

CLIENT Milestones

20+ YEARS

City of Seaford
East Coast Property Management, Inc.
Sussex County Council

15+ YEARS

American Cedar & Millwork, Inc.
Davis, Bowen & Friedel, Inc.
G & E, Inc.
George, Miles & Buhr, LLC
George Sherman Corporation
Orion Safety Products, Inc.
The Peninsula Insurance Company

IMPORTANT NOTICE

Regarding the ALLIANCE PPO

On May 1, 2006, the Alliance PPO Utilization Management Program was transferred to Optum CARE. Like Alliance, Optum CARE is a UnitedHealth Group Company and is located in Baltimore, MD. Optum CARE is doing the pre-certification and large case

management instead of the Alliance PPO, but the program will operate the same way it does today. Members will use the same 800 number, keep the same ID cards, and be required to pre-certify the same procedures that have been required. The change is basically an internal change and should not affect the members when they call. ■

LATE TERMINATIONS

There is a continuing problem with late terminations. INTEGRA either fails to get a fax or a web termination, therefore, the employee remains on the monthly billing statement which, in turn, creates both additional premium and claims costs. We suggest that you set up a file for premium changes. After you email, fax or make the change through the website, simply put that change in your file until you receive your next premium statement. At that time, reconcile your changes with your new bill and if the changes were made correctly, simply file the form. Late changes cost you money, however, it also affects COBRA administration. In order to be in compliance with government regulations, you must notify INTEGRA within 30 days of the qualifying event. INTEGRA must then notify the participant of their COBRA rights within 14 days. COBRA participants, in turn, are required to pay premium back to the qualify event. ■

INTEGRAsider

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your connection to health related information from the INTEGRA Administrative Group

Benefit from a good understanding of a Work-Life Balance PROGRAM

TODAY - times are different. We work in a much different world with much greater demands and opportunities. *We will not move forward as we may wish without understanding the theory of a good Work-Life Balance.* It has been said that for those workers age 35 and younger it is the number one factor in job satisfaction. And considering that the employee replacement cost can be between

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ACH Funding

INTEGRA Administrative Group now has the ability to ACH funds from your individual group accounts. This program can be used to pay weekly claims, monthly premium and Section 125 contribution/admin costs. This can save you time and money each week. Your group will be notified each Monday of the amount to cover claim payments, the ACH will be initiated, and your account will be debited on Wednesday. INTEGRA can also ACH insurance premiums. The group will notify us of availability of funds, ACH will be initiated and two days later your account will be debited for the premium. We can also work out your contribution schedule regarding your Section 125 Plan. If you are interested in enrolling in this program, please contact Linda, Stacey or Kim, in the Billing Department for an enrollment form. A client who currently wire transfers funds or maintains a checkbook with us can enroll in this program. ■

MEDICARE PART D

Rx Card Creditable Coverage NOTICE

Required by Centers for Medicare - Medicaid

The Medicare Prescription Drug, improvement, and Modernization Act of 2003 (MMA) added a new prescription drug program to Medicare. Under those provisions, most employer sponsored health plans that currently provide

The initial Disclosure Notice had to be provided by March 31, 2006.

prescription drug coverage to Medicare Part D eligible individuals must disclose to the Centers for Medicare & Medicaid Services (CMS) whether the coverage is "creditable prescription drug coverage". A Disclosure Notice is required whether the entity's coverage is primary or secondary to Medicare. The employer is required to provide the Disclosure Notice through completion of the Disclosure

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healthcare!

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President's Corner

Things are changing in a most positive manner at **INTEGRA Administrative Group**. This flagship quarterly newsletter is designed to communicate timely and important information relative to your self-funded health plan and your business. Many of the items covered in the newsletters will be information regarding what is required by government agencies and what **INTEGRA** has done on your behalf to keep your plan in compliance.

In addition, we will be introducing new clients, new IAG employees, and new services and products that we feel will keep you on the forefront of providing the most attractive health benefits at the lowest possible cost.

Thank you for your continued affiliation with **INTEGRA Administrative Group**.



Dave Smith, President

RESEARCH DOCUMENTS **WEIGHT PROBLEMS**

Two new studies lend weight to the already hefty argument that medical problems associated with obesity taking a bite out of businesses' bottom lines.

