

# 2015 Benefits Enrollment Guide



*For Retirees and Surviving Dependents*

*Medical*

*Vision*

*Dental*

*Life Insurance*

*Wellness*



# Important Information for Retirees and Surviving Dependents



City of Austin retirees and surviving dependents of City retirees have access to benefits approved by the City Council each year as part of the budget process. The benefits and services offered by the City may be changed or terminated at any time.

This Guide is designed to help you understand your benefits. Review this material carefully before making your enrollment decisions. Keep this Guide to refer to during the 2015 Plan Year.

Your rights are governed by each plan instrument (which may be a plan document, evidence of coverage, or contract), and not by the information in this Guide. If there is a conflict between the provisions of the plan you selected and this Guide, the terms of the plan govern. For detailed information about the plans, refer to each plan instrument or contact the vendor directly.

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The City of Austin is committed to compliance with the Americans with Disabilities Act. Call the Human Resources Department at *512-974-3400* (Voice) or *800-735-2985* (Relay Texas TTY Number) for more information.

# Contact Information

## City of Austin Human Resources Department Employee Benefits Division

Benefits staff are available to answer any questions you have about your benefits.

Phone Number: 512-974-3284  
Email: [HRD.Benefits@austintexas.gov](mailto:HRD.Benefits@austintexas.gov)  
Fax Number: 512-974-3420

Retirees should make an appointment before visiting our office.

Office Hours: 7:30 a.m. to 5:00 p.m.  
Office Location: 505 Barton Springs, Suite 600

### Online Resources

To access benefits information, go to [austintexas.gov/retirees](http://austintexas.gov/retirees)

You can also view eligibility requirements, plan choices, print the City's retiree benefits guide, and find information about the City's other benefits.

## UnitedHealthcare Medical Plans

Medical Phone Number: 800-430-7316  
myNurseLine: 877-440-6011  
Vision Phone Number: 800-203-4317  
Vision Providers: [uhcvision.com](http://uhcvision.com)  
Mental Health Providers: [liveandworkwell.com](http://liveandworkwell.com)  
Prescription Information: [myuhc.com](http://myuhc.com)

To find a medical provider, go to [myuhc.com](http://myuhc.com).

1. Click the ***Find Physician, Laboratory, or Facility*** link.
2. Select ***UnitedHealthcare Choice Plus*** for the CDHP w/HRA or PPO. Select ***UnitedHealthcare Choice*** for the HMO.

To view the prescription formulary, print a temporary ID card, and Explanation of Benefits, go to [myuhc.com](http://myuhc.com). To register, follow these steps:

1. Click the ***Register Now*** button.
2. Enter information from your ID card.
3. Click the ***Next Step*** button.
4. Enter email address or sign up for a free email account.
5. Create a username, password, answer security questions, and agree to website policies.
6. Click the ***Submit*** button.

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***Contact each benefits vendor directly for identification cards, claims, benefits, and coverage information.***

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## **Davis Vision Vision Plan**

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Toll-Free Number: 888-445-2290

To view benefits, locate a provider, and check claim status, go to [davisvision.com](http://davisvision.com). To register, follow these steps:

1. Click the **Members** link.
2. Click the **Register** link.
3. Enter information from your ID card.
4. Create a username, password, and security question.
5. Click the **Register** button.

For non-members, click on the **Member** link and enter 2481 for the Client Code.

## **Delta Dental Plan**

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Toll-Free Number: 800-521-2651

Office Hours: 6:15 a.m. to 6:30 p.m.  
Monday through Friday

Website: [deltadentalins.com](http://deltadentalins.com)

To register, follow these steps:

1. Click the **Register Today** link.
2. From the drop down menu, select **Enrollee**.
3. Enter your personal information, and create your user name and password.

## **Assurant Employee Benefits - Heritage Plus with Specialty Benefit Plan**

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Toll-Free Number: 800-443-2995

Office Hours: 7 a.m. to 5:30 p.m.  
Sunday through Saturday

Website: [assurantemployeebenefits.com](http://assurantemployeebenefits.com)

To register, follow these steps:

1. Click the **For Members** link.
2. Click the **Register for Online Advantage** link.
3. Enter your personal information and create your user name and password.

