

1
00:00:00,191 --> 00:00:04,024
(dramatic instrumental music)

2
00:00:10,910 --> 00:00:12,760
- And then she said, "I'll see you in HR."

3
00:00:12,760 --> 00:00:15,910
And I was like, "Uh,
no, I'll see you in HR."

4
00:00:15,910 --> 00:00:17,980
Ooh, got him!

5
00:00:17,980 --> 00:00:18,840
- Uh Beth,

6
00:00:18,840 --> 00:00:20,010
- I know, the audacity.

7
00:00:20,010 --> 00:00:22,480
Because I work out for
wellness reasons, right?

8
00:00:22,480 --> 00:00:26,440
I mean, who would challenge
the red-headed Rocky?

9
00:00:26,440 --> 00:00:29,020
- Beth. We're, we're actually in the show.

10
00:00:29,020 --> 00:00:30,217
- Oh, right.

11
00:00:30,217 --> 00:00:31,210
(clears throat)

12
00:00:31,210 --> 00:00:32,910
So chatty you'd think my name was Cathy.

13
00:00:32,910 --> 00:00:33,890
- It could be your middle name.

14

00:00:33,890 --> 00:00:34,723

- Well, it's not.

15

00:00:34,723 --> 00:00:35,556

- Are you sure?

16

00:00:35,556 --> 00:00:36,800

- Yes Tony, I know my own names.

17

00:00:36,800 --> 00:00:38,540

- Good evening, Georgia. I'm Tony Harris.

18

00:00:38,540 --> 00:00:39,730

- Good talk.

19

00:00:39,730 --> 00:00:40,960

And I'm Beth Pilgreen.

20

00:00:40,960 --> 00:00:43,270

- And tonight on HR
Hour, we bring you news

21

00:00:43,270 --> 00:00:45,430

of the Georgia Department
of Community Health's

22

00:00:45,430 --> 00:00:47,050

State Health Benefit Plan.

23

00:00:47,050 --> 00:00:50,640

Known in a delightful shorthand as SHBP.

24

00:00:50,640 --> 00:00:52,291

- That's sure is delightful, Tony.

25

00:00:52,291 --> 00:00:55,540

SHBP is a self-funded plan exempt from the

26

00:00:55,540 --> 00:00:59,110

Employee Retirement Income

Security Act (ERISA),

27

00:00:59,110 --> 00:01:00,758
federal legislation.

28

00:01:00,758 --> 00:01:04,910
SHBP pays claims, using
premiums contributed by members

29

00:01:04,910 --> 00:01:08,470
like you and contributions
from employers that offer

30

00:01:08,470 --> 00:01:09,810
the SHBP,

31

00:01:09,810 --> 00:01:12,789
state agencies and public
schools for example.

32

00:01:12,789 --> 00:01:17,050
SHBP also offers fully
insured plan options including

33

00:01:17,050 --> 00:01:18,990
Anthem Blue Cross Blue Shield,

34

00:01:18,990 --> 00:01:21,420
United Healthcare Medicare Advantage,

35

00:01:21,420 --> 00:01:25,010
and the Kaiser Permanente Regional HMO.

36

00:01:25,010 --> 00:01:27,216
SHBP provides several plan options

37

00:01:27,216 --> 00:01:30,260
for its active and pre-65 members,

38

00:01:30,260 --> 00:01:32,440
and Tony, that's you and me, bud.

39

00:01:32,440 --> 00:01:35,200

- And all this time,
I thought you were 65.

40

00:01:35,200 --> 00:01:38,100

- (chuckles) Not a day over twenty-fun!

41

00:01:38,100 --> 00:01:40,030

- Active members under the age of 65

42

00:01:40,030 --> 00:01:42,470

are offered the following
plan options and vendors.

43

00:01:42,470 --> 00:01:44,510

Your HRA plan options are

44

00:01:44,510 --> 00:01:47,650

Anthem Gold, Anthem Silver, Anthem Bronze.

45

00:01:47,650 --> 00:01:51,580

- [Beth] Your HMO plan options
are Anthem Statewide HMO,

46

00:01:51,580 --> 00:01:53,950

United Healthcare Statewide HMO,

47

00:01:53,950 --> 00:01:56,410

Kaiser Permanente Regional HMO.

