



United States
Office of Personnel Management
Retirement and Insurance Service

Benefits Administration Letter

Number: 98-411

Date: September 22, 1998

Subject: 1998 Federal Employees Health Benefits (FEHB) Program: Significant Plan Changes

PURPOSE

This letter transmits lists of significant events affecting certain plans during the upcoming FEHB open season. Please note that some of these events will require action on the part of agencies and enrollees. Please also note that an unusually high number of plans are dropping out of the Program at the end of 1998. Since employees in these plans **must** enroll in new plans during open season if they are to continue insurance coverage in 1999, we ask that you disseminate this list widely within your agencies.

TERMINATIONS

Attachment 1: Plans Dropping Out of FEHB for 1999

Attachment 2: Plan Terminating its Standard Option

Attachment 3: Plans Reducing Their Service Areas by Terminating an Enrollment Code

- 1. What must employees do?** Employees in terminating plans (Attachment 1) or in terminating codes (Attachment 3) **must** choose a new health plan during open season. (Standard option enrollees in the plan in Attachment 2 will be transferred to the plan's high option automatically.)
- 2. New coverage.** Coverage under an enrollee's new health plan will be effective the first day of the pay period beginning on or after January 1, 1999; for most employees this will be January 3. Enrollees will remain covered and receive benefits under the old plan until coverage under the new plan becomes effective. **[However, please note that we recently proposed a regulatory change that will make all open season changes effective on January 1, regardless of when the pay period begins. We will provide you with more information about this as soon as possible.]**
- 3. Plan notification.** The plans in Attachments 1 and 3 have been instructed to notify

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enrollees of the need to select new health plans for 1999. However, some plans' enrollment and address lists may not be up to date.

4. What must agencies do? Agencies must notify employees in these terminating plans and enrollment codes of the need to select new plans to avoid losing coverage. This is especially important since many employees will not receive a copy of the FEHB Guide and will therefore be unable to check the comparison chart to see if their plans will still be participating in 1999.

We strongly recommend that you notify your employees by distributing copies of these lists to each employee, along with your agency's notice to employees about open season.

We also recommend that, before open season ends, you follow up with employees in these plans who have not made a new election and remind them to select new plans.

5. Belated changes. Despite these precautions, there are likely to be some employees who do not get the word to change plans during open season. We encourage you to be liberal in using your authority to accept belated open season changes from employees enrolled in terminating plans/enrollment codes.

SERVICE AREA REDUCTIONS

Attachment 4: Plans Significantly Reducing Their Service Areas Without Terminating an Enrollment Code

Enrollees in the service areas being terminated should consider choosing new plans for 1999. Enrollees who do not choose new plans will have to travel to their plan's remaining service area to obtain medical care in order to receive full benefits from the plan.

Attachment 5: Plans Splitting a Service Area

Enrollees in these plans should consider changing their code (or plan) during open season. Otherwise, they will have to travel to the area served by their enrollment code to obtain medical care in order to receive full benefits from the plan.

Agency Action Required. You may wish to distribute a copy of these lists to each employee, along with your agency's notice to employees about open season. If you don't distribute the lists, remind employees to check their new health plan brochures carefully to see if there have been any changes to their plans' service areas that will affect them.

OTHER SERVICE AREA CHANGES

Attachment 6: Service Area Consolidations

These plans are consolidating their services; i.e., changing from one or more enrollment areas to one. The service areas will remain the same, but they will be included under one enrollment code. Enrollees in the "departing" enrollment codes will be transferred automatically to the remaining enrollment code.

Attachment 7: New Plans Entering the Program for 1999

Attachment 8: Service Area Expansions With a New Enrollment Code

Attachment 9: Significant Service Area Expansions Without New Enrollment Codes

Agency Action Required. Be sure to include these new plans and expanded service areas when you count the number of eligible employees and place your orders for brochures.

MISCELLANEOUS CHANGES

Attachment 10: Plan Mergers

These plans are merging with another plan at the end of 1998. Enrollees in the “old” plans will be transferred automatically to the “new” plans and need take no action. Any enrollees in the old plans who do not wish to be transferred to the new plans must choose different plans during open season.

Attachment 11: Plan Name Changes

Attachment 12: Enrollment Code Changes

Attachment 13: Plans Adding a Point of Service Product

Attachment 14: Plan Dropping a Point of Service Product

This plan is dropping its point of service product (POS) for 1999. Individuals who enrolled in this plan primarily to have access to POS may want to consider changing plans during open season.