## **City of Austin Employees' Retirement System (COAERS)**

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418 E. Highland Mall Blvd.  
Austin, TX 78752-3720

Phone Number: 512-458-2551

FAX Number: 512-458-5650

Website: [coaers.org](http://coaers.org)

## **Austin Fire Fighters Relief and Retirement Fund**

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4101 Parkstone Heights Dr., Suite 270  
Austin, TX 78746

Phone Number 512-454-9567

FAX Number: 512-453-7197

Website: [afrs.org](http://afrs.org)

## **City of Austin Police Retirement System**

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2520 South IH-35, Suite 205  
Austin, TX 78704

Phone number: 512-416-7672

FAX Number: 512-416-7138

Website: [ausprs.org](http://ausprs.org)

## **Austin Deferred Compensation Plan 457 Plan (Voya, LLC)**

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Toll-Free Number: 877-662-8784, option 2

To view and manage your account, go to [dcaustin.com](http://dcaustin.com). To register, you must call Voya to obtain your PIN number and then follow these steps:

1. Click the **Deferred Compensation Login** button.
2. Select Social Security Number from the drop down and enter your Social Security Number.
3. Enter your PIN number for password.

# Open Enrollment Information

## September, October, November, and December 2014 Enrollment Changes

If you made a change to your benefits that will be effective in September through December of 2014, verify that the change is listed on your 2014 Coverage Information Statement. If the change is not listed, you will need to participate in Open Enrollment and make the change again in order for the change to remain in effect for 2015.

## Identification Cards

New participants enrolling in UnitedHealthcare, Davis Vision, Assurant Employee Benefits, or Delta Dental will receive identification cards by January 1, 2015.

## YOUR ACTION IS REQUIRED! New Tobacco Premium in 2015

Non-tobacco users must participate in Open Enrollment to complete the Tobacco Certification Form indicating they do not use tobacco products. Retirees and Surviving Spouses enrolled in a City medical plan who use tobacco will pay \$25 per month beginning January 2015. The Tobacco Premium will be waived for retirees and Surviving Spouses who certify they do not use tobacco or have successfully completed a 2014 HealthyConnections Tobacco Cessation 101 class or completes a class in 2015.

There are two ways to participate in Open Enrollment. To assist you in the process, review the information below:

### 1. Online Enrollment (Available Monday, October 13 – Sunday, November 16)

- To make benefits changes, go to [coaopenenrollment.com](http://coaopenenrollment.com). This system is available 24/7.
- To log in, use your PIN Number located on your 2014 Coverage Information Statement.

**Retiree tab** – Allows you to verify and update your address and marital status.

- To add a spouse or domestic partner to your benefits, you must first change your marital status.

**Dependents tab** – Allows you to add or drop dependents to or from your coverage.

- To drop a dependent from all benefits coverage, click in the square next to the dependent's name.
- To drop a dependent from a specific benefit, select that benefit tab. For example, to drop a dependent from medical only, choose the *Medical* tab and follow the prompts.
- To add a dependent for the first time, you must provide the required documentation to the City by Friday, November 14, 2014.

**Tobacco Certification/Save tab** – To complete the Tobacco Certification Form, finalize your changes, and print a copy of your Online Verification for your records.

### 2. Telephone Enrollment (Available Monday, October 13 – Friday, November 7)

- To enroll or make benefits changes, call [512-493-1350](tel:512-493-1350) between 8 a.m. and 5 p.m., Monday – Friday.
- Spanish-speaking representatives are available.

## After Participating in Open Enrollment

- A 2015 Confirmation Statement will be mailed to your home address within two business days of participating.
- Verify that your benefits changes have been made.
- If your benefit changes are not correct, participate in Open Enrollment again or call Erisa at [512-250-9397](tel:512-250-9397). Keep your 2015 Confirmation Statement.
- Verify that deductions are correct on your first annuity paycheck (January 2015).
- If you notice a deduction error, call the Employee Benefits Division at [512-974-3284](tel:512-974-3284). You will need to provide a copy of your Confirmation Statement to have the error corrected.

# Eligibility

As a City retiree you are eligible to enroll in medical, dental, and/or vision coverage. Retirees may also elect to purchase coverage for dependents. The following is a list of eligible dependents for whom you may purchase coverage. Each of these individuals may or may not be your dependent for federal tax purposes. That determination depends on Federal law.

Surviving dependents of a City retiree are eligible to enroll in medical, dental, and vision coverage.

## Eligible Dependents

Your dependents who meet the descriptions listed below can be enrolled for benefits.

