The Jefferson Health Plan

The latest JHP news and announcements

January 2024
Issue 2024-01

State Employee Relations Board (SERB) Survey Time

JHP Account Managers (Jen, Kristin, Michelle and Susan) are again offering to complete your group's insurance survey, on your behalf, and submit it to SERB by the March deadline.

The SERB 2024 Health Insurance Survey email from Justin Brown should have been emailed directly to you. If you wish for the AMs to complete your survey, please forward the entire email to: jhpemployer@thejeffersonhealthplan.org. We will send confirmation and follow-up soon with a request for any information JHP does not have and is needed to complete the survey.

We ask that you let us know by Friday, February 2, 2024 if you want us to complete your survey. This gives the AMs time to gather the required information to complete the survey by the March deadline.

JHP Semi-Annual Meeting
Wednesday, April 24, 2024
Quest Center – Columbus
More information coming soon!

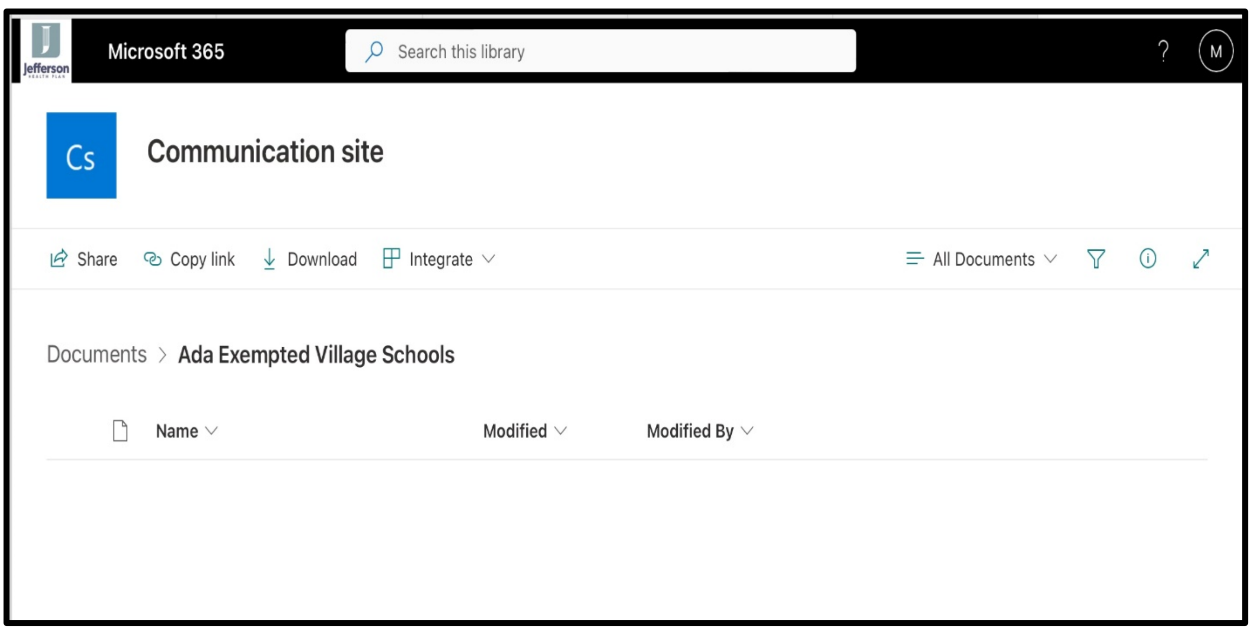
Financial Update

Over the next month, JHP will be converting the way that member groups access their monthly financial statements. Under the current arrangement, monthly financial statements are saved on a ShareFile site hosted by CLA (formerly GJM). Users received an email when new files were uploaded to the ShareFile site.

With the conversion, the files will now be on a JHP hosted SharePoint site. This will allow JHP to better manage the files stored for each member. To start, historical financial statements will be moved from the previous site to the new SharePoint site. Future monthly financial statements will be uploaded when they have been released. In the future, the monthly invoices will also be available via JHP SharePoint.

Watch your email for contact from JHP to set up your access to the new JHP SharePoint site.