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ATTACHMENT 1

PLANS DROPPING OUT OF FEHB FOR 1999

Employees in these plans who do not change health plans during open season will not have health benefits for 1999.

Plan Name	Code	General Location
Alliance Health Network	5A	Pennsylvania
BACE	YD	n/a
BlueChoice Healthcare Plan	1B	Georgia
CIGNA HealthCare Mid-Atlantic	XF	Washington, DC, Maryland, Virginia
CIGNA of Ohio	R4	Ohio
Community Blue	J7, 6Z	New York
Community Health Plan Plus	8S	South Dakota
Companion HealthCare	SE	South Carolina
Exclusive Healthcare	8K	Kansas and Missouri
Exclusive Healthcare	7E	Nevada
Exclusive Healthcare	6E	Texas
FHP Illinois (Principal Health Care of Illinois)	FY	Illinois and Indiana
Foundation Health Oklahoma	6G	Oklahoma
Green Bay Health Protection Plan	4L	Wisconsin
Harris Methodist Health Plan	SC	Texas
Healthsource Arkansas	1H	Arkansas
Healthsource Georgia	7H	Georgia
Healthsource Ohio	3H	Ohio
Healthsource TN	HT	Tennessee
Health Advantage	3D	Arkansas
HMO Maine	CU	Maine
HMO Blue	GM	Idaho
HMSA's Community Hlth Program	9Q	Hawaii

HPC Health Plans of GA	WU	Georgia
Healthplan Southeast	3E	Florida
IHC SelectMed	6S	Utah
Integrity Health Plan	4G	Mississippi
Matthew Thornton Health Plan	NX	New Hampshire
Maxicare Illinois	FV, VG	Illinois
Maxicare North Carolina	Q5, TA	North and South Carolina
Maxicare Northern California	CX	California
Maxicare Wisconsin	WG	Wisconsin
MD Health Plan	1M	Connecticut
Medfirst Health Plans	2M	Louisiana
Medica Primary	11	Minnesota
North Central Health Protection Pln	8R	Wisconsin
NYLCare Health Plans of Midwest	XA	Illinois
NYLCare Health Plans of NY	HK, HV	New York, New Jersey, Connecticut
Ochsner Health Plan	4Q, 4R, 4S, 4W	Louisiana
Oxford Health Plans-CT	ZW	Connecticut
Oxford Health Plans-NYC	GC	New York
Oxford Health Plans-PA	3W	Pennsylvania
Physicians Health Services of NJ	7B	New Jersey
Preferred Health Network	4P	Washington, DC, and Maryland
Premier Blue	5N	Kansas
PrimeCare Health Plan	WK	Wisconsin
Principal Health Care of Nebraska	GU	Nebraska
Principal Health Care of Texas	T5	Texas
Prudential HealthCare HMO	2I	Central Indiana
QualChoice	1Q	Ohio
QualChoice of VA	2Q	Virginia
QualMed Oregon Health Plan	AF	Oregon

Southern Health Services	5S	Virginia
Suburban Health Plan	1S	Connecticut
United HealthCare of AR	QC	Arkansas
United HealthCare of CA (formerly MetraHealth Care Plan)	WA	California
United HealthCare of GA	UQ	Georgia
United HealthCare of IL	FP	Illinois
United HealthCare of LA	RY	Louisiana
United HealthCare of MS	QV	Mississippi
United HealthCare of NY	3M	New York
United HealthCare of TN	QR	Tennessee
United HealthCare of TX	U3	Texas

ATTACHMENT 2

PLAN TERMINATING ITS STANDARD OPTION

Group Health Cooperative of Puget Sound, Washington, Code 54, is dropping its Standard Option for 1999. Standard Option enrollees will be transferred automatically to the plan's High Option unless they change plans during open season.

ATTACHMENT 3

**PLANS REDUCING THEIR SERVICE AREAS
BY TERMINATING AN ENROLLMENT CODE**

Enrollees in these enrollment codes who do not change health plans during open season will not have health benefits for 1999.