- **Spouse:** Your legally married spouse, including a declared common-law spouse. Only one spouse or domestic partner may be covered at any one time.
- **Domestic Partner:** The individual who lives in the same household and shares the common resources of life in a close, personal, intimate relationship with a City retiree if, under Texas law, the individual would not be prevented from marrying the retiree on account of age, consanguinity, or prior undissolved marriage to another person. A domestic partner may be of the same or opposite gender as the retiree. Only one spouse or domestic partner may be covered at any one time.
- **Children:** Your biological children, stepchildren, legally adopted children, children for whom you have obtained court-ordered guardianship or conservatorship, qualified children placed pending adoption, and children of your domestic partner if you also cover your domestic partner for the same benefit. Your children must be under 26 years of age.
- **Dependent Grandchildren:** Your unmarried grandchild must meet the requirements listed above, and must also qualify as a dependent (as defined by the Internal Revenue Service) on your or your spouse's federal income tax return.
- **Disabled Children:** To continue City coverage for an eligible dependent past the age limit, the child must be covered as a dependent at the time and must also meet the following definitions:
  - ❖ A child is considered disabled if they are incapable of earning a living at the time the child would otherwise cease to be a dependent, and depend on you for principal support and maintenance, due to a mental or physical disability.
  - ❖ A disabled child continues to be considered an eligible dependent as long as the child remains incapacitated and dependent on you for principal support and maintenance, and you continuously maintain the child's coverage as a dependent under the plan from the time they otherwise would lose dependent status.
  - ❖ A dependent child who loses eligibility and later becomes disabled is not eligible to be covered. A disabled child who was not covered as a dependent immediately prior to the time the child would otherwise cease to be a dependent is not eligible to be covered.

# Persons Not Eligible

## **Dependents do not include:**

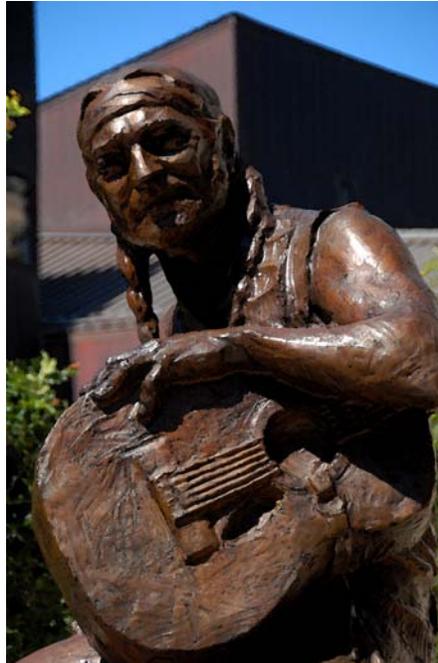
- Individuals on active duty in any branch of military service (except to the extent and for the period required by law).
- Permanent residents of a country other than the United States.
- Parents, grandparents, or other ancestors.
- Grandchildren who do not meet the definition of dependent grandchildren and who are not claimed on your or your spouse's federal tax return.

## **An individual is not eligible to be covered:**

- As both a City employee and a City retiree, for the same benefit.
- As both a City employee or City retiree and as a dependent of a City employee or City retiree, for the same benefit.
- As a dependent of more than one City employee or City retiree, for the same benefit.

## **Changes in Family:**

When you add or drop a dependent during Open Enrollment, the change is effective January 1, 2015. For changes to be effective immediately, call the Employee Benefits Division at *512-974-3284* within 31 days of the status change to schedule an appointment with a Benefits representative.



*Willie Nelson statue.*

# Documentation

To provide coverage for a dependent under any of the City's benefits programs, you must provide documentation that supports your relationship to the dependent. Social Security Numbers must be submitted for all eligible dependents.



*City of Austin skyline, 2014*

Acceptable documents are listed below for the following dependents:

