

0	00:00:00:05	00:00:04:00	(dramatic instrumental music)
1	00:00:10:27	00:00:12:22	- And then she said, "I'll see you in HR."
2	00:00:12:22	00:00:15:27	And I was like, "Uh, no, I'll see you in HR."
3	00:00:15:27	00:00:17:29	Ooh, got him!
4	00:00:17:29	00:00:18:25	- Uh Beth,
5	00:00:18:25	00:00:20:00	- I know, the audacity.
6	00:00:20:00	00:00:22:14	Because I work out for wellness reasons, right?
7	00:00:22:14	00:00:26:13	I mean, who would challenge the red-headed Rocky?
8	00:00:26:13	00:00:29:00	- Beth. We're, we're actually in the show.
9	00:00:29:00	00:00:30:06	- Oh, right.
10	00:00:30:06	00:00:31:06	(clears throat)
11	00:00:31:06	00:00:32:27	So chatty you'd think my name was Cathy.
12	00:00:32:27	00:00:33:26	- It could be your middle name.
13	00:00:33:26	00:00:34:21	- Well, it's not.
14	00:00:34:21	00:00:35:16	- Are you sure?
15	00:00:35:16	00:00:36:24	- Yes Tony, I know my own names.
16	00:00:36:24	00:00:38:16	- Good evening, Georgia. I'm Tony Harris.
17	00:00:38:16	00:00:39:21	- Good talk.
18	00:00:39:21	00:00:40:28	And I'm Beth Pilgreen.
19	00:00:40:28	00:00:43:08	- And tonight on HR Hour, we bring you news
20	00:00:43:08	00:00:45:12	of the Georgia Department of Community Health's
21	00:00:45:12	00:00:47:01	State Health Benefit Plan.
22	00:00:47:01	00:00:50:19	Known in a delightful shorthand as SHBP.
23	00:00:50:19	00:00:52:08	- That's sure is delightful, Tony.
24	00:00:52:08	00:00:55:16	SHBP is a self-funded plan exempt from the
25	00:00:55:16	00:00:59:03	Employee Retirement Income Security Act (ERISA),
26	00:00:59:03	00:01:00:21	federal legislation.
27	00:01:00:21	00:01:04:25	SHBP pays claims, using premiums contributed by members
28	00:01:04:25	00:01:08:12	like you and contributions from employers that offer
29	00:01:08:12	00:01:09:22	the SHBP,
30	00:01:09:22	00:01:12:21	state agencies and public schools for example.
31	00:01:12:21	00:01:16:29	SHBP also offers fully insured plan options including
32	00:01:16:29	00:01:18:27	Anthem Blue Cross Blue Shield,
33	00:01:18:27	00:01:21:10	United Healthcare Medicare Advantage,
34	00:01:21:10	00:01:24:28	and the Kaiser Permanente Regional HMO.
35	00:01:24:28	00:01:27:04	SHBP provides several plan options
36	00:01:27:04	00:01:30:05	for its active and pre-65 members,
37	00:01:30:05	00:01:32:11	and Tony, that's you and me, bud.
38	00:01:32:11	00:01:35:04	- And all this time, I thought you were 65.
39	00:01:35:04	00:01:38:01	- (chuckles) Not a day over twenty-fun!
40	00:01:38:01	00:01:39:28	- Active members under the age of 65
41	00:01:39:28	00:01:42:12	are offered the following plan options and vendors.
42	00:01:42:12	00:01:44:13	Your HRA plan options are
43	00:01:44:13	00:01:47:17	Anthem Gold, Anthem Silver, Anthem Bronze.

44	00:01:47:17	00:01:51:15	- [Beth] Your HMO plan options are Anthem Statewide HMO,
45	00:01:51:15	00:01:53:26	United Healthcare Statewide HMO,
46	00:01:53:26	00:01:56:10	Kaiser Permanente Regional HMO.
47	00:01:56:10	00:01:59:05	- [Tony] Your high deductible health care options are,
48	00:01:59:05	00:02:02:16	well, option is, because there's only one,
49	00:02:02:16	00:02:05:10	and Beth I follow grammar and usage standards.
50	00:02:05:10	00:02:07:01	- A true journalist, Tony.
51	00:02:07:01	00:02:10:05	- It's United Healthcare HDHP.
52	00:02:10:05	00:02:12:03	- Sounds so cool when you say it.
53	00:02:12:03	00:02:16:01	For all you lucky retirees out there, age 65 and over,
54	00:02:16:01	00:02:20:23	SHBP provides the following Medicare advantage plan options.