48

00:01:56,410 --> 00:01:59,260

- [Tony] Your high deductible
health care options are,

49

00:01:59,260 --> 00:02:02,670

well, option is, because there's only one,

50

00:02:02,670 --> 00:02:05,490

and Beth I follow grammar
and usage standards.

51

00:02:05,490 --> 00:02:07,199
- A true journalist, Tony.

52
00:02:07,199 --> 00:02:10,330
- It's United Healthcare HDHP.

53
00:02:10,330 --> 00:02:12,250
- Sounds so cool when you say it.

54
00:02:12,250 --> 00:02:16,180
For all you lucky retirees
out there, age 65 and over,

55
00:02:16,180 --> 00:02:20,910
SHBP provides the following
Medicare advantage plan options.

56
00:02:20,910 --> 00:02:23,390
Anthem Medicare Advantage Standard,

57
00:02:23,390 --> 00:02:25,750
Anthem Medicare Advantage Premium,

58
00:02:25,750 --> 00:02:28,411
United Healthcare Medicare
Advantage Standard,

59
00:02:28,411 --> 00:02:30,270
and, you guessed it,

60
00:02:30,270 --> 00:02:33,470
United Healthcare Medicare
Advantage Premium.

61
00:02:33,470 --> 00:02:37,000
- SHBP also works with
pharmacy benefits manager,

62
00:02:37,000 --> 00:02:39,770
CVS Caremark to administer
pharmacy benefits

63

00:02:39,770 --> 00:02:42,230
for the Anthem and United
Healthcare plan options,

64

00:02:42,230 --> 00:02:45,710
and Sharecare to administer
the plans wellness program

65

00:02:45,710 --> 00:02:48,840
for the Anthem and United
Healthcare plan options.

66

00:02:48,840 --> 00:02:51,800
Plan benefits provided under
each of the plan options

67

00:02:51,800 --> 00:02:55,730
are described in their respective
summary plan description,

68

00:02:55,730 --> 00:02:59,734
SPD or evidence of coverage EOC.

69

00:02:59,734 --> 00:03:03,570
- SHBP provides health
coverage, pharmacy benefits,

70

00:03:03,570 --> 00:03:06,090
and wellness programs to approximately,

71

00:03:06,090 --> 00:03:07,140
and get this,

72

00:03:07,140 --> 00:03:11,360
660,000 individuals primarily
in the state of Georgia,

73

00:03:11,360 --> 00:03:13,750
but also across the United States.

74

00:03:13,750 --> 00:03:16,370
It is one of the largest state
governmental health plans

75

00:03:16,370 --> 00:03:17,650
in the country.

76

00:03:17,650 --> 00:03:19,460
After reviewing the benefits offered,

77

00:03:19,460 --> 00:03:21,670
the department of community health hopes

78

00:03:21,670 --> 00:03:25,538
you'll consider becoming
a lifelong member of SHBP.

79

00:03:25,538 --> 00:03:28,070
- Interesting proposition, though Beth, I,

80

00:03:28,070 --> 00:03:29,988
I never commit to anything for life.

81

00:03:29,988 --> 00:03:32,381
- Well, (chuckle) thank you
for that very personal detail,

82

00:03:32,381 --> 00:03:33,720
Tony.

83

00:03:33,720 --> 00:03:36,040
Now on to breaking news for new hires.

84

00:03:36,040 --> 00:03:37,590
New hires with the state of Georgia

85

00:03:37,590 --> 00:03:40,210
have the opportunity to
enroll in health coverage

86

00:03:40,210 --> 00:03:42,060
within 31 days of your hire date

87

00:03:42,060 --> 00:03:44,320

in a benefits-eligible position.

88

00:03:44,320 --> 00:03:46,350

To find out more about
the coverage options

89

00:03:46,350 --> 00:03:48,730

and benefits offered by SHBP,

90

00:03:48,730 --> 00:03:52,160

visit shbp.georgia.gov.

91

00:03:52,160 --> 00:03:52,993

- And here's the thing,

92

00:03:52,993 --> 00:03:55,661

you must make your new hire
elections within 31 days

93

00:03:55,661 --> 00:03:58,890

of your hire date in a
benefits-eligible position.