- **Spouse:** A marriage certificate or declaration of informal (common-law) marriage, which has been recorded as provided by law.
- **Domestic Partner:** A Domestic Partnership Affidavit and Agreement form signed by the employee and domestic partner. Also a Domestic Partnership Tax Dependent Status Form signed by the employee.
- **Child:** A certified birth certificate, complimentary hospital birth certificate, Verification of Birth Facts issued by the hospital, or court order establishing legal adoption, guardianship, or conservatorship, or qualified medical child support order, or be the subject of an Administrative Writ.
- **Child of a Domestic Partner:** The documentation listed above must also be provided and the domestic partner must be covered for the same benefit in order to cover a child of a domestic partner.
- **Stepchild:** The documentation listed above must also be provided, and a marriage certificate or declaration of informal marriage indicating the marriage of the child's parent and stepparent.
- **Dependent Grandchild:** The documentation listed above must also be provided, and a marriage certificate or declaration of informal marriage that supports the relationship between you and your grandchild.
- **Disabled Child:** A completed Dependent Eligibility Questionnaire verifying an ongoing total disability including written documentation from a physician verifying an ongoing total disability.
- **Qualified Child Pending Adoption:** For children already placed in your home, an agreement executed between you and a licensed child-placing agency or TDFPS, which meets the requirements listed in Dependent Eligibility.

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*Covering dependents who are not eligible for the City's insurance programs unfairly raises costs for the City, as well as for all participants in the programs.*

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# Coverage Information

## Enrollment Changes for Retirees

Certain events in your and your family's lives may occur during the year that may affect your medical, dental, and/or vision coverage. Examples of a family status change are:

- Marriage or divorce.
- A dependent's death.
- Termination of employment or reduction in work hours.
- Newly eligible dependent.
- Loss of dependent eligibility.
- Domestic partner no longer qualifies or domestic partnership is dissolved.
- Medicare coverage becomes effective.

You may change coverage as long as you submit an enrollment form within 31 days of the qualifying life event to the Employee Benefits Division. The change will be effective the first day of the month after your enrollment form is submitted.

In the case of a newborn dependent, medical coverage is temporarily effective on the date of birth for any eligible child born while you are a covered retiree. Coverage continues for the child for 31 days. Coverage extends beyond that date only if you submit an enrollment form within 31 days of the child's birth.

## Retiree Coverage Ending Dates

Coverage for you and your dependents will end on the earliest of the following:

- The date you fail to pay any required premium.
- The date the City ceases to offer coverage to retirees.
- The date the plan in question is terminated.
- The date the coverage in question is terminated or reduced.
- The last day of the month in which you voluntarily terminate your or your dependent's coverage.
- The last day of the month in which you or your dependents no longer meet eligibility requirements.
- The date of your death.

## Enrollment Changes for Surviving Dependents

As a Surviving Dependent, you are eligible for medical, dental, and/or vision benefits. If at any time you cancel all benefits, you cannot re-enroll in surviving dependent benefits.

You may request a change to your coverage only at the following times.

- During Open Enrollment.
- If you are enrolled in UnitedHealthcare HMO and move outside the plan's service area.
- If you are enrolled in Assurant Employee Benefits - Heritage Plus with Specialty Benefit Plan and move where there are no providers in your service area.
- Within 31 days of obtaining or losing other coverage.
- Medicare coverage becomes effective.

## Surviving Dependent Coverage Ending Dates

Surviving Dependent medical coverage will end on the last day of the month following any of these dates:

- The date you fail to pay any required premium.
- The date you remarry. (Only applies to retiree's surviving spouse.)
- The date you are covered under another group plan, except for Medicare.
- The date the City ceases to offer coverage to Surviving Dependents.
- The date the plan in question is terminated.
- The date the coverage in question is terminated or reduced.
- The date you voluntarily terminate coverage.
- The date you no longer meet eligibility requirements.
- The date of your death.

## Canceling Coverage

You may cancel medical coverage for yourself and/or your dependents, if applicable, at any time during the calendar year. However, you may not drop dental or vision coverage during the calendar year unless it corresponds with a change in family status. Exception, if you are covered by Assurant Employee Benefits-Heritage Plus with Specialty Benefit Plan, and you move where there are no plan providers in your service area.

## Medicare Eligibility Requirements

A retiree or a surviving spouse/domestic partner eligible for Medicare due to age must enroll in Medicare Parts A and B. When you or your covered spouse/domestic partner are enrolled in Medicare, Medicare is considered primary and will pay benefits before the City's medical plan you have selected considers payment for covered services. If the Medicare-eligible retiree or surviving spouse/domestic partner does not enroll in Medicare Parts A and B, benefits under a City-sponsored plan will be reduced to the amount that would have been payable had he or she enrolled in Medicare Parts A and B. To find out more about how each plan coordinates benefit payments with Medicare, contact the plans directly. For information about Medicare Part D, refer to Your Prescription Drug Coverage and Medicare under Important Benefits Information in this Guide.

