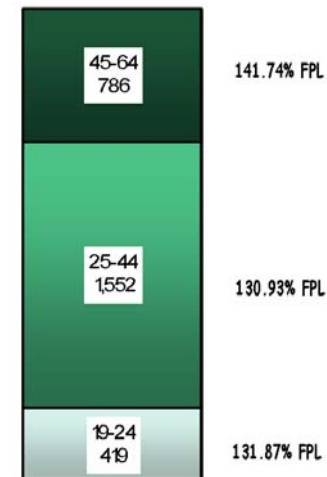
Current ESI Figures

July 2007 ESI Enrollment Figures

1,088 Employers - 2,757 Employees & Spouses



Age Breakdown with Average Federal Poverty Level of ESI Members



Federal Poverty Level is used to determine income qualification.

Available online at www.insureoklahoma.org

O-EPIC Individual Plan (IP) Model

- The Individual Plan is a health insurance option for qualified Oklahomans
- Available to working Oklahomans not otherwise eligible to participate in an O-EPIC employer sponsored Qualified Health Plan

Individuals Eligible for IP

□ Group one

- Working adults who are not eligible for Employer Sponsored Insurance (ESI) with 50 or fewer employees

□ Group two

- Temporarily unemployed adults

□ Group three

- Working adults with a disability

IP Premiums

- Monthly premium is based on annual household income

- Sliding scale
 - \$0-51.00 for an individual
 - \$0-69.00 for a couple

IP – Co-Payments

- Office visit: \$10
- Pharmacy generic: \$5
- Pharmacy brand: \$10
- ER visit: \$ 30(waived if admitted)
- Hospital IP stay: \$50
- Hospital OP: \$25

IP Covered Services

- Office visit
- Pharmacy
- ER visit
- Hospital stays
- All services must be medically necessary and referred by their primary care provider

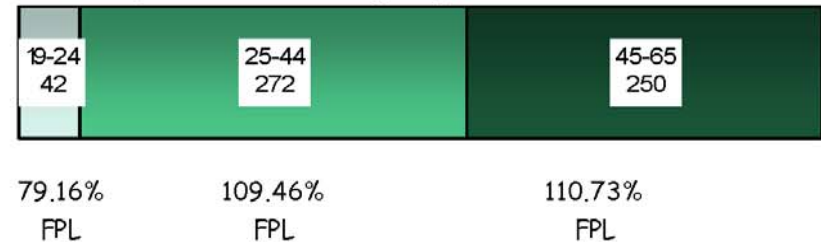
Current IP Figures

July 2007 IP Enrollment Figures

□ 564 Individual Members

Unduplicated Counts	
IP Members SFY2008 (July 2007 - Current)	564
IP Members Since Program Inception March 2007	608
Miscellaneous	
Average IP Member Premium	\$32.38
Average Federal Poverty Level of IP Members	107.75%
Federal Poverty Level is used to determine income qualification.	

IP Age Breakdown with Average Federal Poverty Level for each group.



IP Application Type Breakdown



Available online at www.insureoklahoma.org