

HIP Employer Benefit Link

HIP LINK

PROGRAM OVERVIEW

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HIP Link Program Overview

Healthy Indiana Plan (HIP)

- HIP began January 2008
- Program for low income Hoosiers.
- Modeled after **consumer-driven healthcare**.
- Offers members a High Deductible Health Plan (HDHP) with a Personal Wellness and Responsibility (POWER) account to which members contribute.

“HIP 2.0” Waiver – HIP Link

- Indiana replaced traditional Medicaid and expanded HIP to all non-disabled Hoosiers ages 19-64 with household incomes at or below approximately 138%* of the federal poverty level. Hoosiers with incomes of up to \$16,436.80 annually for an individual, \$22,246.25 for a couple are generally eligible to participate in HIP.
- HIP 2.0 includes **HIP Link** - a new **premium assistance program** for eligible individuals with access to employer-sponsored insurance.

HIP 2.0 Approved

- HIP 2.0 began February 2015.
- **HIP Link began in June 2015.**

*133% of FPL with a 5% income disregard.

What is HIP Link?

HIP Link Basics

HIP Link Overview

- **HIP LINK:**
 - Premium assistance program that helps employees pay for the cost of employer-sponsored health insurance
 - Option for employers, multi-employer plans, health plans and employees
- **MEMBERS:**
 - Like HIP, HIP Link members contribute 2% of their annual household income towards the costs of coverage
- **STATE:**
 - Provides \$4,000 HIP Link Personal Wellness & Responsibility (POWER) Account to help cover a portion of the employee premiums and supplemental medical expenses

HIP Link Power Account

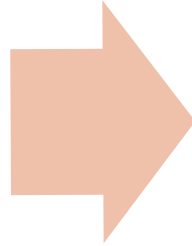


| HIP Link POWER Account Allocation Example | |
|--|-----------------------------------|
| | HIP Link Enrolled Employee |
| Annual Household Income | \$16,000 |
| Member HIP Link 2 % Contribution | \$320 or \$26.67 per month |
| State Contribution | |
| State Contribution | \$4,000 |
| Total Available Funds | \$4,000+ \$320 = \$4,320 |
| Employee Annual Premium | |
| Employee Annual Premium | \$1200 |
| Premium Reimbursement (Annual) | \$1200-\$320 = \$880 |
| Premium Reimbursement (Monthly) | \$880/12= \$73.33 |
| \$\$ FOR COST SHARING | |
| | \$4,000-\$880= \$3,120 |

Employer Health Insurance Premiums



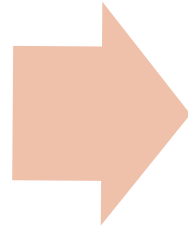
Employers deduct employee premium by payroll deduction



HIP Link POWER account funds used to send **advance premium payment** to employee prior to payroll deduction on a monthly basis
Advance premium payment amount is reduced by 2% of employee household income

Provider Payments for Out-of-Pocket Expenses

Employee presents health insurance card **and** HIP Link card to provider or pharmacy



Provider files claims with health insurance company providing the employer group coverage
Insurance carrier pays its portion of the claim



Provider files remaining claim balance with HIP Link
Remaining expense will be covered by HIP Link POWER account up to \$4,000

Who is eligible?

HIP Link Premium Assistance Program



Which employees are eligible for HIP Link?

- **Individuals must:**
 - Be HIP eligible,
 - Have access to employer-sponsored insurance,
 - Be 19 years of age or older (less than 65), and
 - Have a household income under 138% FPL.
- **Coverage options:**
 - May extend coverage to spouse or eligible dependent.
 - May compare HIP Link and HIP 2.0 coverage through the state during enrollment and elect one.

Which employers and health plans are eligible for HIP Link?

- **Employers or Multi-Employer Plans must:**
 - Contribute at least 50% to the premium cost,
 - Have a FEIN, and
 - Employ Indiana residents.
- **Health plans must:**
 - Meet benefit requirements,
 - Essential Health Benefits and/or Federal Minimum Value requirements (including 9 EHB categories)
 - Mental Health Parity and Addiction Equity Act, and
 - Abortion requirements, in accordance with state and federal law.

Why should Employers participate in HIP Link?

Employer Participation

Why should employers participate in HIP Link?

