

Oklahoma Employer/employee Partnership for Insurance Coverage

Employer Fact Sheet

Toll-Free Phone: 1-888-365-3742 Web site: www.oepic.us

What is O-EPIC?

O-EPIC is a collaborative program that combines State and Federal financial resources with employer and employee contributions to provide health plan coverage for qualified working Oklahomans. The Partnership provides premium assistance to small businesses (50 employees or fewer) with qualified workers so that the businesses can either extend health coverage to current workers OR negotiate with private carriers to begin offering health coverage.

How will premium assistance benefit my business?

- Decreases the cost of health plan coverage for the employer.
- Makes it more affordable for employees to pay for health coverage.
- Improves a company's business reputation by investing in employee benefits.
- Helps attract and retain valued employees - improves morale.
- Makes health coverage more accessible to all employees.

Is my small business eligible for the O-EPIC program?

Your business may be eligible to participate in O-EPIC if:

- The business employs (50) or fewer full-time workers.
- The business is located in Oklahoma.
- The health plan is an O-EPIC qualified plan (see the list of qualified plans on the website).
- The business is willing to contribute at least 25 percent of the employee's premium.
- The business has employees who have income within the guidelines.

How will my business receive the premium assistance?

It is the intent of the O-EPIC program that your business receives the premium assistance prior to the due date of your health plan premium invoice so that your monthly cash flow is not affected. The premium assistance will be deposited directly into the bank chosen at the time of the application.

Please note: If your business has an outstanding unpaid health plan balance, your premium assistance may be delayed. If an approved employee is later found to be unqualified at the time of their application, the premium assistance paid for that employee may be deducted from future premium assistance payments to the business.

How long is my business eligible for the O-EPIC program?

Employer will be approved for O-EPIC initially for 12 months and automatically renewed every year as long as they continue to meet program qualifications. Employee eligibility is tied to the employer eligibility. Employees must re-apply when the business is automatically renewed.

Can my business be disqualified or terminated from the O-EPIC program?

Your business may be disqualified or terminated from the program if:

- The employer terminates its contract with the qualified health plan
- The employer fails to pay premiums to the Carrier
- The employer fails to provide an invoice verifying the monthly health plan premium has been paid
- An audit indicates a discrepancy that makes the employer ineligible
- The employer no longer has a business location in Oklahoma
- The qualified health plan or carrier no longer qualifies for O-EPIC.

How will the O-EPIC subsidy work?

If your business currently offers an employee health plan

If your business and your health plan qualify, you will receive a subsidy for qualified employees and their spouses to purchase health plan coverage. Coverage begins on the first of the month following acceptance in O-EPIC.

If your business currently does not offer a health plan

Contact an agent to choose a qualified health plan that meets your needs. If you do not have an agent call toll free 1-888-365-3742 for help finding an agent, or visit www.oepic.us and select agent. Coverage begins on the first of the month following acceptance in O-EPIC.

Once you have a qualified health plan in place:

Have your employees apply. You must have approved O-EPIC employees to receive premium assistance.

Approved employees must be willing to pay 15 percent of the premium costs, up to a maximum of 3 percent of their gross annual family income. The O-EPIC program will pay for costs above these amounts.

Remember, coverage begins the first of the month following acceptance into O-EPIC – apply early.

Subsidy example

This example assumes:

Family of four: husband, wife, two children (Children are not eligible for O-EPIC, but may be eligible for SoonerCare. To find out, please visit <http://www.okhca.org/client/client.asp> or contact your local county Oklahoma Department of Human Services (OKDHS) office).

Annual household income: \$37,000

Monthly premiums are: \$420 for the employee, \$450 for the spouse/ \$870 for employee & spouse

Employer Premium Share Amount: \$ 105.00

Employee Premium Share Amount: \$ 92.50

O-EPIC Premium Assistance Amount: \$ 672.00

O-EPIC will calculate the following:

Payer	Individual	Spouse	Total
Employer	\$105.00	0	\$105.00
Employee	\$46.25	\$46.25	\$92.50
O-EPIC	\$268.75	\$403.75	\$672.50
Totals	\$420.00	\$450.00	\$870.00

The employer share is 25 percent of the employee premium rate of \$420 or \$105.

The employee share is 15 percent of \$870 or \$130.50. Since the \$130.50 exceeds 3 percent of the employee family income, the employee share is capped at the 3 percent figure or \$92.50.

The O-EPIC premium assistance equals the remaining balance of \$672.50.

Please note: Premium assistance may be delayed for outstanding balances.

For more detailed information about O-EPIC, please visit our Web site at www.oepic.us

Confidentiality statement: We will not share the information you give us with anyone unless required by law. We will not sell your information. In turn, you should not share your employees' O-EPIC eligibility with anyone.