## Coordination of Benefits

Coordination of Benefits is a group health insurance policy provision that provides a method for determining which coverage will apply (primary or secondary) when an individual is covered under more than one plan. It also keeps benefits paid from exceeding the amount of expenses incurred. In most cases, medical coverage offered through the City is considered primary for you while you are under age 65. If you or your dependents have other coverage, refer to the appropriate plan document for information about Coordination of Benefits.

# Medical Plans



As a retiree you may choose the medical plan that best meets your needs. Provider and prescription information is available online at [myuhc.com](http://myuhc.com). Select UnitedHealthcare Choice Plus for the Consumer Driven Health Plan with a Health Reimbursement Account (CDHP w/HRA) or PPO. Select UnitedHealthcare Choice for the HMO.

Things to consider when choosing a medical plan:

- Premium costs for dependent coverage.
- Future expenses.
- Amount of out-of-pocket expenses.
- Amount of specialist copays.
- Amount of prescription drug copays.
- Predictability of inpatient hospital expenses.

## For treatment before your ID card arrives

You will need to pay for the services out-of-pocket, then submit a claim form and your receipt to UnitedHealthcare. If you are enrolled in the CDHP w/HRA or PPO and utilize a non-network doctor or facility, the amount will be applied toward your out-of-network deductible. If you are enrolled in the HMO you must use network providers.

# CDHP w/HRA

In 2015 the City will offer a new medical plan option called the Consumer Driven Health Plan with a Health Reimbursement Account, or CDHP w/HRA. Like the PPO and HMO medical plans, the CDHP w/HRA will be administered by UnitedHealthcare. The same network of doctors and facilities as those on the PPO and HMO plans are available. Despite these similarities the plan works differently. Read on to see if the CDHP w/HRA plan is right for you.

## Why the City is Offering a New Plan

Research shows that in 2015, 82 percent of large employers will offer some type of Consumer Driven Health Plan. The City is concerned with the rising cost of health care. Lower premiums when covering dependents, a Health Reimbursement Account, and higher out-of-pocket costs for non-preventive services on this plan empower you to be a wise consumer of health. The City and UnitedHealthcare will provide you with tools to make the cost of health care more transparent. This will allow you to consider the cost of a provider or facility before making the decision of where to seek care.

## Plan Features

- Retiree Only in-network deductible is \$1,500 and Retiree with Dependent coverage deductible is \$3,000.
- Retiree Only in-network, out-of-pocket maximum is \$5,000 and Retiree with Dependent coverage out-of-pocket maximum is \$10,000.
- Out-of-network coverage is available at higher deductibles, coinsurance, and maximum out-of-pocket charges.
- The City will contribute money into your HRA account on an annual basis based on your years of service.

## City annual contributions to the HRA

Years of Service	Retiree Only	Retiree & Dependent
Less than 5	\$100	\$ 200
5 through 9	\$200	\$ 400
10 through 14	\$300	\$ 600
15 through 19	\$400	\$ 800
20 or more	\$500	\$1,000