Medical costs for obese employees outweigh those of healthy weight employees by 77%, according to a new white paper by Michigan-based health coaching company Leade Health. Medical costs associated with obesity cost U.S. businesses about \$8,720 per patient per year.

Obese workers also experience more work limitations due to their condition. Nearly 7% of obese employees reported difficulties doing their work, as opposed to just 3% of workers with a healthy weight.

A recent obesity study by the American College of Occupational and Environmental Medicine ranked obesity as No. 1 on a list of 10 major health risks.

The analysis of five years' worth of medical data from 61 health plans attributed 2% to 3% of all health claim dollars to medical issues associated with obesity. For men, obesity generated 14% of lifestyle-related health costs; for women the percentage rose to a full quarter, the ACOEM study found.

Both studies suggest weight management programs offer the best course of action for employers. ■

**"...obesity
taking a bite out
of businesses'
bottom
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Work-Life Balance

\$8,000 and \$80,000 – that alone should make you take a second look at a Work-Life Balance Program.

First, we must define what Work-Life Balance is – and is not. But, be prepared to realize that this balance is different for each and every one of us...and is constantly changing as we change. Once you break it down it's really quite simple and it does apply to all of us, each and everyday.

It is the daily balance of *achievement* and *enjoyment* and how they

effect four different areas of ones life – **Work, Family, Friends and Self**.

As far as work, the term "8 to 5" may be a term of the past. We seem to be moving into a direction of being more concerned with getting the results needed within a certain time frame, and not worrying about someone punching a clock. The balance comes in by setting a realistic time line and trusting your employees to produce the results needed within that time line.

Understanding this Work-Life Balance and how it may effect

your bottom line, enables you to begin to develop your own professional program. Once you develop your theory for a beneficial balance, communicate and educate this to your key personnel who in turn should create ways to motivate employees to find their own balance and to be more responsible and accountable for their Work-Life results.

A good understanding of this balance will give a business a competitive advantage, increasing profits while reducing cost. ■

States, cities, counties must **Divulge retiree benefit obligations**

Public employers will have to disclose their non-pension retiree benefit liabilities as soon as December 15, 2006 under a new Governmental Accounting Standards Board rule. Experts estimate 85,000 to 95,000 states, cities and school districts will be affected.

Public employers will need to report the cost of health care, long-term care, life insurance and other benefit obligations to retirees. GASB does not require employer funding, but bond rating agencies are likely to consider unfunded liabilities when assessing the government's financial condition.

The rule raises questions about whether public employers will start funneling money into accounts to fund the benefit obligations, scale back retiree benefits or drop retiree medical coverage. Unlike benefits for private employees, many benefits for public employees cannot be cut because they often are protected by union contracts or state law.

Employers should act quickly because there may be a shortage in

actuaries, lawyers and consultants to help with the change, claims Harvey Katz, a labor lawyer at Brown Rudnick law firm.

Approved in 2004, the rule takes effect Dec. 15, 2006, for governments with a \$100 million or more in annual revenues; Dec 15, 2007 for governments with revenues between \$10 million and \$100 million; or Dec 15, 2008 for governments with revenues less than \$10 million.

A summary of the rule is available at: http://www.gasb.org/project_pages/oepb_summary.pdf. Additionally, GASB has published a guide for implementing the rule, which can be ordered by calling 1-800-748-0659 or via GASB's Web Site – <http://www.gasb.org/> ■

CONTINUED FROM PAGE 1 **Medicare Part D NOTICE**

Form on the CMS Creditable Coverage Disclosure Web Page at <http://www.cms.bhs.gov/creditablecoverage>.

The Disclosure Notice must be made to CMS on an annual basis, and upon any change that affects whether the drug coverage is creditable. THE INITIAL DISCLOSURE NOTICE HAD TO BE PROVIDED BY MARCH 31, 2006. INTEGRA COMPLETED AND FILED THIS NOTICE ON YOUR BEHALF PRIOR TO THE MARCH 31, 2006 DEADLINE.

Also, INTEGRA will provide, on your behalf, the required disclosure to CMS at the following times:

1. For plan years that end in 2007 and beyond, disclosure of creditable coverage status must be provided within 60 days after the beginning date of the plan year.
2. Within 30 days after the termination of the prescription drug plan; and
3. Within 30 days after any change in the creditable coverage status of the prescription drug plan. ■

*"It's no longer
a question of
staying healthy.
It's a question
of finding a sickness
you like."*

— Jackie Mason