

“Decision Questions” & “Understanding Your Responsibilities” ***for the FY09 Employee Medical Insurance Supplement Program***

Follow Steps 1, 2 and 3 in this document to help in your decision to enroll in State medical coverage. After Step 3, review the “How to Enroll” document.

Step 1

Review your options for State medical insurance and the premiums to determine the best option for you and your family. Find information on the options at www.colorado.gov/dpa/dhr/benefits/medical/fy09medicalplans.htm.

- Be sure to subtract the estimated supplement amount from the employee’s share of the premium.
- If you are already enrolled and just need to enroll your qualified dependents, remember to look at the premium for your new level of coverage. Also know that you cannot change medical insurance options, but only add your qualified dependents.

Step 2 – Decision Questions

- **Review your options for State medical coverage at the Web site listed above and choose an option that fits the needs of your family. Consider your family’s finances as well as their health needs.**
 - **Then answer these questions BEFORE enrolling in State medical coverage.**
- 1) Do you or your qualified dependents currently have some other type of medical coverage?
If YES, go to Question 2. If NO, go to Question 4.
 - 2) Is this coverage through an employer, for example a spouse’s employer, or through another job you may have?
If YES, go to Question 5. If NO, go to Question 3
 - 3) Is this coverage through a government program, such as Medicare, CHP+ or Cover Colorado?
- If YES, go to Question 7.
- If NO, or you don’t know, go to Question 7 and answer the questions from there.
 - 4) If you or your qualified dependents **DO NOT** currently have medical coverage, does the supplement make the State option you want affordable?
*- If YES, review **Step 3 – Understanding Your Responsibilities (at the bottom or this document)**.*
*- If NO, you may want to consider another, less expensive State medical option. If a less expensive option still does not make the State’s coverage affordable, you should seriously consider whether or not you should enroll. While the Employee Benefits Team would prefer that you have some medical coverage, we also do not want you to suffer serious financial hardships to get that coverage. If you still want to enroll in a State option, go to **Step 3 – Understanding Your Responsibilities (at the bottom or this document)**.*
 - 5) If you or your dependents currently have medical coverage from an employer, does the supplement make the State option you want more affordable AND provide better coverage than your current coverage (for example lower deductibles or co-payments or more services)?
- If YES, go to Question 6.
- If NO, you may want to consider another, less expensive State medical option. If a less expensive option still does not make the State’s coverage affordable AND offer better coverage, you should seriously consider whether or not you should give up your current coverage to enroll in the State’s coverage. If you still want to enroll in a State option, go to Question 6.
 - 6) If you or your dependents currently have medical coverage from an employer, you **MUST** find out if the employer will let you leave that plan. Let them know that your employer, the State of Colorado, is

having a Special Enrollment Period for a Supplement Program. Employers must follow strict rules about when people can leave their plans, so you may not be able to do so, especially if the premiums for the plan are taken from the employee's pay pre-tax (before the tax on the pay is determined). – Can you or your dependents leave the current medical coverage plan?

- If **YES**, go to **Step 3 – Understanding Your Responsibilities (at the bottom of this document)**.

- If **NO**, you should probably not enroll in the State's medical coverage, as you would needlessly be paying for two coverages.

- 7) If you or your dependents currently have coverage through a government entity, such as Medicare, CHP+ or Cover Colorado, does the supplement make the State option you want more affordable AND provide better coverage than your current coverage (for example, better coverage, lower deductibles or co-payments or more services)?

- If **YES**, go to Question 8.

- If **NO**, you may want to consider another, less expensive State medical option. If a less expensive option still does not make the State's coverage affordable AND offer better coverage, you should seriously consider whether or not you should give up your current coverage to enroll in the State's coverage. If you still want to enroll in a State option, go to Question 8.

- 8) Know that you and your dependents must qualify for the supplement program each year. Receiving the supplement one year does not mean that you will get it the next. If you take advantage of the supplement and enroll in State coverage this year, but next year (July 1, 2009 - June 30, 2010) you do not qualify for this supplement will it be difficult for you to qualify and enroll for the government program again?

- If **NO**, go to **Step 3 – Understanding Your Responsibilities (below)**.

- If **YES**, and you believe that you may not be eligible for your current insurance in the future if you were to enroll in the State's coverage, you should seriously consider whether or not you should give up your current coverage to enroll in the State's coverage. If you still want to enroll in a State option, go to Step 3 – Understanding Your Responsibilities (below).

Step 3 - Understanding Your Responsibilities

If you enroll in one of the State's medical options, there are responsibilities that you must understand.

- The remainder of the monthly premium, after the supplement, will be deducted from your pay each month.
- You are responsible for understanding your medical coverage. This means reading the booklet for your coverage (also available on the Web page for each option, "Plan Details and Exclusions").
- The supplement will not pay for any medical services or treatments, only the premiums for your medical insurance. You are responsible for paying for medical services, co-insurance, co-pays and deductibles. See the booklet for each plan for details. Also review the August 2008 edition of *HealthLine*, page five, "Key Health Insurance Terminology" for definitions of these terms (www.colorado.gov/dpa/dhr/pubs/docs/benefits/healthline/healthline.htm).
- Understand the difference between having the premiums deducted from your pay pre-tax or after-tax. See "What do Pre-tax and After-tax mean?" on www.colorado.gov/dpa/dhr/benefits, under "More Benefits Information." Know that if you elect "pre-tax" you are limited in being able to change or cancel your coverage during the plan year (through June 30, 2009). You cannot cancel coverage due to financial difficulties or hardships. If you elect "after-tax" or "post-tax," you can cancel coverage at any time for any reason, but you must cancel it for all family members and you will not be able to enroll again until the next Open Enrollment (in Spring 2009 for the FY10 Plan Year, July 1, 2009 – June 30, 2010).
- If you cancel the State's medical coverage for your qualified dependents at any point throughout the FY09 Plan Year (which ends June 30, 2009), or you leave State employment, you will stop receiving the supplement, as you will no longer meet the qualifications for the program.

If you understand these responsibilities, please review the enrollment instructions, "**How to Enroll**" at www.colorado.gov/dpa/dhr/benefits/supplement/supplement.htm.