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State Employee Group Insurance Program to Offer New Plan Options

To combat rising healthcare costs, the CMS Bureau of Benefits is working hard to develop new, more affordable health plan options to offer State employees. At the same time, offering additional plans - while still offering all of the current plans - can make it difficult for employees to understand what plan is best-suited to their needs. New federal laws about health insurance can add to that confusion. One positive aspect of new federal laws is that many services are offered at zero cost to employees regardless of which plan they choose. Please see the list below to learn about some of these free services. For a full list and additional details, please go to www.healthcare.gov.

- Alcohol abuse screening and counseling
- Blood pressure & cholesterol screening
- Cancer screening
- Depression screening
- Diabetes screening
- Diet counseling
- HIV and Hepatitis B&C screening
- Immunization vaccines
- Osteoporosis screening
- Anemia screening
- Lead screening

- Obesity screening
- STD prevention counseling
- Lung cancer screening
- Tobacco use screening and cessation assistance
- Contraception
- Supplements & screening related to pregnancy
- Breastfeeding support and counseling
- Mammographies
- Domestic violence counseling
- Behavioural assessments for children
- Disease screenings for newborns

New plan options being developed by the State mirror what is being done by top employers. For example, many large private employers - companies like IBM, CVS, Sears, Hallmark, and Walgreens - have already moved to a healthcare marketplace that allows their employees to choose from a variety of plans. When offered greater options, 2/3 of all employees are selecting lower cost plans. In Walgreens' case, nearly 75% of its 200,000 employees opted for such plans.

It is also important to note that for a given carrier, the same services are offered regardless of whether an employee chooses a platinum, gold, or silver plan. Quite often, State employees may not be aware of all these services. The table below is a helpful reference tool regarding the additional benefits offered by our insurance carriers.

Plan Administrator	Online Health Risk Assessment (HRA)	Mobile App	Periodic newsletter with wellness topics (on-line or mailed)	24/7 Health Information Line	Various discount and amenities programs	Other on-line health resources	Lifestyle Management	Telemedicine
CIGNA	✓	✓	✓	✓	✓	✓	✓	
Blue Advantage HMO	✓	✓	✓	✓	✓	✓	✓	
Coventry Healthcare HMO	✓	✓	✓	✓	✓	✓	✓	✓
Health Alliance HMO	✓	✓	✓	✓	✓	✓	✓	✓
HMO Illinois	✓	✓	✓	✓	✓	✓	✓	
Coventry OAP	✓	✓	✓	✓	✓	✓	✓	✓
Healthlink OAP	✓	✓	✓	✓	✓	✓	✓	✓
Delta Dental	✓	✓	✓			✓		
EyeMed		✓	✓		✓	✓		
CVS/Caremark		✓		✓	✓	✓	✓	✓
Magellan Behavioral Health	✓		✓	✓	✓	✓	✓	

The State's proposal to offer employees additional plan choices is currently part of an ongoing legal dispute with AFSCME before the Illinois Labor Board. It is currently unclear when the Board will come to a decision or what that decision will be. The State wishes to be respectful of this process, mutually agreed upon by both the State and AFSCME. Therefore, for the May Benefit Choice Period, only the existing State plans will be offered while the State awaits the decision of the Board.

2015 State of Illinois Employee Engagement Survey Results



As mentioned in a previous newsletter, the State's first-ever Employee Engagement Survey, administered in December of 2015, received high levels of participation. Nearly 20,000 state employees provided input on their work environment, training opportunities, and overall job satisfaction. While employee responses were generally positive, scores varied widely depending on the focus of each question. Employees were most satisfied about their service to customers, their co-

workers' ability to cooperate to accomplish goals, and the connection between their own job and the overall goals of their agency. Employees expressed the greatest dissatisfaction in two areas: a) that promotions and compensation have not historically been based on merit; and b) that their agency does not reward creativity and innovation. In the coming months, the State will be working hard to remedy these and other issues identified by employees through the survey. To view the full report, click [here](#) or visit <http://www.illinois.gov/cms/About/Reports>.

State Employee Spotlight: Bert Weber Bert vs. the Tornados

Tornados. Flash flooding. Extreme heat. Extreme cold. Mother Nature makes her mark on Illinois in her, oftentimes, unforgiving and fierce way. Violent weather often can take its toll on our most vulnerable populations and the Illinois Department on Aging (IDoA) stands at the ready to ensure that older adults in Illinois are kept safe during times of severe weather.

To ensure the well-being of IDoA clients and staff, Bert Weber, Disaster & Regional Coordinator for the agency, works closely with regional Area Agencies on Aging and local service providers to perform well-being checks for all residents their organizations serve. Additionally, Bert works with other state agencies, such as like IDHS, IDPH, HFS, and CMS, to ensure proper coordination and communication during emergency situations.

With more than 30 years of experience in emergency preparedness, working to keep our seniors and our staff safe from extreme weather is second nature to Bert. What is even more noteworthy than his exemplary work as a disaster coordinator is his kind nature and positive attitude.



Bert also works in Older Americans Act Services, representing IDoA in certain Planning and Service Areas. Prior to joining IDoA, he worked with two Area Agencies on Aging in the state. In January, the Illinois Association of Area Agencies on Aging presented Bert with the Sid Granet Award for Achievement for his decades of service to the Area Agencies throughout the state.

When asked to describe Bert, co-workers were quick to label him as a team-player, dedicated, a work-a-holic and resourceful. But probably the best word used to describe Bert is humble. Bert insisted that recognition go to all the IDoA staff and particularly its leadership for the wonderful work they do throughout the Aging community.

Bert's dedication to his job and passion for helping people has made him an invaluable asset to the senior community, IDoA, and to the State of Illinois.

If you would like to nominate a colleague to be featured in the next State Employee Spotlight, please submit their name, agency, and a brief description of their work to CMS.ContactUs@illinois.gov.

CIO Launches 30-Day Blog Spree on Accelerating Illinois Modernization

The State of Illinois is embarking on an important journey to 'Accelerating Illinois Modernization' by bringing together the State's information technology resources into a single, modern agency: The Department of Innovation and Technology.



Earlier this month Illinois CIO Hardik Bhatt launched a month long [blog](#) spree to talk about how technology under this initiative is becoming an engine for Illinois' transformation under the leadership of Governor Rauner.

Throughout the month of March, the blog will feature social media posts, guest bloggers and videos outlining the approach and success of 'Accelerating Illinois Modernization' throughout the 1st year of technology-infused transformation at the State of Illinois.

You can get up to speed with past blog posts and find future posts by visiting <http://www.illinois.gov/sites/cio/Blog>.