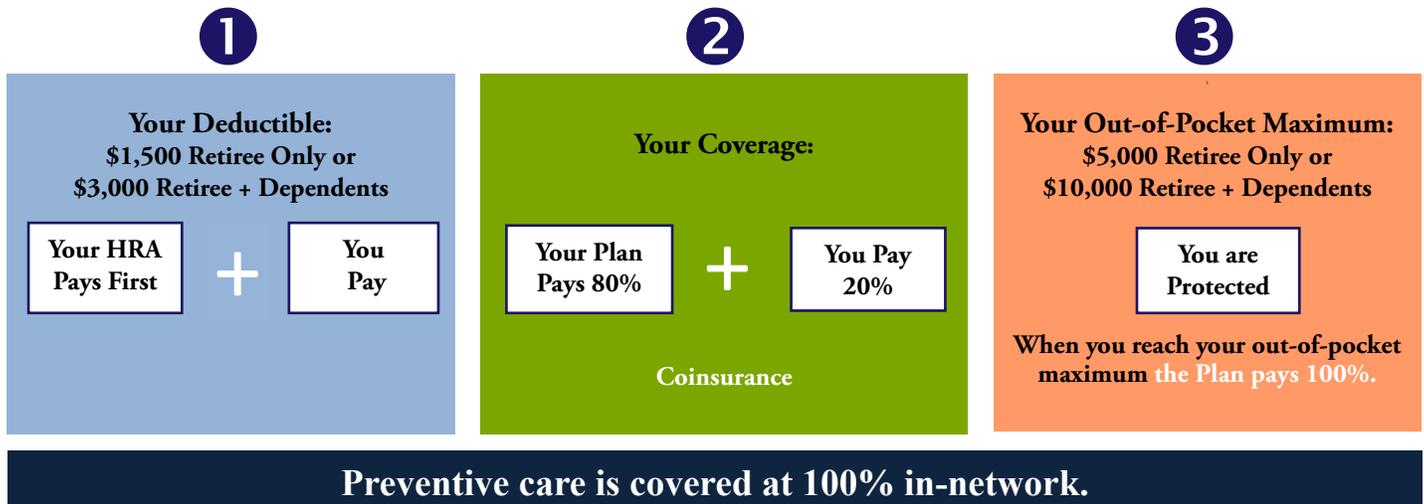
## How the CDHP w/HRA Works

Before enrolling in the CDHP w/HRA it is important to understand how the plan works. Here are a few things to know about this plan:

- Preventive services and preventive prescriptions mandated by the Affordable Care Act continue to be covered at 100 percent.
- Except for preventive services, you must meet your calendar year deductible for medical services before the plan pays for any covered services.
- Once you meet your calendar year deductible, the plan will pay 80 percent of in-network covered services and you will be responsible for 20 percent.
- Once you meet your calendar year out-of-pocket maximum, the plan will pay 100 percent of in-network covered services.
- The CDHP w/HRA includes two prescription formularies:
  - ❖ Expanded Preventive Drug List – you will pay 20 percent of the cost, no deductible. The list of expanded preventive medications can be found on the Retiree Benefits web page at [austintexas.gov/retirees](http://austintexas.gov/retirees).
  - ❖ 2015 Prescription Drug List – once you meet your calendar year deductible, the plan will pay 80 percent of the cost for drugs on this list.

The City is funding a Health Reimbursement Account (HRA) for you. An HRA is an account that helps pay for eligible health care expenses, including those that may apply to your annual deductible.

Even though the City owns the money in the HRA, think of it as yours. By doing so, you'll realize that spending your HRA wisely can help you save. As long as you have money in your HRA that's less you have to pay out of your pocket for health care expenses. HRA money does not rollover each year.



### 1. Your Deductible.

Your HRA pays first. When you have an eligible expense, like a doctor visit, the entire cost of the visit will apply to your deductible. The HRA will pay for all of your eligible expenses first, up to the amount contributed by the City. This means you won't have to pay anything until the money in the HRA is spent.

If you spend all of the HRA money you will need to pay out of pocket. You will need to pay the full cost of your health care expenses until the remaining deductible is met.

### 2. Your Coverage.

Your plan pays a percentage of your expenses. Once the deductible is met, the CDHP w/HRA plan has coinsurance. With coinsurance the plan shares the cost of expenses with you. The plan will pay 80 percent of each eligible expense and you pay 20 percent.

### 3. Your Out-of-Pocket Maximum.

You are protected from major expenses. The out-of-pocket maximum amount is the most you have to pay each year for covered services. The out-of-pocket maximum for the CDHP w/HRA plan is \$5,000 for Retiree Only coverage and \$10,000 for Retiree with Dependent coverage. The plan will then pay 100 percent of all remaining covered expenses for the rest of the plan year. Your deductible and coinsurance will go toward your out-of-pocket maximums.

# CDHP w/HRA Schedule of Benefits

Preventive services include annual physicals, well baby checks, and well women exams. Other wellness screenings such as colonoscopies are also considered preventive services when they are not performed for diagnostic purposes. To find the preventive medication list go to [austintexas.gov/retirees](http://austintexas.gov/retirees).

Medical Benefits	Retiree Only	Retiree & Dependents	Retiree Only	Retiree & Dependents
	In-Network		Out-Of-Network	
Deductible	\$1,500	\$3,000	\$3,000	\$6,000
Preventive Services	Plan pays 100%.	Plan pays 100%.	Calendar year deductible applies. Plan pays 60%.	Calendar year deductible applies. Plan pays 60%.
Eligible Covered Services & Facilities	Calendar year deductible applies. Plan pays 80%.	Calendar year deductible applies. Plan pays 80%.	Calendar year deductible applies. Plan pays 60%.	Calendar year deductible applies. Plan pays 60%.
Out-of-Pocket Maximum	\$5,000 per calendar year.	\$10,000 per calendar year.	\$10,000 per calendar year.	\$20,000 per calendar year.