94

00:03:58,890 --> 00:04:00,453

There are two ways to enroll.

95

00:04:00,453 --> 00:04:05,453

Access the SHBP Enrollment
Portal from the SHBP website,

96

00:04:06,040 --> 00:04:11,040

shbp.georgia.gov, or contact
SHBP member services by phone

97

00:04:12,860 --> 00:04:16,610

at (800) 610-1863.

98

00:04:16,610 --> 00:04:19,530

- This just in, making your
election with your employer

99

00:04:19,530 --> 00:04:22,180

or through any other process does not

100

00:04:22,180 --> 00:04:24,800

satisfy the requirement to
make your election directly

101

00:04:24,800 --> 00:04:28,450

with SHBP via the SHBP Enrollment Portal

102

00:04:28,450 --> 00:04:31,210

or SHBP member services.

103

00:04:31,210 --> 00:04:33,680

Failing to make your election
via one of these two options

104

00:04:33,680 --> 00:04:35,760

within the 31 days of your hire date,

105

00:04:35,760 --> 00:04:38,540

will require you to wait
until the next period

106

00:04:38,540 --> 00:04:40,060

to enroll in healthcare coverage.

107

00:04:40,060 --> 00:04:42,376

Unless you experience
another qualifying event

108

00:04:42,376 --> 00:04:44,850

or special enrollment event.

109

00:04:44,850 --> 00:04:45,683

I tell you, Tony,

110

00:04:45,683 --> 00:04:49,040

the initial 31 days of
employment is so critical

111

00:04:49,040 --> 00:04:52,500

or you risk waiting,

and you might know this,

112

00:04:52,500 --> 00:04:53,765
I am not a patient woman.

113

00:04:53,765 --> 00:04:55,578
- No, she isn't, Georgia.

114

00:04:55,578 --> 00:04:58,520
Now, good news for those
who enroll successfully,

115

00:04:58,520 --> 00:05:01,210
coverage for new hires begins
on the first of the month

116

00:05:01,210 --> 00:05:03,950
following one full calendar
month of employment

117

00:05:03,950 --> 00:05:06,490
with an SHBP employing entity

118

00:05:06,490 --> 00:05:09,420
such as state agencies
and public school systems.

119

00:05:09,420 --> 00:05:11,760
Unless your hire date is concurrent

120

00:05:11,760 --> 00:05:13,690
with the first work day of the month.

121

00:05:13,690 --> 00:05:15,120
Now, in this case,

122

00:05:15,120 --> 00:05:17,690
your coverage is effective
the first day of the month

123

00:05:17,690 --> 00:05:19,338
following the hire date.

124
00:05:19,338 --> 00:05:22,090
Wha, wha, what's with your face?

125
00:05:22,090 --> 00:05:23,355
- I have no idea what you just said.

126
00:05:23,355 --> 00:05:27,812
- (chuckle) Time now for
a Tony Harris breakdown.

127
00:05:27,812 --> 00:05:29,330
(suspenseful violin music)

128
00:05:29,330 --> 00:05:31,840
Our sources tell us, if
hired at the end of January,

129
00:05:31,840 --> 00:05:34,840
one full calendar month from
the end of January spans

130
00:05:34,840 --> 00:05:37,630
February and coverage
would begin on March 1st.

131
00:05:37,630 --> 00:05:40,790
If hired April 1st, since
the hire date is concurrent

132
00:05:40,790 --> 00:05:42,380
with the first day of the month,

133
00:05:42,380 --> 00:05:45,610
coverage begins on the first
day of the following month,

134
00:05:45,610 --> 00:05:46,479
May 1st.

135
00:05:46,479 --> 00:05:50,290
If hired mid-month,

October 15th for example,

136

00:05:50,290 --> 00:05:52,370
one full calendar month spans November

137

00:05:52,370 --> 00:05:54,170
and coverage would begin the first day

138

00:05:54,170 --> 00:05:58,460
of the month following
November, December 1st.

139

00:05:58,460 --> 00:06:00,212
- Man, you are good.

140

00:06:00,212 --> 00:06:02,560
- (chuckle) Thank you, Beth.

141

00:06:02,560 --> 00:06:05,460
What's your story about dependents though?

