



2022 Quick Reference Guide

EXCHANGE MODEL

Through the HealthPass insurance and benefits exchange, employers have the ability to offer health insurance and benefit plans to fit their employees' needs and budgets. The exchange allows employees to pick from a wide range of insurance carriers, provider networks, metal tiers and plan types.

DEFINED CONTRIBUTION

An employer sets a fixed dollar amount to contribute towards employee benefits. Each employee can then buy up or down to a plan that is right for their personal and family's medical needs and budget.

SIMPLIFIED AND EASY ADMINISTRATION

- 1st of the month effective date.
- Universal forms - 1 employee form for enrollment/waivers/terminations/COBRA.
- 1 itemized invoice - 1 check written to HealthPass.
- www.healthpassny.com includes broker administer accounts function, adds/terms, easy forms access, proposals and links to web-based directories.

ELIGIBILITY

HealthPass is available to companies with 1-100 full-time equivalent employees. Companies must be located in the five boroughs of NYC, Long Island, Westchester, Rockland, Orange, Putnam, Dutchess, Ulster or Sullivan counties to be eligible.

PARTICIPATION REQUIREMENTS

Base Carrier Offerings: EmblemHealth, Healthfirst and Oxford (Metro only)

HealthPass Participation Requirements: 75% of the eligible employees must either enroll in HealthPass or submit a valid waiver. 20% of the total eligible employees must enroll with a HealthPass medical plan.

To include Oxford Liberty Plans (along with the above carrier offerings)

Liberty Participation Requirements: 75% of the eligible employees must either enroll in HealthPass or submit a valid waiver. 60% of the total eligible employees, after valid waivers, must enroll in a combination of Oxford - Liberty and/or Oxford - Metro plans.

MEDICAL CARRIER OUT-OF-AREA REQUIREMENTS

EmblemHealth

- Bridge plans: Employees can reside in any of the 50 US states. Bridge Program includes: Prime, GHI National, Connecticare, QualCare and First Health networks
- Prime plans: Employees must live/work/reside in NY, NJ and CT.
- Select Care plans: Employees must live/work/reside in NY.
- Millennium plans: Employees must live/work/reside in the five boroughs, Nassau, Suffolk and Westchester.

Healthfirst

- Pro plans: Employees must live/work/reside in the five boroughs, Nassau, Suffolk, Westchester and Rockland.

Oxford

- Metro plans: Employees must live/work in NY and NJ.
- Liberty non-gated plans: Employees can live anywhere in the continental US.
- Liberty gated (G) plans: Employees must live in NY, NJ or CT. *These members have access to Choice Plus when they travel or have children attending college outside of the Oxford service area (NY/NJ/CT).*

COBRA/NY STATE CONTINUATION ADMINISTRATION

- A voluntary benefit where HealthPass administers COBRA/NY State Continuation on behalf of the employer.
- Members are billed directly at home, keeping employers away from becoming "collection agencies".

DENTAL AND VISION

- Dental and vision plans are available through Guardian, Solstice and UnitedHealthcare.
 - 3 DHMO, 3 EPO and 6 PPO dental plans.
 - 3 PPO vision plans.
- Employers can offer employees one of the dental and/or vision packages listed on the Ancillary Rate Sheets and the Notice of Election.

FSA & COMMUTER BENEFITS

- Employers can offer OCA FSA & Commuter Benefits which affords employees the opportunity to enroll in any or all of the following four plans: Flexible Spending Account (FSA), Dependent Care Account (DCA), Parking Plan and Transit Plan.

TERM LIFE/AD&D/LTD

- Guardian EverGuard and EverGuard *Plus* are voluntary packages that protect employees and their loved ones with comprehensive coverage in the event of death, dismemberment or disability.
- Employers can offer employees one of the Guardian EverGuard products listed on the Ancillary Rate Sheets and the Notice of Election.
- No minimum participation requirements.
- Late enrollment allowed.

ACCIDENT COVERAGE

- Guardian AccidentGuard Adv provides an extra level of financial protection to help cover out-of-pocket medical expenses.
- In the event of an accident Guardian will pay a cash benefit for every covered expense - from x-rays to ambulance service, regardless of what is paid by medical insurance.
- To enroll employees are required to have comprehensive hospital, surgical and medical insurance either through HealthPass or as a valid medical waiver.
- No minimum participation requirements.
- Late enrollment allowed.

