

February 2019 HBR Update

Tobacco Attestation Reminder

HBRs are encouraged to remind their employees who failed to visit a CVS MinuteClinic by January 31, 2019, that they will have their premium credit removed effective January 1, 2019. This means that they will have to pay the additional \$60 a month for coverage.

As a reminder, all employees who attested during Open Enrollment that they were a tobacco user but agreed to visit a CVS MinuteClinic for at least one tobacco cessation session were required to complete their first visit by January 31, 2019, in order to keep their premium credit.

HBR Scorecards Launched!

The HBR Scorecards have been delivered! The first scorecard was emailed to each agency the last week of January. The State Health Plan has provided a job aid to assist HBRs with understanding your scorecard. This job aid can be found in the Resource Center or Course Catalog of [HBR University](#) and will give details on the content of each section of the scorecard. Please note that first-time users in HBR University will be required to register.

The HBR Scorecard will be delivered each month and include data from your agency for the previous 90 days. The Plan will be utilizing data from the scorecard to develop customized training for needed topics as identified through the scorecard. If you have questions concerning your scorecard please email them to HBRInquiries@nctreasurer.com. The Plan will use your feedback to create a Frequently Asked Questions document to be reviewed during an upcoming HBR webinar.

Save the Date for On-Site HBR Training Sessions!

The State Health Plan is hosting HBR in-person training sessions statewide from March through June 2019. These valuable on-site sessions are great for all HBRs, but it is particularly beneficial for those who may be new to their HBR role!

Trainings will include the latest information on Plan benefits and policies, review billing and other topics, and leave plenty of time for questions. There are two types of trainings, **regional trainings** and **specialized trainings**. See below to determine which training works best for you.

Save the dates now, and watch for an HBR Alert coming soon for an opportunity to register for specific trainings.

2019 Regional HBR Trainings:

These trainings will include a variety of topics providing an overall review of HBR duties. This training will provide you with the tools and resources you need to assist your employees.

2019 Regional HBR Trainings	
March 11	Guilford County
April 8	Wake County
April 22	Wayne County
May 3	Mecklenburg County
May 17	New Hanover County
June 3	Online Webinar
June 24	Buncombe County

2019 HBR Specialized Trainings:

These trainings will focus specifically on topics such as Documentation Requirements, Qualifying Life Events, Policies, Procedures and Processes; and Non-Actives (Leave of Absence, Reduction in Force, Disability and Medicare).

2019 HBR Specialized Trainings	
March 29	Pitt County
April 12	Dare County
May 13	Halifax County
June 25	Watauga County

Did You Know? February is Heart Health Month!

Heart disease continues to be the leading cause of death for men and women in the United States. Approximately 610,000 Americans die each year from heart disease, resulting in 25% of all deaths. Here's what your employees can do to reduce their chances of getting heart disease:

- **Schedule a yearly physical to help prevent and detect any health-related issues. Take any medications as prescribed.** A routine physical is covered at 100% for employees on the 80/20 Plan. Employees on the 70/30 will be required to pay the applicable copay.
 - **Eat a healthy diet and maintain a healthy weight.**
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- For employees on the 70/30 Plan: Nutritional counseling visits with a licensed, registered dietitian are covered, but they are limited to a combined in- and out-of-network maximum of 4 visits per benefit period and a copay is required. Up to six in-network office-based nutrition visits are covered at 100% per benefit period for members with a diagnosis of diabetes.
- For employees on the 80/20 Plan: Nutrition and weight management services are covered at 100%. These services can be delivered in an in-network office, urgent care, or outpatient facility.
- **Get regular [physical activity](#).**
- **Avoid smoking or using other forms of tobacco.**
 - All employees are able to visit a CVS MinuteClinic for two face-to-face tobacco cessation counseling sessions. Employees should call CVS at 888-321-3124 to request a voucher, which is required in order for each visit to be covered at 100%.
- **Limit alcohol use.** For more information and resources, see this Centers for Disease Control and Prevention [resource](#).

For additional coverage information, please review the 2019 70/30 or 80/20 Benefits Booklet on the State Health Plan [website](#). Booklets can be found under the “Employee Benefits” tab.

Federal Drug Pricing Program

The federal administration has introduced legislation aimed at reducing the cost of drugs and increasing transparency in drug pricing. The proposed federal drug pricing program aims to change the incentives currently in place to reward drug price increases, and pass savings directly on to consumers when they purchase their prescriptions.

What does this mean for your employees?

This effort may ultimately benefit employees’ out-of-pocket costs. This may also impact drug companies’ ability to offer discounts directly to employees, which would result in savings at the pharmacy.

In addition, the federal administration wants to require television advertisements for prescription drugs to disclose the drug’s list price, which is currently used to calculate cost sharing and is expected to more closely resemble the drugs’ total net cost.

The Plan will work to ensure employees receive any information regarding this effort and its impact to their pharmacy benefit as soon as it becomes available.