142

00:06:05,460 --> 00:06:07,700
- Are you asking my relationship status?

143

00:06:07,700 --> 00:06:11,940
- No, no, I'm asking about the SHBP policy

144

00:06:11,940 --> 00:06:13,970
for enrolling qualifying
spouses, children,

145

00:06:13,970 --> 00:06:17,830
or relatives who depend
on a member's benefits.

146

00:06:17,830 --> 00:06:22,070
The literal definition of
dependents, Beth. Literally.

147

00:06:22,070 --> 00:06:23,400
- I get it. Thanks.

148
00:06:23,400 --> 00:06:25,743
New hires must provide
verification documentation

149
00:06:25,743 --> 00:06:29,250
to confirm dependents within
45 days after you make

150
00:06:29,250 --> 00:06:30,900
your new hire election.

151
00:06:30,900 --> 00:06:33,790
Generally, dependents are
placed in a pending status

152
00:06:33,790 --> 00:06:36,490
until after the required
dependent verification

153
00:06:36,490 --> 00:06:38,050
documentation is submitted,

154
00:06:38,050 --> 00:06:42,000
or the deadline to provide
the documentation passes.

155
00:06:42,000 --> 00:06:45,980
Once SHBP approves the dependent
verification documentation,

156
00:06:45,980 --> 00:06:48,330
A dependent is removed from pending status

157
00:06:48,330 --> 00:06:52,090
and coverage will begin on
the same day as the new hire.

158
00:06:52,090 --> 00:06:55,370
For a spouse, verification
documentation includes

159
00:06:55,370 --> 00:06:58,050

a copy of a certified marriage license,

160

00:06:58,050 --> 00:07:01,750
or most recent jointly
filed federal tax return

161

00:07:01,750 --> 00:07:04,670
with legible signatures for
both members and spouses.

162

00:07:04,670 --> 00:07:07,080
And, spouse's social security number.

163

00:07:07,080 --> 00:07:10,006
For a child, verification
documentation includes

164

00:07:10,006 --> 00:07:13,990
a copy of a certified birth
certificate or birth card

165

00:07:13,990 --> 00:07:16,820
issued by the hospital,
listing parents by name,

166

00:07:16,820 --> 00:07:19,034
and child's social security number.

167

00:07:19,034 --> 00:07:22,290
SHBP requires a valid
social security number

168

00:07:22,290 --> 00:07:24,220
for everyone enrolled in coverage.

169

00:07:24,220 --> 00:07:26,576
However, social security numbers are not

170

00:07:26,576 --> 00:07:31,310
the only taxpayer identification
numbers excepted by SHBP.

171

00:07:31,310 --> 00:07:36,140
Visit the SHBP website, shbp.georgia.gov

172
00:07:36,140 --> 00:07:40,150
and check out the FAQ's
for more information.

173
00:07:40,150 --> 00:07:42,949
To assist you in providing
verification documentation,

174
00:07:42,949 --> 00:07:47,440
SHBP's Dependent Verification
Services Team, DVS,

175
00:07:47,440 --> 00:07:50,484
will email you a letter
with a unique barcode within

176
00:07:50,484 --> 00:07:52,410
one to two business days,

177
00:07:52,410 --> 00:07:54,740
provided your email address is on file.

178
00:07:54,740 --> 00:07:56,730
If not, your letter will be mailed

179
00:07:56,730 --> 00:07:59,170
within two to four business days.

180
00:07:59,170 --> 00:08:03,370
This process is referred
to as your DVS audit.

181
00:08:03,370 --> 00:08:06,360
Dependents will not be
enrolled in SHBP coverage

182
00:08:06,360 --> 00:08:09,400
until your verification
documentation is received

183
00:08:09,400 --> 00:08:12,810
and the DVS team approves your audit.

184
00:08:12,810 --> 00:08:15,640
- Great information, Beth,
and a lot of it, too.

185
00:08:15,640 --> 00:08:18,670
Please do not submit
verification documentation

186
00:08:18,670 --> 00:08:21,260
until you receive your letter from DVS.