ID THEFT

- ID Theft protection delivers low-cost proactive identity and credit monitoring through Allstate Identity Protection or LifeLock.
- Allstate Identity Protection and LifeLock defend employees and their families from evolving cyber threats.
- No minimum participation requirements.
- Late enrollment allowed.

PET PLAN

- Total Pet Plan from Pet Benefit Solutions is a discount pet care bundle (not insurance) with no exclusions and pet age is not a factor.

The above plans are not stand-alone group products and are available to eligible employees whether they elect or waive medical coverage.

TELEMEDICINE

- **EmblemHealth** - When a member uses their Teladoc services there is no charge excluding HSA plans where a \$45 copay applies prior to the deductible. AdvantageCare Physicians Centers are also available to schedule virtual visits. Virtual plan members have access to ACPNY via the EmblemHealth app. Medly Pharmacy medication delivery service is available at no cost.
- **Healthfirst** - When a member uses their Teladoc services there is no charge excluding HSA plans where a \$40 Primary/\$75 Specialist copay applies prior to the deductible. Capsule, Medly Pharmacy and ExactCare medication delivery services, for non-maintenance medications, also available.
- **Oxford** - Members can access virtual doctor visits on myuhc.com or through the UnitedHealthcare mobile app. Virtual visits are covered at no charge excluding HSA plans have a \$49 charge per virtual visit and no charge after deductible.

PRESCRIPTION MAIL ORDER

- **EmblemHealth** - When a member uses Express Scripts to order a 90-day supply of a drug they will pay 2.5 months of copays. Register on-line at www.express-scripts.com
- **Healthfirst** - When a member uses CVS Caremark to order a 90-day supply of a drug the member will pay 2 months of copays. Register on-line at www.caremark.com/wps/portal
- **Oxford** - When a member uses OptumRx to order a 90-day supply of a drug they will pay 2.5 months of copays. Register on-line at www.optumrx.com

ADDED VALUES

EmblemHealth

- Gym reimbursement - 50 visits per a 6-month period and earn up to \$200. The covered spouse earns \$100 per 50 visits within a 6-month period.
- Acupuncture is a covered for 12 visits for all plans except Millennium plans.

Healthfirst

- Gym reimbursement - 50 visits per 6-month period and earn \$200. The covered spouse will earn \$100 for 50 visits within a 6-month period.
- Acupuncture is a covered benefit.

Oxford

- Gym reimbursement - 50 visits per a 6-month period and earn \$200. The covered spouse and eligible dependents (age 13 and older) earn \$100 for 50 visits per 6-month period.
- Motion - Members can earn \$3/day (up to \$1,095/year) for meeting walking goals by enrolling in our Liberty Gold HSA 1500 Motion plan or Liberty Silver HSA 4000 Motion plan
- Real Appeal - A personalized transformation coach to help guide you and customize steps to fit your weight loss needs, personal preferences, medical history and goals. 24/7 support is available online.

DEDUCTIBLES

- Medical deductible applies to policy year.
- Rx deductible applies to policy year.
- Dental and vision deductibles apply to calendar year.

OUT-OF-NETWORK PLANS

- **EmblemHealth** - Uses 80% of Fair Health.
- **Guardian** - DentalGuard PPO and DentalGuard PPO Plus use MAC.
- **Solstice** - Dental PPO uses 80% UCR and the Dental Value PPO uses MAC.
- **UnitedHealthcare** - Both the Low PPO and High PPO use MAC.

HEALTH ADVOCACY

- Health advocacy helps members when they need it most by: finding the right doctors, scheduling appointments, resolving benefit issues, working with insurance companies and much more!
- Health advocacy services cover eligible employees, their spouses, dependent children, parents and parents-in-law.


EXTRA PRODUCTS AND SERVICES

- Section 125 POP Kit
- Pet Insurance from Nationwide
- Hearing benefits from Your Hearing Network
- To find out more visit - healthpass.com/extra-products-and-services

IMPORTANT CONTACTS

- ☎ Sales, Client Services and Renewals 888-313-7277
Billing and Commission 888-313-7010

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