Vision Benefits	In-Network	Out-of-Network
Annual Routine Vision Exam	Calendar year deductible applies. Plan pays 80%.	Calendar year deductible applies. Plan pays 60%.
Annual Contact Lens Fitting Fee	Calendar year deductible applies. Plan pays 80%.	Calendar year deductible applies. Plan pays 60%.
Frames, Standard Lenses, and Contact Lenses	Preferred Pricing at participating private practices. Preferred Pricing discounts at participating retail chain providers.	Not available at private practices. Retail chain providers may offer a discount

Prescription Benefits	Coverage
Affordable Care Act Mandated Prescriptions.	No deductible. Plan pays 100%.
Expanded Preventive Drug List – found at <a href="http://austintexas.gov/retirees">austintexas.gov/retirees</a> .	No deductible. Plan pays 80%.
2015 Prescription Drug List.	Calendar year deductible applies. Plan pays 80%.

# HMO & PPO Schedule of Benefits

	HMO	PPO	
		In-Network	Out-of-Network
Individual Deductible	None.	\$500 per covered person, per calendar year.	\$1,500 per covered person, per calendar year.
Family Deductible Maximum	None.	Three individual deductibles.	Three individual deductibles.
Out-of-Pocket Maximum	\$4,000 per covered person or \$8,000 per family, per calendar year.	\$3,500 per covered person, per calendar year.	\$12,000 per covered person, per calendar year.
Out-of-pocket maximums for both the HMO and PPO include medical and prescription copay, deductible, and coinsurance amounts.			
Lifetime Maximum	Unlimited.	Unlimited.	Unlimited.
Maximum Allowable Charge	The maximum allowable charge is the maximum fee for a particular service or supply that the Plan will consider eligible for payment.	The maximum allowable charge is the maximum fee for a particular service or supply that the Plan will consider eligible for payment. In the case of out-of-network benefits, the covered person may be responsible for paying charges in excess of the maximum allowable charge in addition to any deductible, coinsurance, copays, or facility fee required by the Plan.	
Selection of Doctor	Members must select a network doctor.	Members select an in-network doctor.	Members select an out-of-network doctor.
Service Locations	Services are provided at in-network doctors' offices, hospitals, and other facilities. If a required service is not available in-network, pre-approval is required.	Services are provided at in-network doctors' offices, hospitals, and other facilities. If a required service is not available in-network, pre-approval is required; otherwise, the service will be paid as an out-of-network expense.	Services are provided in out-of-network doctors' offices, hospitals, and other facilities.
Residency Requirements	Must live or work in the service area (Bastrop, Blanco, Burnet, Caldwell, Hays, Travis, and Williamson counties). Children for whom you have been court-ordered to provide medical support are not required to live in the service area.	None. UnitedHealthcare is a national network; contact UnitedHealthcare directly for a list of doctors and/or facilities in your area.	None.
Out-of-Network Benefits	None, except in case of a medical emergency.	\$1,500 deductible. Plan pays 60%, up to maximum allowable charge. Out-of-network benefits are subject to in-network benefit plan limits and pre-approval and pre-notification requirements. In addition to the above, Outpatient Surgical Facility and Inpatient Hospital Services are subject to a \$250 per day facility fee.	