Here is what the new site will look like:



Account Management Update

2024 Engagement Themes

Monthly mental wellness themes and topics

Month	Theme	BLI Webinar Topics
January	Body image	New Year's resolution – setting yearly intentions January 24 at 2:00 p.m. ET Register here
February	Financial wellness	
March	Breathwork	Bullying and violence in the workplace March 6 at 2:00 p.m. ET Register here
April	Neurodiversity	
May	Mental health stigma	Intro to neurodiversity May 15 at 2:00 p.m. ET Register here
June	LGBTQ mental health	Creating a mentally healthy workplace culture June 26 at 2:00 p.m. ET Register here
July	BIPOC mental health	
August	Youth mental health	Stress management for high burnout professions August 21 at 2:00 p.m. ET Register here
September	Suicide prevention	
October	Depression	
November	Compassion fatigue and burnout	Holiday survival guide: managing expectations and budgets November 6 at 2:00 p.m. ET Register here
December	Work-life balance	

2024 Work/life seminars

Month	Theme	Online Seminar
January	Money and emotion	**Money Matters - Navigating Emotions for Financial Wellbeing** Discover how emotions can influence spending, trigger procrastination in challenging decisions, and impact your long-term financial health. Available Jan 16.
February	Be an Influencer	**Positive impact – become the influence** Learn the art of being a positive influencer and how to inspire those around you, whether at work, at home, or in community. Available Feb 20.
March	Bonding with Pets	**Best (furry) friends** Explore the impact of pets on your life and how the presence of a pet can enhance your mental and emotional wellbeing. Available Mar 19.
April	Food for Thought	**Food for thought** Explore the connection between your plate and your physical health and how eating mindfully can nurture your mental wellbeing. Available Apr 16.
May	Emotional Health	**Balancing act – strategies for mental health** Explore effective strategies that can help you nurture and enhance your mental health. Available May 21.
June	Feeling Fulfilled	**Living Well 365 - Igniting Motivation for a Fulfilling Life** Explore strategies for self-care to improve physical health, nurture mental wellbeing, foster positive relationships, and adopt healthy habits. Available Jun 18.
July	Teenager in the House	**Parenting adolescents: understanding Gen Z in your home** Equip parents and caregivers with insights and practical strategies to navigate the unique challenges and opportunities with teenage children. Available Jul 16.
August	Recognition	**Harnessing Positive Reinforcement for Success** Discover how recognition can inspire motivation, reinforce desired behaviors, and strengthen bonds in personal and professional spheres. Available Aug 20.
September	Getting Creative	**Crafting Joy: Finding Fulfillment in Creative Pursuits** Discover the art of trying new things, from exploring uncharted territories to diving into fresh hobbies that ignite your passion. Available Sep 17.
October	Aging Parents	**Aging Parents, Renewed Connections** Transitions of aging can sometimes be challenging, yet they also offer unique opportunities to deepen our relationships and rekindle connections. Available Oct 15.
November	Humor and Relationships	**Laughter Helps** Discover how a good laugh can boost your mood, strengthen relationships, and unlock a wealth of other benefits in this session. Available Nov 19
December	Tools for Life	**Toolbox Talks** Take inventory of the different tools you have in your figurative toolbox and look at things differently. Available Dec 17.

Carelon has announced the 2024 Engagement Themes and 2024 Work/Life Seminars. Remember, JHP provides the Carelon Employee Assistance Program (EAP) at no cost to eligible members and their employees. Contact your JHP Account Manager for more information.

Legal Update

Form W-2 Reporting of Employer-Sponsored Health Coverage

The Affordable Care Act requires employers to report the cost of coverage under an employer-sponsored group health plan on an employee's Form W-2, Wage and Tax Statement, in Box 12, using Code DD. The reporting requirement currently applies only to employers who filed 250 or more eligible employee W-2 Forms in the preceding calendar year. Employers are required to provide the information by January 31, 2024. The reporting requirement remains optional for employers issuing fewer than 250 W2 forms. Additional information is at the IRS website at: https://www.irs.gov/affordable-care-act/form-w-2-reporting-of-employer-sponsored-health-coverage (IRS page last reviewed or updated March 1, 2023).

CMS Medicare Part D Disclosure for Calendar Year Plans

The Medicare Modernization Act (MMA) requires employers whose health plans provide prescription drug coverage to notify Medicare-eligible individuals whether their prescription drug coverage is creditable coverage, which means that the coverage is expected to pay on average as much as the standard Medicare prescription drug coverage. The Centers for Medicare and Medicaid Services (CMS) has imposed two disclosure requirements on employers with health plans that provide prescription drug coverage to Medicare-eligible individuals, and one of which is for such employers to complete the Online Disclosure to CMS Form to report the creditable coverage status of their prescription drug plan. More specifically, the Medicare Part D disclosure notice must be provided within the following time frames:

- Within 60 days after the first day of the plan year (this is February 29, 2024 for calendar-year plans);
- Within thirty (30) days after any change in the prescription drug plan's coverage status (from creditable to non-creditable or vice versa); and
- Within thirty (30) days after the termination of a plan's prescription drug coverage.