Plan Name	Code Terminated	Area Dropped
Care Choices (MI)	KZ	Eastern Michigan
Care Choices (MI)	BA	Western Michigan
HMO Health Ohio	OH	Central Ohio
Health Options (FL)	E8	Jacksonville/Gainesville area
	TH	Orlando/Central FL area
	XN	Escambia/Santa Rosa/Okaloosa area
HealthPartners Health Plans (AZ)	QS	Yuma County
Humana Kansas City (MO)	7S	Central Missouri/Springfield area

ATTACHMENT 4

**PLANS SIGNIFICANTLY REDUCING THEIR SERVICE AREAS
WITHOUT TERMINATING AN ENROLLMENT CODE**

Enrollees in the areas being dropped who do not change health plans during open season will have to travel to their plan's remaining service area to obtain medical care in order to receive full benefits from the plan in 1999.

Plan Name	Code	Area Dropped
Aetna U.S. Healthcare	XC 3G 2U	<u>Indiana:</u> Boone, Hamilton, Hancock, Hendricks, Johnson, Madison, Marion, Morgan, and Shelby counties <u>South Carolina:</u> Beaufort, Kershaw, Sumter, and York counties <u>Georgia:</u> Carroll County
BCI HMO (IN)	3B	Porter County
Beacon Health Plans (FL)	4K	Orange, Osceola, and Seminole counties
Exclusive Healthcare (IA & NE)	9Y	<u>Iowa:</u> Buena Vista, Clay, and Sac counties <u>Nebraska:</u> Burt County
Foundation Health (So. CA) Foundation Health (N.CA)	6R C6	These plans are merging with Health Net of CA, Code LB. Enrollees who do not choose a different plan will be automatically transferred to LB. Note , however, the following areas currently served by Foundation Health will not be served by Health Net: the entire counties of Amador and Lassen, and portions of Calaveras, El Dorado, Fresno, Kern, Nevada, Placer, Riverside, San Bernadino, and Tehama counties.
Health Net (CA)	LB	Monterey County
HealthPartners Health Plans (AZ)	2S	The counties of Gila, LaPaz, Mohave, Yavapai, Coconio, and Apache, and most of Pinal County

Heritage National Healthplan (IL)	3J	Boone, DeKalb, Kane, McHenry, Ogle, and Stephenson counties
Humana Health Plan of Texas (previously PCA HP of Texas)	TW	Corpus Christi, Houston, and San Antonio
Humana Medical Plan (FL)	EE	Glades, Hendry, Indian River, Martin, Okeechobee, and St. Lucie counties
	JH	Manatee, Polk, and Sarasota counties
Intergroup of Arizona	A7	Graham, Greenlee, and La Paz counties
Maxicare Indiana	GK	Southeastern counties
Omni Healthcare (CA)	HN	Butte, Del Norte, Humboldt, Marin, San Francisco, San Mateo, Santa Clara, and Sonoma counties
PacifiCare of Arizona	A3	Mojave County
PacifiCare of Nevada	K9	<u>Nevada:</u> Douglas, Lyon, and Storey counties
		<u>Arizona:</u> Mojave County
PacifiCare of Ohio	R8	Clark, Greene, Miami, Montgomery, Preble, Shelby, and Champaign counties
PacifiCare of Texas	GF	Medina, Navarro, and Wilson counties
PacifiCare of Utah	9K (was KU)	Cache and Washington counties
PacifiCare of Washington	WB	Chelan, Douglas, Ferry, Kitsap, Okanogan, Skagit, and Whitman counties
Partners National Health Plan of North Carolina	EQ	Bladen, Brunswick, Columbus, Duplin, Edgecombe, Greene, Halifax, Martin, Nash, New Hanover, North hampton, Pender, Pitt, Sampson, Warren, Wayne, and Wilson counties.
PrimeHealth of Alabama (AL)	AA	Bibb, Blount, Colbert, Cullman, Franklin, Jackson, Jefferson, Lauderdale, Lawrence, Limestone, Madison, Marion, Marshall, Morgan, Shelby, St. Clair, Talladega, Tuscaloosa, Walker, and Winston counties
Priority Health (MI)	BQ	Portions of Gratiot County

