

August 2, 2011

MEMORANDUM # 063-11HR

TO: Agency Administrators
FROM: Bobbie Chappell, Director of Human Resources
VIA: Rip Colvin, Executive Director
RE: 2012 HMO Plan Changes

Employees may begin seeing news reports concerning the recent HMO procurement for the plan year that begins January 2012. In an effort to move the state program in an actuarially sound direction, the Department of Management Services procurement team worked to reduce program costs by over \$400 million over the next two years. Achieving this level of savings also means changes in some of the HMO options and the pharmacy benefits. In summary:

- **Each county will have one HMO offering (including Monroe County).** If an employee is currently enrolled in an HMO that will not be offered in the employee's live or work county, we will automatically enroll the employee in the State Employees' PPO Plan effective January 1, 2012. This ensures that the employee will have health insurance coverage.
- Employees should use Open Enrollment as their opportunity to make changes to health insurance.
- **Medco will be the pharmacy benefits manager for all HMOs (except the CHP Medicare Advantage plan).** As the result of this and a separate procurement, Medco will be the pharmacy benefits manager for all State Group Health Insurance Plans (HMO and PPO), effective January 1, 2012.
- HMO members, like PPO plan members, will carry two member ID cards: one for their HMO's medical benefits and one for the pharmacy benefits.

We will notify you of these and other program changes through Open Enrollment correspondence.

Please remember, Open Enrollment will begin September 26, 2011 and end on October 21, 2011. Be sure all employees update their mailing address in People First prior to Open Enrollment.

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