187
00:08:21,260 --> 00:08:23,000
Providing documentation to anyone,

188
00:08:23,000 --> 00:08:25,860
including your employer
or via any other means

189
00:08:25,860 --> 00:08:28,007
not provided for in this letter,

190
00:08:28,007 --> 00:08:31,340
will result in you failing the DVS audit.

191
00:08:31,340 --> 00:08:33,830
New hires can also upload
their documents directly

192
00:08:33,830 --> 00:08:36,520
to the SHBP Enrollment Portal.

193
00:08:36,520 --> 00:08:38,110
If you fail the DVS audit,

194
00:08:38,110 --> 00:08:40,910
you must wait until the
next open enrollment period,

195

00:08:40,910 --> 00:08:43,861
unless you experience
another qualifying event

196
00:08:43,861 --> 00:08:46,350
or special enrollment event

197
00:08:46,350 --> 00:08:48,420
to make a change to your coverage.

198
00:08:48,420 --> 00:08:50,210
To speak with a member of the DVS team,

199
00:08:50,210 --> 00:08:53,740
contact SHBP Member Services via email at

200
00:08:53,740 --> 00:08:57,150
SHBPservicecenter@adp.com

201
00:08:57,150 --> 00:09:00,900
or via phone at (800) 610-1863,

202
00:09:00,900 --> 00:09:04,630
and select the appropriate
prompt for dependent verification

203
00:09:04,630 --> 00:09:05,810
services.

204
00:09:05,810 --> 00:09:07,830
Now, Beth, as you know,
I'm a naturally curious guy

205
00:09:07,830 --> 00:09:09,810
and I've come up with a mnemonic device

206
00:09:09,810 --> 00:09:12,300
to help our viewers remember SHBP.

207
00:09:12,300 --> 00:09:14,410
- Oh, by all means Tony, lay 'em on us.

208

00:09:14,410 --> 00:09:15,470

- Okay, here we go.

209

00:09:15,470 --> 00:09:18,900

SHBP, super high blood pressure.

210

00:09:18,900 --> 00:09:19,733

- Okay, yeah.

211

00:09:19,733 --> 00:09:21,307

I, I think that seems
counter to our health goals.

212

00:09:21,307 --> 00:09:24,670

- Or, or, or send help big penguin.

213

00:09:24,670 --> 00:09:26,510

- Have you ever even seen a penguin, Tony?

214

00:09:26,510 --> 00:09:28,200

- Okay. How about this one?

215

00:09:28,200 --> 00:09:29,240

Some harpies,

216

00:09:29,240 --> 00:09:30,073

- Okay.

217

00:09:30,073 --> 00:09:30,906

- Be people.

218

00:09:30,906 --> 00:09:31,970

- (clears throat) No, HR nightmare.

219

00:09:31,970 --> 00:09:34,510

All you need to remember
is it's your state health

220

00:09:34,510 --> 00:09:37,273

benefit plan (singing) S-H-B-P.

221

00:09:38,430 --> 00:09:39,385
- Wow, I actually like that.

222

00:09:39,385 --> 00:09:41,843
- Thank you. It's not crazy.

223

00:09:43,327 --> 00:09:45,720
If you remember anything
from this newscast,

224

00:09:45,720 --> 00:09:49,260
let it be that the SHBP
website is your primary source

225

00:09:49,260 --> 00:09:51,670
of accurate and up-to-date information,

226

00:09:51,670 --> 00:09:54,491
and you have 31 days or bust

227

00:09:54,491 --> 00:09:56,910
to make your new hire elections.

228

00:09:56,910 --> 00:09:59,240
Thank you for tuning in to HR Hour.

229

00:09:59,240 --> 00:10:00,960
I'm Beth Pilgreen.

230

00:10:00,960 --> 00:10:02,210
- And I'm Tony Harris.

231

00:10:02,210 --> 00:10:03,829
- We'll be back at that time.

232

00:10:03,829 --> 00:10:05,714
(together) Next time.

233

00:10:05,714 --> 00:10:07,527
(upbeat techno music)

234

00:10:07,527 --> 00:10:08,640

- I think that was excellent.

235

00:10:08,640 --> 00:10:09,473

- Let's do that again.

236

00:10:09,473 --> 00:10:11,203

- Uh, okay.

237

00:10:11,203 --> 00:10:14,370

(upbeat techno music)