Prudential HealthCare HMO (VA)	V6	The city of Fredericksburg and the counties of Spotsylvania and Caroline
QualMed Washington (ID & WA)	TM	<u>Idaho</u> : Ada, Benewah, Boise, Bonner, Boundary, Canyon, Elmore, Gem, Kootenai, Latah, Owyhee, Payette, and Shoshone counties <u>Washington</u> : Okanogan County
Regence HMO Oregon	7A	Crook, Deschutes, Gilliam, Grant, Harney, Hood River, Jefferson, Lake, Sherman, Wasco, and Wheeler counties
Regence Health Maintenance of Oregon	6B	<u>Oregon</u> : Hood River County <u>Washington</u> : Klickitat and Skamania counties
SelectCare HMO (MI)	K6	Portions of Livingston County
United HealthCare of Florida	QK	Orlando/Jacksonville areas
United HealthCare of Mid-Atlantic	BL	Virginia
The Wellness Plan (MI)	K3	Monroe County

ATTACHMENT 5

PLANS SPLITTING A SERVICE AREA

Enrollees in these plans under the 1998 enrollment codes shown below should check their plan brochures to determine which 1999 code they should be under. Enrollees in these 1998 codes who should change, but do not, will have to travel to the area served by their enrollment code to obtain medical care to receive full benefits from the plan.

Plan Name	1998 Code	1999 Code
Aetna U.S. Healthcare	5B (Houston/San Antonio)	5B (Houston) 8X (San Antonio)
PacifiCare of Arizona	A3	A3 (Metropolitan AZ - counties of Maricopa, Pima, and Pinal 7R (Rural AZ - counties of Apache, Cochise, Coconino, Gila, Graham, Greenlee, LaPaz, Navajo, Santa Cruz, Yavapai, and Yuma

ATTACHMENT 6

**SERVICE AREA CONSOLIDATIONS–
TRANSFERRING TWO OR MORE ENROLLMENT CODES INTO ONE**

Enrollees in an enrollment code being dropped will be transferred automatically to the remaining code unless they choose a different health plan during open season.

Plan Name	Code(s) Being Dropped	Remaining Code
HealthAmerica Pennsylvania	ZN, SW, 4N	26
HealthPartners of Alabama	5F, Z9	DF
Humana Health Plan of Texas	S5, UV	TW (formerly the code for PCA HP of TX. See Attachment 10 -Mergers)
QualMed of OH/WV (formerly Advantage HP of OH/WV)	QL	QJ

ATTACHMENT 7

NEW PLANS ENTERING THE PROGRAM FOR 1999

State	Plan Name	Code	General Location
CA	Western Health Advantage	5Z	Northern California
GA	Athens Area Health Plan Select	8Y	Athens Metro area
LA	SMARTPLAN	8D	Louisiana
NC	Generations Family Health Plan	8B	Chapel Hill/Durham/Raleigh areas
NY	MDNY HEALTHCARE	5Y	Nassau and Suffolk counties
NY	Partners Health Plans	7Y	The Northern, Capital, and Mid-Hudson regions of NY
TX	HealthFirst HMO	8E	Texas
WA, ID	HealthPlus	8F	Most of Washington, and the Idaho counties that border WA

ATTACHMENT 8**SERVICE AREA EXPANSIONS
WITH A NEW ENROLLMENT CODE**

State	Plan Name	New Code	General Location
MI	Aetna U.S. Healthcare	8Z	Greater Detroit Metro area
NV	Aetna U.S. Healthcare	8L	Southern Nevada/Las Vegas area
OK	Aetna U.S. Healthcare	8V	Northeast Oklahoma
WA	Aetna U.S. Healthcare	8J	Western and Southeast Washington

ATTACHMENT 9

SIGNIFICANT SERVICE AREA EXPANSIONS
WITHOUT NEW ENROLLMENT CODES

State	Plan Name	Code	General Location of New Area
AL	VIVA Health Plan	4B	Autauga, Bibb, Blount, Calhoun, Chilton, Clarke, Colbert, Conecuh, Cullman, Dale, Elmore, Franklin, Jackson, Lauderdale, Limestone, Madison, Marion, Marshall, Morgan, Shelby, and Tuscaloosa counties
FL	Aetna U.S. Healthcare	8A	Miami area
IA	SecureCare of Iowa	3Q	Cedar Rapids/Waterloo areas
IN	United HealthCare of Kentucky	DU	Indiana counties of Clark, Floyd, and Harrison
IN, KY	Aetna U.S. Healthcare	RD	Southern Indiana and the Kentucky counties of Anderson, Fayette, Henry, Jessamine, Larue, Madison, Trimble, and Woodford
LA	Vantage Health Plan	7V	Northern Louisiana
MD	Free State Health Plan	LD	Washington, DC
MO	BlueCHOICE	9G	Butler, Carter, Ripley, and Wayne counties
OH	Prudential Midwest Northern Ohio	Q9	Youngstown area (Columbiana, Mahoning, and Trumbull counties)

ATTACHMENT 10

PLAN MERGERS

Enrollees in plans that merge will be transferred automatically to the surviving plan unless they choose a different plan during open season.

