

# FHIAP Summary



## Background

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The Family Health Insurance Assistance Program, or FHIAP, was created by the 1997 Oregon Legislature to help uninsured, income-eligible Oregonians afford private health insurance. The program pays from 50 percent to 95 percent of its members' monthly premium for health insurance. FHIAP does not help pay for deductibles, co-pays, or other coinsurance.

## Eligibility Criteria

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FHIAP applicants and/or their dependents must:

- Be uninsured for the previous six months, except for those leaving the OHP/Medicaid program
- Meet income guidelines (see back)
- Reside in Oregon
- Be a U.S. citizen or a qualified non-citizen
- Have investments and savings less than \$10,000
- Not be eligible for or receiving Medicare

### Also

The employer's insurance plan must meet certain minimum benefit levels.

## How the Program Works

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**Group Market:** FHIAP applicants who have access to employer-sponsored insurance must enroll in that coverage if the employer plan meets a minimum level of benefits (benchmark) and the employer pays a portion of the premiums. Once approved, the member has the premium withheld from his or her paycheck. FHIAP reimburses the employee after receiving a copy of the pay stub showing that the premium was withheld. FHIAP also will subsidize premiums for part-time employees who are allowed to buy health insurance through the employer but must pay the entire premium themselves.

Employees who would have qualified for FHIAP sometimes learn about the program shortly after enrolling in insurance at work. **In this case, employees who have had their insurance less than 120 days may still apply to FHIAP.**

Also, many health insurance carriers make FHIAP eligibility a "qualifying event," allowing FHIAP members to enroll in the employer's group plan immediately instead of waiting for open enrollment.

**Individual Market:** Applicants who do not have access to group insurance or work part-time and do not qualify for insurance, may select an individual health plan from a list FHIAP provides. FHIAP then bills members for their share of the premium.

**Program Openings:** Applicants may call 1-888-564-9669 to put their names on a reservation list for an application or, they may do this online: [www.fhiap.oregon.gov](http://www.fhiap.oregon.gov).

FHIAP may subsidize dental and vision as well as medical insurance. The dental and/or vision plan does not have to meet a benchmark.

## Benefits to Employers/Producers

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FHIAP allows some business owners to offer health coverage for the first time because eligible employees can use FHIAP subsidies to offset their share of the cost and/or to add eligible dependents to the plan. That can result in 100 percent participation in an employer-sponsored plan. Health insurance producers (agents) can assist employers with use of FHIAP.

## The Employer Role

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When an employee applies to FHIAP, the employer will be asked to complete a *Group Insurance Information* form and provide a summary of the health benefits (including prescription drug coverage) to the employee or FHIAP. FHIAP will ask the employee or the employer for a new summary of health benefits each year. Also, the employer completes a one-page form for each employee who is approved by FHIAP. As rate changes occur, the employer or employee provide updated information to FHIAP.

## Questions/Information

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Contact us by any of the methods below. Ask for brochures/posters or a member of FHIAP's Information, Education, and Outreach staff to conduct a FHIAP workshop.

Visit FHIAP's Web site (see below) to learn more about the program. If you are an employer or health insurance producer (agent), print the "Request for Benchmark Analysis" form to learn how to make sure the employer's health plan meets FHIAP's minimum standards.

## Income Guidelines

To qualify for FHIAP, the family's gross monthly income must not exceed the highest amount shown in the 50 percent column. (See highlighted pink below.)

**Example:** Jane is single and just got a new job with health insurance. However, she learns that her insurance will cost \$320 a month. Even with her employer paying half, she still owes \$160. This comes out of her paycheck.

Before Jane signs up for insurance, her employer tells her about a state program that might help. Jane applies to FHIAP and qualifies for a subsidy that will pay 95 percent of **her share** of the bill. This means Jane's health insurance will only cost her \$8 a month.

Jane immediately enrolls in the health plan. Her employer still takes the \$160 out of her paycheck every month. Jane faxes her pay stub to FHIAP to show that she has insurance; FHIAP sends Jane a check for \$152.

|                           |             |
|---------------------------|-------------|
| Jane's share of premium   | \$160       |
| FHIAP pays (95%)          | -\$152      |
| <b>Jane's actual cost</b> | <b>\$ 8</b> |

## FHIAP Subsidy Chart

Effective 1/23/09 — Guidelines change every year. Hourly figures based on 173.33 worked hours per month.

| Hourly Family Income |                |                   |                   |                   |
|----------------------|----------------|-------------------|-------------------|-------------------|
| Family Size          | FHIAP pays 95% | FHIAP pays 90%    | FHIAP pays 70%    | FHIAP pays 50%    |
| 1                    | \$0 - \$6.51   | \$6.52 - \$7.81   | \$7.82 - \$8.86   | \$8.87 - \$9.63   |
| 2                    | \$0 - \$8.76   | \$8.77 - \$10.51  | \$10.52 - \$11.91 | \$11.92 - \$12.96 |
| 3                    | \$0 - \$11.01  | \$11.02 - \$13.21 | \$13.22 - \$14.97 | \$14.98 - \$16.29 |
| 4                    | \$0 - \$13.25  | \$13.26 - \$15.91 | \$15.92 - \$18.02 | \$18.03 - \$19.62 |
| 5                    | \$0 - \$15.50  | \$15.51 - \$18.60 | \$18.61 - \$21.08 | \$21.09 - \$22.94 |

Call for family sizes larger than 5.

| Monthly Family Income |                  |                         |                         |                         |
|-----------------------|------------------|-------------------------|-------------------------|-------------------------|
| Family Size           | FHIAP pays 95%   | FHIAP pays 90%          | FHIAP pays 70%          | FHIAP pays 50%          |
| 1                     | \$0 - \$1,129.00 | \$1,129.01 - \$1,354.00 | \$1,354.01 - \$1,535.00 | \$1,535.01 - \$1,670.00 |
| 2                     | \$0 - \$1,518.00 | \$1,518.01 - \$1,822.00 | \$1,822.01 - \$2,065.00 | \$2,065.01 - \$2,247.00 |
| 3                     | \$0 - \$1,908.00 | \$1,908.01 - \$2,289.00 | \$2,289.01 - \$2,594.00 | \$2,594.01 - \$2,823.00 |
| 4                     | \$0 - \$2,297.00 | \$2,297.01 - \$2,757.00 | \$2,757.01 - \$3,124.00 | \$3,124.01 - \$3,400.00 |
| 5                     | \$0 - \$2,687.00 | \$2,687.01 - \$3,224.00 | \$3,224.01 - \$3,654.00 | \$3,654.01 - \$3,976.00 |

Call for family sizes larger than 5.

Income from self-employment, farming, ranching and fishing is calculated differently. Call FHIAP for details: 1-888-564-9669. Ask for a self-employment eligibility specialist.

## To Use Chart

1. Add your family's gross income for the past three months; divide by three to find your average monthly income.
2. Find your family size on the Monthly Family Income chart.
3. Follow the row across to the column with your income. The number at the top of your column is the percent of health insurance premium that FHIAP will pay.