55	00:02:20:23	00:02:23:07	Anthem Medicare Advantage Standard,
56	00:02:23:07	00:02:25:18	Anthem Medicare Advantage Premium,
57	00:02:25:18	00:02:28:08	United Healthcare Medicare Advantage Standard,
58	00:02:28:08	00:02:30:04	and, you guessed it,
59	00:02:30:04	00:02:33:10	United Healthcare Medicare Advantage Premium.
60	00:02:33:10	00:02:36:26	- SHBP also works with pharmacy benefits manager,
61	00:02:36:26	00:02:39:19	CVS Caremark to administer pharmacy benefits
62	00:02:39:19	00:02:42:02	for the Anthem and United Healthcare plan options,
63	00:02:42:02	00:02:45:17	and Sharecare to administer the plans wellness program
64	00:02:45:17	00:02:48:21	for the Anthem and United Healthcare plan options.
65	00:02:48:21	00:02:51:20	Plan benefits provided under each of the plan options
66	00:02:51:20	00:02:55:17	are described in their respective summary plan description,
67	00:02:55:17	00:02:59:18	SPD or evidence of coverage EOC.
68	00:02:59:18	00:03:03:11	- SHBP provides health coverage, pharmacy benefits,
69	00:03:03:11	00:03:05:26	and wellness programs to approximately,
70	00:03:05:26	00:03:06:28	and get this,
71	00:03:06:28	00:03:11:04	660,000 individuals primarily in the state of Georgia,
72	00:03:11:04	00:03:13:16	but also across the United States.
73	00:03:13:16	00:03:16:05	It is one of the largest state governmental health plans
74	00:03:16:05	00:03:17:13	in the country.
75	00:03:17:13	00:03:19:07	After reviewing the benefits offered,
76	00:03:19:07	00:03:21:14	the department of community health hopes
77	00:03:21:14	00:03:25:10	you'll consider becoming a lifelong member of SHVP.
78	00:03:25:10	00:03:27:26	- Interesting proposition, though Beth, I,
79	00:03:27:26	00:03:29:23	I never commit to anything for life.
80	00:03:29:23	00:03:32:05	- Well, (chuckle) thank you for that very personal detail,
81	00:03:32:05	00:03:33:15	Tony.
82	00:03:33:15	00:03:35:25	Now on to breaking news for new hires.
83	00:03:35:25	00:03:37:11	New hires with the state of Georgia
84	00:03:37:11	00:03:40:00	have the opportunity to enroll in health coverage
85	00:03:40:00	00:03:41:25	within 31 days of your hire date
86	00:03:41:25	00:03:44:03	in a benefits-eligible position.
87	00:03:44:03	00:03:46:04	To find out more about the coverage options

88	00:03:46:04	00:03:48:15	and benefits offered by SHBP,
89	00:03:48:15	00:03:51:28	visit shbp.georgia.gov .
90	00:03:51:28	00:03:52:23	- And here's the thing,
91	00:03:52:23	00:03:55:13	you must make your new hire elections within 31 days
92	00:03:55:13	00:03:58:20	of your hire date in a benefits-eligible position.
93	00:03:58:20	00:04:00:06	There are two ways to enroll.
94	00:04:00:06	00:04:05:05	Access the SHBP Enrollment Portal from the SHBP website,
95	00:04:05:23	00:04:10:23	shbp.georgia.gov , or contact SHBP member services by phone
96	00:04:12:17	00:04:16:10	at (800) 610-1863.
97	00:04:16:10	00:04:19:07	- This just in, making your election with your employer
98	00:04:19:07	00:04:21:27	or through any other process does not
99	00:04:21:27	00:04:24:16	satisfy the requirement to make your election directly
100	00:04:24:16	00:04:28:05	with SHBP via the SHBP Enrollment Portal
101	00:04:28:05	00:04:30:28	or SHBP member services.
102	00:04:30:28	00:04:33:12	Failing to make your election via one of these two options
103	00:04:33:12	00:04:35:14	within the 31 days of your hire date,
104	00:04:35:14	00:04:38:08	will require you to wait until the next period
105	00:04:38:08	00:04:39:23	to enroll in healthcare coverage.
106	00:04:39:23	00:04:42:03	Unless you experience another qualifying event
107	00:04:42:03	00:04:44:17	or special enrollment event.
108	00:04:44:17	00:04:45:12	I tell you, Tony,
109	00:04:45:12	00:04:48:23	the initial 31 days of employment is so critical
110	00:04:48:23	00:04:52:07	or you risk waiting, and you might know this,
111	00:04:52:07	00:04:53:14	I am not a patient woman.
112	00:04:53:14	00:04:55:09	- No, she isn't, Georgia.
113	00:04:55:09	00:04:58:07	Now, good news for those who enroll successfully,
114	00:04:58:07	00:05:00:26	coverage for new hires begins on the first of the month
115	00:05:00:26	00:05:03:18	following one full calendar month of employment
116	00:05:03:18	00:05:06:04	with an SHBP employing entity
117	00:05:06:04	00:05:09:02	such as state agencies and public school systems.
