

## STATE OF KANSAS HEALTH CARE COMMISSION

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### State Employee Health Benefits Program (SEHBP)

#### Who is the Kansas State Employee Health Care Commission?

The Kansas State Employees Health Care Commission (HCC) was created by the 1984 Legislature through the enactment of K.S.A. 75-6501 et. seq.... to “develop and provide for the implementation and administration of a State healthcare benefits program. . . It may provide benefits for persons qualified to participate in the program for hospitalization, medical services, surgical services, non-medical remedial care and treatment rendered in accordance with a religious method of health and other health services.” Under K.S.A. 75-6504, the HCC is authorized to “negotiate and enter into contracts with qualified insurers, health maintenance organizations and other contracting parties for the purpose of establishing the State healthcare benefits program.”

The HCC is composed of five members. The Secretary of Administration and Commissioner of Insurance serve as members of the HCC as mandated by statute, while the Governor appoints the other three members. The statute requires one member to be a representative of the general public, one member to be a current State employee in the classified service, and one member to be a retired State employee from the classified service. Present members are:

Duane Goossen, Chair and Secretary of Administration  
Charlotte Rommel, employee from the classified service  
Connie Hafenstine, retiree from the classified service  
Sandy Praeger, Commissioner of Insurance  
John Staton, representative from the general public

An Employee Advisory Committee (EAC) assists the HCC. It is composed of 21 members, 18 of whom are active employees and three who participate through Direct Bill. Members are selected on the basis of geographic location, agency, gender, age, and plan participation in order to assure a balanced membership representing a broad range of employee and Direct Bill member interests. Each member serves a three-year term. (Exhibit A) The EAC met three (3) times during 2006. Its three sub-committees held additional meetings.

#### Who is the Kansas Health Policy Authority?

The Kansas Health Policy Authority (KHPA), a state agency established on July 1, 2005, is charged with the mission to coordinate a statewide health policy agenda that incorporates effective purchasing and administration with health promotion strategies. All health insurance purchasing by the State is now combined under the Authority, including publicly funded programs (Medicaid, State Children's Health Insurance Program, and Medikan) and the State Employee Health Benefits Plan (SEHBP). The Authority is responsible for compiling and distributing uniform health care data in order to provide health care consumers, payers, providers and policy makers with information regarding trends in the use and cost of health care for improved decision making.

Agency Website: [www.khpa.ks.gov](http://www.khpa.ks.gov)  
Address: Rm. 900-N, Landon Building, 900 SW Jackson Street, Topeka, KS 66612-1220

Medicaid and HealthWave:  
Phone: 785-296-3981  
Fax: 785-296-4813

State Employee Health  
Benefits and Plan Purchasing:  
Phone: 785-296-6280  
Fax: 785-368-7180

State Self Insurance Fund:  
Phone: 785-296-2364  
Fax: 785-296-6995

## **Does the State of Kansas contribute to the cost of these Plans?**

The State contribution of 95% for employee coverage was continued and the Commission increased the dependent contribution from 35% to 45% for PY2006. The State contribution is based upon the lowest cost Health Maintenance Organization (HMO) in areas where HMO plans are offered. In counties where HMO plans are not available, contribution is based upon the lowest cost Preferred Provider Organization (PPO). Transitional Counties were added in 2006 to recognize the limited access to providers in some areas designated as HMO counties. In these counties, designated by the Commission as transitional counties, the employer contribution is based upon either the low cost HMO or PPO depending on the member's health care enrollment.

## **Who is eligible to participate in the SEHP?**

All active State employees and their dependents (working over 1,000 hours part time or 2,000 hours full time) and retirees of the State of Kansas are eligible to participate in the SEHP. In 1999 the State extended the participation requirements to include what is now referred to as the Non State groups. The Non State groups include but are not limited to educational entities, cities, counties, townships, community/district hospitals, and other governmental entities (K.S.A. 75-6501). There are over 38,000 State employees and more than 10,000 retirees in the State Health Plan. This represents about 88,000 members. The Non State plan has about 5,600 employees and retirees representing over 10,000 members.

## **What Plans are offered under the SEHP?**

The SEHP offers the State employee a choice of programs that include two Preferred Provider Organization (PPO), three Health Maintenance Organizations (HMO), a prescription drug plan, a dental plan, and a Qualified High Deductible Health Plan with a Health Savings Account (QHDHP/HSA). The county of residence of the employee or retiree will determine what options are available to those persons. In order for a State employee to expand their dollars for health care the State offers a flexible spending program called Kan Elect.

The HealthyKIDS pilot program (State employees only) was implemented in Plan Year 2006. The program provides an employer contribution of 90% towards health insurance premium for low income families.

## **Wellness/HealthQuest**

With a continued commitment to wellness, the HealthQuest program provides a variety of wellness opportunities to employees and participating Non State employer groups as summarized:

### **Services Provided through the HealthQuest LIFELINE Employee Assistance Program**

- Short-term personal counseling and referral services to employees, spouses, and dependents.
- Life Coaching in the area of relationship building, self-esteem, job satisfaction, and stress management.
- LIFELINE Supervisory Training at 18 statewide locations on Managing Presenteeism.
- Weight Management and Nutrition classes offered quarterly.
- Mandatory referrals to the LIFELINE program for employees meeting fitness for duty criteria at no cost to agencies.
- Additional Wellness Programs
- HealthQuest Wellness blog – currently over 4,000 subscribers receive regular wellness messages and resources.
- New website: <http://www.khpa.ks.gov/healthquest/>
- Bi-monthly online wellness newsletter
- Wellness presentations for state agencies on a variety of wellness topics for employee training programs, retreats, and keynotes.

HealthQuest maintains partnerships with the Kansas Department of Health Education (KDHE), the Department of Aging, the Department of Education and the Mid-America Coalition on Health Care to further wellness initiatives and health promotion strategies.

### **Health Insurance Portability and Accountability Act (HIPAA) – Privacy/Security**

The Privacy Rule provides comprehensive Federal protection for the privacy of health information. The Privacy Rule is carefully balanced to provide strong privacy protections that do not interfere with patient access to, or the quality of, health care delivery. The Privacy Rule was implemented in April of 2003, and the Health Care Commission's (HCC) staff continued activities to maintain full implementation of the Privacy Rule by updating and amending the following:

- Appointment of a Privacy Official
- Privacy flow internally and externally
- Development, publication and distribution of policies, procedures and documents to comply with HIPAA, such as training, member notices, authorization to release information, complaint procedures and disclosure for public health, law enforcement and legal processes.
- Development and execution of agreements with business associates and trading partners.

The HCC implemented the Security Rule by completing a risk assessment and implementing policies and procedures to:

- Protect against reasonably anticipated threats or hazards to the security or integrity of information;
- Protect against reasonably anticipated uses and disclosures not permitted by privacy rules; and
- Ensure compliance by the work force.

### **Where can I get more information on the options offered by SEHP?**

A person can go to the website at [www.khpa.ks.gov](http://www.khpa.ks.gov) or email to [benefits@khpa.ks.gov](mailto:benefits@khpa.ks.gov) with your questions. You can mail questions to:

Kansas Health Policy Authority  
State Employee Health Benefits Plan  
900 SW Jackson - Room 900N  
Topeka, Kansas 66612

or call: 785-296-3226