

NDI Insider

The newsletter of Indiana's

NeuroDiagnostic Institute
and Advanced Treatment Center

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Open enrollment 2020 for state employees

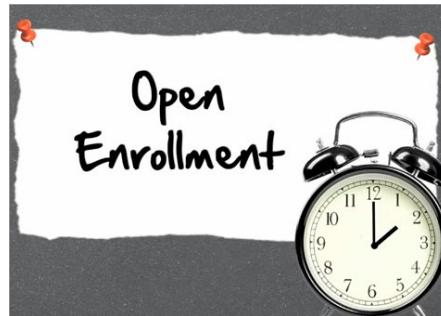
Select your benefits between October 30 and November 20, 2019

The state is offering three medical plans to choose from: Consumer-Driven Health Plan 1 (CDHP1), Consumer-Driven Health Plan 2 (CDHP2) and the Traditional Plan. All three available plans are in the National (BlueCard PPO) network with Anthem and have a prescription drug plan through CVS Caremark.

For those who qualified for the Wellness Premium Discount, your discount will apply to any of the three available plans. This change provides more flexibility than ever to find the right plan that fits your specific needs. For 2020, the Wellness Premium Discount will be \$374.44 for single and \$1,123.20 for family coverage. If eligible, the discount will be displayed in your open enrollment event after electing a medical plan. Anyone enrolled in the Wellness CDHP for 2019 will automatically default to CDHP 1 for 2020, unless another plan is selected.

The state is pleased to announce no premium increases for 2020! This news comes with some plan changes.

Below is a quick overview of each plan and what will be changing.



CDHP 1

Under CDHP 1, premiums, deductible, and out-of-pocket maximums will all remain the same for 2020. The only change will be to the Family Individual Embedded Out-of-Pocket. Beginning in January, the Family-Out-of-Pocket will no longer apply. Please note: if you

enroll in CDHP 1 and qualified for the Wellness Premium Discount, your premium will be lower than the current Wellness CDHP rate!

CDHP 2

Premiums under the CDHP 2 will be decreasing! Meanwhile, the deductible will be increasing. The new deductible is \$1,750 for the single plan and \$3,500 for family coverage.

Traditional Plan

Premiums under the Traditional Plan will be decreasing! The deductible will be increasing while the out-of-pocket maximum and coinsurance are decreasing. In addition, the prescription copay and coinsurance amounts will also be decreasing to match the other medical plans.

More information on open enrollment can be found in the following pages.

The NeuroDiagnostic Institute and Advanced Treatment Center, Indiana's newest state psychiatric hospital, delivers advanced evaluation and treatment for patients with the most challenging and complex neuropsychiatric illnesses and moves them more efficiently into the most appropriate treatment settings within the community or state mental health system.

A monthly reflection

Something to think about

“My mission in life is not merely to survive, but to thrive, and to do so with some passion, some compassion, some humor, and some style.” – Maya Angelou

Maya Angelou (1928-2014) was an American poet, essayist and civil rights activist.

Around the NDI

Employee news

We welcome new state

employees: Catherine Burnett (RN), Tekeshia Clayton (BHRA), Galinda Ervin (BHRA), Giovanna Gallagher (Program Director), Amanda Hensley (BHRA), Matt Lindgren (RN), Rachel Pattison (RTA), Amber Richards (BHRA), Adena Scott (BHRA), and D’antria Tabb (BHRA).

Ishrat Bhat (Physician), Latoria Buckhoy (CNA), Stacey Cobbs (CNA), Brandi Glass (CNA), Carrie Mefford (Nurse Practitioner), Tina Murello (Teacher), Crystal Reid (RN), Tisha Sydnor (CNA), and Natoyia Warren (CNA).

We say farewell to: Christina Clark (Account Clerk) and BreAunna Hoskins (BHRA).

We welcome new agency/contract

employees: Parker Bach (CNA),



New Staff Development Director

QA Director, Femi Ijimakinwa, introduces Giovanna Gallagher

Giovanna is a certified teacher with 15 years teaching experience at the elementary and collegiate levels. She is very knowledgeable about trauma-informed care, and has a background in special education. Prior to NDI, she was the director of education at Sylvan Learning where she managed all students' education programs, trained new employees, and provided professional development for current staff in best practices.

Giovanna and her family moved to Indiana two years ago from Pennsylvania. They enjoy going to concerts and sports events and attending various themed trivia events. A fun fact about Giovanna is that she *really* likes dinosaurs.

Giovanna is very excited to be a part of NDI, and she looks forward to being involved in staff development.

Superintendent/CMO update

A message from Jerry Sheward, M.D.

Greetings, everyone! Here are some highlights as well as a couple of announcements.

First: Upon further review, the “raffle” process included with the parking policy will not be implemented and will be removed from the policy.

Second: Don’t forget that the flu vaccine is now mandatory.

The Vice President has come and gone. I thank all of you for your patience as we prepared for his arrival and then the inconvenience of essentially being locked down for a few hours. I hope the patients were not adversely impacted by his visit.

A few weeks ago I attended the Cerner Health Conference 2019 in Kansas City. The big news is that Cerner has entered into a partnership with Amazon Web Services (AWS) with the expectation that Cerner will move Millennium to Amazon’s Cloud Services within three years, and the upcoming versions will incorporate Amazon’s AI (artificial intelligence) technologies to banish the keyboard from the exam room. They want to change the nature of the interaction with Millennium from data entry and dictation to a “conversation” with active decision support. Here are a couple of examples. Eighty percent of all genetic information that exists on humans exists on AWS right now. They are looking into how to leverage “big data” concepts in the service of precision medicine. It sounds a little “big brother” at

times. If you buy a lot of alcohol on Amazon, for example, how would it be if the next time you visited your doctor, he asked about your use habits based on a prompt from Millennium? Lots to think about.