118	00:05:09:02	00:05:11:12	Unless your hire date is concurrent
119	00:05:11:12	00:05:13:10	with the first work day of the month.
120	00:05:13:10	00:05:14:23	Now, in this case,
121	00:05:14:23	00:05:17:10	your coverage is effective the first day of the month
122	00:05:17:10	00:05:19:00	following the hire date.
123	00:05:19:00	00:05:21:22	Wha, wha, what's with your face?
124	00:05:21:22	00:05:23:00	- I have no idea what you just said.
125	00:05:23:00	00:05:27:14	- (chuckle) Time now for a Tony Harris breakdown.
126	00:05:27:14	00:05:28:29	(suspenseful violin music)
127	00:05:28:29	00:05:31:15	Our sources tell us, if hired at the end of January,
128	00:05:31:15	00:05:34:15	one full calendar month from the end of January spans
129	00:05:34:15	00:05:37:08	February and coverage would begin on March 1st.
130	00:05:37:08	00:05:40:13	If hired April 1st, since the hire date is concurrent
131	00:05:40:13	00:05:42:01	with the first day of the month,

132	00:05:42:01	00:05:45:08	coverage begins on the first day of the following month,
133	00:05:45:08	00:05:46:04	May 1st.
134	00:05:46:04	00:05:49:28	If hired mid-month, October 15th for example,
135	00:05:49:28	00:05:52:01	one full calendar month spans November
136	00:05:52:01	00:05:53:25	and coverage would begin the first day
137	00:05:53:25	00:05:58:03	of the month following November, December 1st.
138	00:05:58:03	00:05:59:25	- Man, you are good.
139	00:05:59:25	00:06:02:04	- (chuckle) Thank you, Beth.
140	00:06:02:04	00:06:05:01	What's your story about dependents though?
141	00:06:05:01	00:06:07:09	- Are you asking my relationship status?
142	00:06:07:09	00:06:11:16	- No, no, I'm asking about the SHBP policy
143	00:06:11:16	00:06:13:17	for enrolling qualifying spouses, children,
144	00:06:13:17	00:06:17:12	or relatives who depend on a member's benefits.
145	00:06:17:12	00:06:21:20	The literal definition of dependents, Beth. Literally.
146	00:06:21:20	00:06:23:00	- I get it. Thanks.
147	00:06:23:00	00:06:25:10	New hires must provide verification documentation
148	00:06:25:10	00:06:28:25	to confirm dependents within 45 days after you make
149	00:06:28:25	00:06:30:15	your new hire election.
150	00:06:30:15	00:06:33:11	Generally, dependents are placed in a pending status
151	00:06:33:11	00:06:36:02	until after the required dependent verification
152	00:06:36:02	00:06:37:19	documentation is submitted,
153	00:06:37:19	00:06:41:18	or the deadline to provide the documentation passes.
154	00:06:41:18	00:06:45:17	Once SHBP approves the dependent verification
			documentation,
155	00:06:45:17	00:06:47:27	A dependent is removed from pending status
156	00:06:47:27	00:06:51:20	and coverage will begin on the same day as the new hire.
157	00:06:51:20	00:06:54:29	For a spouse, verification documentation includes
158	00:06:54:29	00:06:57:19	a copy of a certified marriage license,
159	00:06:57:19	00:07:01:08	or most recent jointly filed federal tax return
160	00:07:01:08	00:07:04:06	with legible signatures for both members and spouses.
161	00:07:04:06	00:07:06:18	And, spouse's social security number.
162	00:07:06:18	00:07:09:16	For a child, verification documentation includes
163	00:07:09:16	00:07:13:15	a copy of a certified birth certificate or birth card
164	00:07:13:15	00:07:16:10	issued by the hospital, listing parents by name,
165	00:07:16:10	00:07:18:17	and child's social security number.
166	00:07:18:17	00:07:21:24	SHBP requires a valid social security number
167	00:07:21:24	00:07:23:22	for everyone enrolled in coverage.
168	00:07:23:22	00:07:26:03	However, social security numbers are not
169	00:07:26:03	00:07:30:25	the only taxpayer identification numbers excepted by SHBP.
170	00:07:30:25	00:07:35:20	Visit the SHBP website, shbp.georgia.gov
171	00:07:35:20	00:07:39:20	and check out the FAQ's for more information.
172	00:07:39:20	00:07:42:14	To assist you in providing verification documentation,
173	00:07:42:14	00:07:46:29	SHBP's Dependent Verification Services Team, DVS,
174	00:07:46:29	00:07:50:00	will email you a letter with a unique barcode within

175	00:07:50:00	00:07:51:28	one to two business days,
176	00:07:51:28	00:07:54:08	provided your email address is on file.