- More employees may be able to enroll in the employer's group health plan.
 - An increase in employees may help to meet industry and marketplace participation rates or lower group premium rates.
- Potential to expand employee base and increase retention by being listed as an approved HIP Link Employer.
- Possible tax benefits for small employers using the Health Insurance Marketplace.
- HIP Link does not disrupt the current group health plan offered or cost sharing structure and can be incorporated at any time.
- Employees can better manage healthcare costs with their HIP Link POWER Account and Health Reimbursement Account (HRA), if offered by employer.

How does an Employer sign up?

Employer Application Process Session I

Register online at www.HIP.IN.gov

Provide general business information and confirm:

1. Employees reside in Indiana
2. Business has FEIN
3. Business contributes at least 50% to premium cost

Receive confirmation email with information to complete Session II of the application

Employer Application Process Session II

Log into the HIP Link portal or continue after Session I to complete the remaining application

Attest to benefit standards for each plan, Each plan must:

1. Comply with A) state's Essential Health Benefits (EHB) OR B) federal minimum value requirements and 9 EHBs categories,
2. Comply with Mental Health Parity and Addiction Equity Act (MHPAEA), and
3. Comply with abortion services in accordance with federal and state law

Upload Health Plan Documents:

1. Benefit summaries, Certificate of Coverages , etc.
2. Employer and Employee Premium rates (medical, dental and vision if offered), and
3. Health Reimbursement Account (HRA) amounts, if offered

HIP Link Employer

- ✓ Online application fully submitted
- ✓ Health insurance plans approved for benefit requirements
- ✓ Health insurance plans approved for affordability requirements
- ✓ Employer receives active **HIP Link Employer ID**

Can Insurance Companies sign up?

Eligible HIP Link Plans

- Health plans can apply to become an eligible HIP Link Plan
 - Online Application: <https://secure.in.gov/apps/fssa/insurers-application-form/>
 - General company information
 - NAIC number
 - Upload health plan information and documents
 - Upon approval, insurance company receives eligible **HIP Link Plan ID**

*Small group, ACA compliant plans already meet the State's EHB requirements and automatically qualify as a HIP Link Plan.

Ongoing Employer Requirements

Verify Employees

- When an eligible individual requests HIP Link, the HIP Link employer will be sent an email request to verify that the individual is employed and enrolled in or eligible for employer's health insurance plans.
- Employer will need to confirm the employee's premium rate and dates of coverage.

Monthly Employee Verifications

- Confirm health insurance information on HIP Link enrolled employees is up to date and report changes in employment, if applicable.

Annual Confirmation

- Confirm enrolled existing or newly enrolled employee's health coverage information is up-to-date, including any employment changes if applicable.
- Provide updated health plan information for the next benefit period.

How does an Employee sign up?

Employee Enrollment

1. Becoming HIP Link eligible is considered a **qualifying event** and may be eligible for a special enrollment
 - 60 day special enrollment period begins when employer verifies employee is eligible for HIP Link
2. Enroll during employer's open enrollment period

Current HIP Members

Standard change reporting process, provide HIP Link Employer ID

Contact local Division of Family Resources (DFR) office

Call 1-800-403-0864

Non-HIP Members

Apply online with the Indiana Application for Health Coverage & select HIP Link

Contact local Division of Family Resources (DFR) office

CALL 1-877-GET-HIP-9

HIP Link Disenrollment Events

- **Change in medical status:**
 - Become medically frail; or
 - Become pregnant.
- **Change in eligibility:**
 - Employer is no longer compliant with HIP Link requirements;
 - Employer plan is unaffordable, does not meet benefit requirements, or is not offered; or
 - Employee is no longer eligible for HIP Link coverage due to loss of job, or loss of eligibility for employer-sponsored insurance.

Resources

To help individuals understand the HIP Link program, the State has developed additional resources available at www.HIP.IN.gov

- Promotional letter to send to employers
- HIP Link Employer Application Process & Checklist
- PowerPoint presentation
- One Page Program Summary
- HIP Link Employer Manual
- Full/detailed Frequently Asked Questions about program

Questions?

More information is available at HIP.IN.gov.

Kayla Hsu, HIP Link Outreach Coordinator, Kayla.Hsu@FSSA.IN.gov

Additional questions or comments may be sent to HIPLINK.ECT@fssa.in.gov or by contacting 1-800-457-4584.

Employees may send inquiries to HIP2.0@fssa.in.gov or contact 1-877-GET-HIP-9.