The shorter term focused upon behavioral health. IPOCS will be going away in the next 18 months to two years. A new paradigm called “One Plan” will take its place. It is in initial testing now, and there will be enhancements related to the charting feature.

I attended a presentation by IU. They reported the results of streamlining their implementation by returning to a more standardized version of Millennium, which returned better efficiency. I hope to create a work group between us and IU to leverage their much greater importance to Cerner.

There’s great news on the CMS front: we have achieved continuing “conditions of participation” allowing us to bill Medicare and Medicaid. Many thanks to Femi once again for shepherding us through the process and to all who worked to train, correct, and document our responses. Well done!

Our census currently stands at 82 with five individuals with admit dates coming up. We are at 74% total NDI occupancy, with all upper floors full, the second floor at 70%, and the third floor at 54%. We are not getting the referrals on the child and adolescent side that we had expected. We will be working to figure out why in the coming weeks.

I am acutely aware of the consequences of “We take the hard ones.” I’ve met with Jay Chaudhary, the new DMHA director and filled him in on where we are and the consequences of current policy and state decision making.

We are in the contract negotiation phase with DAMAR for operating the 7W unit for adolescents with autism spectrum disorders. We currently anticipate opening that unit during the first quarter of 2020. The exact nature of the patient population we anticipate serving is still being determined.

Carrie Mefford (Nurse Practitioner) started October 21, and I hope to have doctors McGovern and Miller on board by December. Dr. Tamarisi is working to obtain her Indiana license in time to cover during Katie’s maternity leave, then transitioning to 4W when it opens. Also, please welcome Dr. Bhat who is joining the Serenity group and will be helping with 7E and 4E until they transition to other responsibilities.

We continue to move toward full capacity, but I’m aware that staffing is an ongoing struggle and barrier. I’m trying to envision a strategy that will allow for a more comprehensive solution to our struggles, but I haven’t figured it out to date.

Many thanks for your continued dedication to NDI’s mission. You should be proud of the work that you’re doing.

Your attention please!

Important information from Executive Plant Director, Jeff Babb

To better control the facility's security, changes are being made to access the front entrance and patio entrance to our hospital.

Effective November 4, only authorized personnel will be able to access the front entrance and the patio entrance. All other employees who have been granted permission to park in our parking lot or be dropped off/picked up must use the sally port entrance to enter or leave the building. If you use the patio for lunch, you'll have to

utilize the buzzer by the door to have security unlock the door to let you in.

Employees entering from the parking garage are also asked not to enter the front lobby to access the elevators. Please use the hallway to the west before the lobby to get to the elevators. We want to keep traffic in our lobby limited to visitors and persons who have business in the conference center.

More open enrollment info

Notes from Larri Sackett, HR Generalist

Open enrollment through PeopleSoft HR began October 30. The deadline to enroll is November 20 at noon. Please note that this will not be extended for any reason.

There has been a little confusion over the health plans for 2020. Please note that the premiums did **not** go up this year.

Here are some exciting changes that you will see: 1) premiums for all three health plans stayed the same or decreased; 2) you can now use your wellness discount on any of the three plans; 3) Health Spending Account (HSA) contributions from the state now have no wellness

contribution, but the HSA contributions for both 1 and 2 have increased to allow for the wellness discount (but please remember that in order for you to receive the HSA card contribution, you must first open an account); 4) the State of Indiana has issued a one-time guarantee to enroll or increase your supplemental life insurance for those who have not been denied previously; 5) non-tobacco user agreement language is updated to reflect the growing use of e-cigarettes and other forms of nicotine. Please make sure you read that information.

Feel free to go to www.in.gov/spd to make yourself familiar with the plans before you enroll.

We will have conference room B open for your assistance with benefit enrollment on Tuesday, November 12, Wednesday, November 13, and Thursday, November 14 from 6:30 a.m. to 8:30 a.m. and then again from 1 p.m. to 3 p.m. each day.

If you have questions, you may also contact the benefits section of the State Personnel Department by calling 317-232-1167 or (toll free) 877-248-0007.

Become a SECC champion

Yes, YOU can be a champion!

The State Employee Combined Campaign champions are state employees who contribute one-half hour's pay or more per pay period. It is also one of the recognitions the FSSA divisions can win if 20 percent or more of its givers make a contribution at the champion level of giving.

There is more than one way to make your pledge. You may use a payroll deduction, either by making an e-pledge or paper pledge. Your user name for the e-pledge system is your PeopleSoft ID starting with 10000 with no letters.

Or you can make a one-time donation in the amount of the yearly contribution amount. You can do this by using a credit or debit card through the e-pledge or by giving cash or writing a check using a paper pledge. If you are using the paper pledge, please write "Champion Level" on the form. To access the charity search, [click here](#). [Click here to download the paper pledge form](#). To access the e-pledge for a payroll deduction or one-time donation, [click here](#).

NDI SECC Events

Have fun while you help others!

The 2019-2020 State Employee Community Campaign is an exciting time for FSSA and the NDI as we get to showcase our commitment to local and global communities by raising funds for our favorite not-for-profits.

The SECC section of *The Hub* has information on ways to donate, how to find charities, and many other

great resources. You may make a pledge online at the SECC website at <http://www.indianasecc.org/> or filling out a paper pledge form and turning your cash, check or payroll deduction in to Patti Clift.

Please email SECC@fssa.in.gov with any questions.

Upcoming NDI SECC events include Jeans Week (November 3-9), Team Jersey Week (November 10-16), Ping Pong Tournament (November 11-15).

Where else could you have more fun while helping other people?