Therefore, Calendar year plans must submit this year's disclosure to CMS by February 29, 2024. Employers are required to complete the online Disclosure to CMS Form (https://www.cms.gov/Medicare/PrescriptionDrug-Coverage/CreditableCoverage/CCDisclosureForm) on the CMS Creditable Coverage web page. No other filing methods are allowed. The CMS Guidance and Screen Prints for the electronic filing can be found to the left of the fields of entry. When reviewing the screen print examples, please note that some sections of the Disclosure Form may not apply to your plan. Only fields relevant to your plan may appear on your screen. Also note that Total Number of Medicare Part D Eligible Individuals covered as of Plan Year Beginning Date can be acquired from your TPA.

No Surprises Act Update – Posting of Machine-Readable Files

Effective July 1, 2022, employers offering group health plans to their employees must begin complying with the federal No Surprises Act Transparency in Coverage (TiC) Rule requiring employers to create machine-readable files (MRFs). The MRFs must contain negotiated rate information for healthcare services that are provided in-network as well as allowed amounts for services derived from historical claims from out-of-network providers. Employers were required to make these MRFs available through a publicly available website beginning July 1, 2022.

In August 2021, the Department of Labor (DOL), the Internal Revenue Service (IRS), and the Department of Health and Human Services (HHS) issued FAQ Part 49 which indefinitely delayed the enforcement of the "Prescription Drug" MRFs requirement, pending further rulemaking. Enforcement of the "Prescription Drug" MRF requirement has remained suspended until the recent issuance of Frequently Asked Questions About Affordable Care Act Implementation Part 61 (FAQ 61), which was issued on September 27, 2023 by the Departments. FAQ 61 addressed the implementation of the TiC regulations and overlapping transparency provisions in the Consolidated Appropriations Act, 2021 (CAA, 2021). Under this new guidance, the Departments lifted the pause on the Prescription Drug MRFs requirement. The Departments stated that no "meaningful conflict" existed between the TiC regulations and the RxDC reporting requirements under CAA 2021, and that a "case-by-case enforcement approach" will be utilized in place of general deferred enforcement. Additionally, the Departments intend to issue further guidance, including "technical requirements" and an "implementation timeline."

Since the adoption of the No Surprises Act, the Jefferson Health Plan has remained in contact with the various third-party administrators (TPAs) and Pharmacy Benefit Managers (PBMs) utilized by JHP members to ensure that the necessary information is being created for member compliance with the TiC Rules. Most of the TPAs utilized by JHP members have created a website link where the MRFs can be accessed with the MRFs updated on a monthly basis as required by the TiC Rule. This link supplied by the TPA can then be posted on the employer's website for the employer to comply with the TiC Rule. PBMs also will provide a link for the prescription drug MRFs that JHP members can post along with the medical MRF links.

If you have not received yet instructions from your TPA and/or PBM about posting MRFs or a website link where the MRFs will be available, please contact your TPA and/or PBM for further information. Likewise, if your TPA/PBM already has provided information and instructions about accessing MRFs, but you have not yet added the link(s) (or medical and prescription drug MRFs) to the employer's website, please add this information to the website now to ensure compliance.

As another way to reach out to current JHP groups and communicate issues that directly impact our members, we will be providing updates on what is happening in the consortium.

If you have items that you would like to see in these updates, feel free to let us know!
Email: jhpemployer@thejeffersonhealthplan.org

Kevin Kerr, Sales & Marketing Specialist

Kevin started with the JHP in September 2023. Prior to his start with JHP, he spent 16 years in public education and 15 years in the insurance industry. In his spare time, he enjoys reading, doing home improvement projects and spending time with his kids. He and his fiancée Jennifer are looking forward to their wedding on February 16th. They have 7 kids and 5 grandkids between them.

Jefferson
HEALTH PLAN

JHP Service Contacts

Billing .... billing@thejeffersonhealthplan.org

Broker with Questions .... broker@thejeffersonhealthplan.org

Employee with Questions .... jhpmember@thejeffersonhealthplan.org
(Wellness & EAP)

Employer with Questions.......... jhpemployer@thejeffersonhealthplan.org

Investment (US Bank/ Audit)............... invest@thejeffersonhealthplan.org

Legal and Compliance .... legal@thejeffersonhealthplan.org

Life Insurance........................... lifeinsurance@thejeffersonhealthplan.org

Moratoria....................................moratoria@thejeffersonhealthplan.org

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Renewals...................................... renewals@thejeffersonhealthplan.org

Don't know who to contact?
Reach out to any JHP ACCOUNT MANAGER!

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