Merging Plans	Codes	Surviving Plans	Codes
Blue Shield of CA Access+HMO CareAmerica HP	SJ BG	Blue Shield of CA Access+HMO	SJ
CareFirst Health Plan (MD) Columbia Medical Plan (MD) Free State Health Plan (MD)	JQ 67 LD	Free State Health Plan (plan will expand to cover Washington, DC in 1999)	LD
Foundation Health (So. CA) Foundation Health (N. CA) Health Net of California	6R C6 LB	Health Net of California	LB
FHP of New Mexico Presbyterian Health Plan	P2 W8	Presbyterian Health Plan	P2
Group Health Cooperative of Puget Sound (WA) Group Health Northwest (WA & ID)	54 VR	Group Health Cooperative of Puget Sound	54, VR
Humana Health Plan of Texas PCA Health Plans of Texas	S5 UV TW	Humana Health Plan of Texas	TW
United HealthCare Select (MO & IL) United HealthCare Choice (MO)	H8 VB	United Healthcare Select	H8

ATTACHMENT 11

PLAN NAME CHANGES

State	Old Plan Name	Code	New Plan Name
CO	Foundation Health of Colorado	2D	QualMed of Colorado
CT,MA, ME,NH, NY, VT	Harvard Community Health Plan	68	Harvard Pilgrim HealthCare
Guam	FHP of Guam	JK	PacifiCare Asia Pacific
MI	Blue Care Network of East MI	KN, K5	Blue Care Network of Michigan
	Blue Care Network - SE MI	LX	
	Blue Care Network-Health Central	LN	
	Blue Care Network-Great Lakes	KR, KF, G7	
MO, IL	PARTNERS HMO	RN	Health Partners of the Midwest
NH, MA	CHP/Kaiser Permanente	K1	Kaiser Permanente
NY	Community Health Plan	PW, QB	Kaiser Permanente
NY	CHP/Kaiser Permanente	QH	Kaiser Permanente
NY	Vytra Healthcare	J6	Vytra Health Plans
OH	Prudential HealthCare HMO Cincinnati	S3	Prudential HealthCare Midwest - Southwestern OH
OH	Prudential HealthCare HMO Central OH	AY	Prudential HealthCare Midwest
OH	Prudential HealthCare HMO Northern OH	Q9	Prudential HealthCare Midwest
OH, WV	Advantage HP of Ohio/West Virginia	QL, QJ	QualMed Plans for Health of Ohio/West Virginia
OR, WA	Health Maintenance of Oregon	6B	Regence Health Maintenance of Oregon
PA	Advantage HP of Pennsylvania	24	QualMed Plans for Health of PA
TX	Kaiser Foundation HP of Texas	UK	HMO Texas, L.C.

VT	Community Health Plan	8M	Kaiser Permanente
WA, OR	SelectCare	SD	Providence Health Plan

ATTACHMENT 12

ENROLLMENT CODE CHANGES

Enrollees in these plans will be transferred automatically to the new code unless they choose a different plan during open season.

Plan Name	Old Code	New Code
CIGNA HealthCare of California	SK	9T
OPTIMA Health Plan (VA)	V9	9R
PacifiCare of Utah	KU	9K

ATTACHMENT 13

PLANS ADDING A POINT OF SERVICE PRODUCT

Plan Name	Code	Location
Blue Cross Blue Shield Service Benefit Plan - Standard Option	10	Connecticut, Minnesota, North Dakota
Bluegrass Family Health	2B	Central/Eastern Kentucky

ATTACHMENT 14

PLANS DROPPING A POINT OF SERVICE PRODUCT

Individuals who enrolled in these plans primarily to have access to the point of service products they offered in the past may want to consider changing plans.

Plan Name	Code	Location
HMO New Mexico	5H	New Mexico
Presbyterian Health Plan	P2 (formerly W8)	New Mexico