177	00:07:54:08	00:07:56:07	If not, your letter will be mailed
178	00:07:56:07	00:07:58:21	within two to four business days.
179	00:07:58:21	00:08:02:25	This process is referred to as your DVS audit.
180	00:08:02:25	00:08:05:24	Dependents will not be enrolled in SHBP coverage
181	00:08:05:24	00:08:08:26	until your verification documentation is received
182	00:08:08:26	00:08:12:08	and the DVS team approves your audit.
183	00:08:12:08	00:08:15:03	- Great information, Beth, and a lot of it, too.
184	00:08:15:03	00:08:18:04	Please do not submit verification documentation
185	00:08:18:04	00:08:20:21	until you receive your letter from DVS.
186	00:08:20:21	00:08:22:14	Providing documentation to anyone,
187	00:08:22:14	00:08:25:09	including your employer or via any other means
188	00:08:25:09	00:08:27:14	not provided for in this letter,
189	00:08:27:14	00:08:30:24	will result in you failing the DVS audit.
190	00:08:30:24	00:08:33:08	New hires can also upload their documents directly
191	00:08:33:08	00:08:35:29	to the SHBP Enrollment Portal.
192	00:08:35:29	00:08:37:17	If you fail the DVS audit,
193	00:08:37:17	00:08:40:11	you must wait until the next open enrollment period,
194	00:08:40:11	00:08:43:09	unless you experience another qualifying event
195	00:08:43:09	00:08:45:24	or special enrollment event
196	00:08:45:24	00:08:47:26	to make a change to your coverage.
197	00:08:47:26	00:08:49:20	To speak with a member of the DVS team,
198	00:08:49:20	00:08:53:06	contact SHBP Member Services via email at
199	00:08:53:06	00:08:56:18	SHBPservicecenter@adp.com
200	00:08:56:18	00:09:00:09	or via phone at (800) 610-1863,
201	00:09:00:09	00:09:04:00	and select the appropriate prompt for dependent verification
202	00:09:04:00	00:09:05:06	services.
203	00:09:05:06	00:09:07:06	Now, Beth, as you know, I'm a naturally curious guy
204	00:09:07:06	00:09:09:06	and I've come up with a mnemonic device
205	00:09:09:06	00:09:11:21	to help our viewers remember SHBP.
206	00:09:11:21	00:09:13:24	- Oh, by all means Tony, lay 'em on us.
207	00:09:13:24	00:09:14:26	- Okay, here we go.
208	00:09:14:26	00:09:18:09	SHBP, super high blood pressure.
209	00:09:18:09	00:09:19:03	- Okay, yeah.
210	00:09:19:03	00:09:20:21	I, I think that seems counter to our health goals.
211	00:09:20:21	00:09:24:02	- Or, or, or send help big penguin.
212	00:09:24:02	00:09:25:27	- Have you ever even seen a penguin, Tony?
213	00:09:25:27	00:09:27:18	- Okay. How about this one?
214	00:09:27:18	00:09:28:19	Some harpies,
215	00:09:28:19	00:09:29:14	- Okay.
216	00:09:29:14	00:09:30:09	- Be people.
217	00:09:30:09	00:09:31:11	- (clears throat) No, HR nightmare.
218	00:09:31:11	00:09:33:27	All you need to remember is it's your state health

219	00:09:33:27	00:09:36:20	benefit plan (singing) S-H-B-P.
220	00:09:37:24	00:09:38:23	- Wow, I actually like that.
221	00:09:38:23	00:09:41:07	- Thank you. It's not crazy.
222	00:09:42:21	00:09:45:03	If you remember anything from this newscast,
223	00:09:45:03	00:09:48:19	let it be that the SHBP website is your primary source
224	00:09:48:19	00:09:51:02	of accurate and up-to-date information,
225	00:09:51:02	00:09:53:26	and you have 31 days or bust
226	00:09:53:26	00:09:56:09	to make your new hire elections.
227	00:09:56:09	00:09:58:19	Thank you for tuning in to HR Hour.
228	00:09:58:19	00:10:00:10	I'm Beth Pilgreen.
229	00:10:00:10	00:10:01:18	- And I'm Tony Harris.
230	00:10:01:18	00:10:03:06	- We'll be back at that time.
231	00:10:03:06	00:10:05:03	(together) Next time.
232	00:10:05:03	00:10:06:27	(upbeat techno music)
233	00:10:06:27	00:10:08:01	- I think that was excellent.
234	00:10:08:01	00:10:08:26	- Let's do that again.
235	00:10:08:26	00:10:10:18	- Uh, okay.
236	00:10:10:18	00:10:13:23	(upbeat techno music)