# HMO & PPO Schedule of Benefits

	HMO	PPO – In-Network
Preventive Exams	Plan pays 100%, no copay.	Plan pays 100%, no copay.
Doctor's Charges for Office Visits	\$25 Primary Care Physician copay per visit. \$45 Specialist copay per visit.	\$25 Primary Care Physician copay per visit. \$35 Specialist copay per visit.
Doctor's Charges for Maternity Office Visits	\$25 copay for first office visit. Plan pays 100% thereafter.	\$25 copay for first office visit. Calendar year deductible applies. Plan pays 80%.
Urgent Care and Non-Hospital Minor Emergency Centers	\$45 copay per visit.	\$35 copay per visit.
Convenience Care Clinics	\$25 copay per visit.	\$25 copay per visit.
Outpatient Surgery	\$1,000 copay.	Calendar year deductible applies. Plan pays 80%.
Colonoscopies	Plan pays 100% for preventive screenings.	Plan pays 100% for preventive screenings.
Hospital Inpatient Facility Fee	Included in Hospital Services. \$1,500 copay per confinement. Limited to semi-private room rate. Pre-notification is required unless hospitalization is the result of an emergency.	Calendar year deductible applies. Plan pays 80%. Limited to semi-private room rate. Pre-notification is required unless hospitalization is the result of an emergency.
Hospital Emergency Room Services	\$200 copay per visit.	\$150 copay per visit.
Ambulance Service	\$100 copay.	Calendar year deductible applies. Plan pays 80%.
Allergy and Other Covered Injections	Allergy injections are covered at 50%. Plan pays 50% for allergy testing and serum. Plan pays 100% for all other injections. If charged for an office visit, office visit copays apply.	Allergy injections are covered at 100%. Plan pays 100% for allergy testing and serum. If charged for an office visit, office visit copays apply.
Immunizations	Plan pays 100%. If charged for an office visit, office visit copays apply.	Plan pays 100%. If charged for an office visit, office visit copays apply.
Physical and Occupational Therapy	\$45 copay per visit.	\$35 copay per visit.
Chiropractic	\$45 copay per visit. Limited to 20 visits per covered person, per calendar year.	\$35 copay per visit. Limited to 20 visits per covered person, per calendar year.
Speech Therapy	\$45 copay per visit. Limited to rehabilitative speech therapy.	\$35 copay per visit.
Registered Dietician	\$45 copay per visit.	\$35 copay per visit.
Acupuncture	Not covered.	\$35 copay per visit. Limited to 12 visits per covered person, per calendar year.

# HMO & PPO Schedule of Benefits

	HMO	PPO – In-Network
Outpatient Diagnostic X-Ray and Laboratory	Plan pays 100%.	Plan pays 100%.
CT, MRI, PET Scans	\$100 copay. Pre-notification required.	\$100 copay. Pre-notification required.
Mental Health Care Outpatient	\$25 copay per visit.	\$25 copay per visit.
Mental Health Care Inpatient	\$1,500 copay per confinement. Pre-notification required.	Calendar year deductible applies. Plan pays 80% per calendar year. Pre-notification required.
Chemical Dependency	\$1,500 copay per confinement. Pre-notification required.	Calendar year deductible applies. Plan pays 80% per calendar year. Pre-notification required.
Extended Care Skilled Nursing Facility	\$25 copay per day. Limited to 30 days per covered person, per calendar year. Pre-notification required.	Calendar year deductible applies. Plan pays 80%. Limited to 60 days per covered person, per calendar year. Pre-notification required.
Home Health Care	\$30 copay per visit.	Plan pays 100%. Limited to 120 visits per covered person, per calendar year.
Hospice Care	Plan pays 100%. Limited to 50 visits per covered person, per calendar year. Pre-notification required.	Plan pays 100%. Pre-notification required.
Durable Medical Equipment	Plan pays 100%. Pre-notification required for any item over \$1,000.	Calendar year deductible applies. Plan pays 80%. Pre-notification required for any item over \$1,000.
Disposable Medical Supplies	Plan pays 80%. Pre-notification required for any item over \$1,000.	Calendar year deductible applies. Plan pays 80%. Pre-notification required for any item over \$1,000.
Breast Pumps	Plan pays 100%.	Plan pays 100%. No coverage for out-of-network providers.
Prosthetic-Orthotic Devices	Plan pays 80%. Pre-notification required for any item over \$1,000.	Calendar year deductible applies. Plan pays 80%. Pre-notification required for any item over \$1,000.
Diabetic Equipment Insulin pumps and related supplies.	Plan pays 80%. Pre-notification required for any item over \$1,000.	Calendar year deductible applies. Plan pays 80%. Pre-notification required for any item over \$1,000.
Diabetic Supplies At a durable medical equipment provider.	Plan pays 80%.	Calendar year deductible applies. Plan pays 80%.
Diabetic Counseling	Plan pays 100%.	Plan pays 100%.
Other Covered Medical Expenses	Refer to your Medical Plan Document or contact UnitedHealthcare.	

# HMO & PPO Vision Benefits

	<b>Routine Vision Network</b>	<b>HMO/PPO In-Network</b>
Annual Routine Vision Exam	\$25 copay for routine vision exam including contact lens fitting. Members must use the Routine Vision Network.	\$45 copay Choice (HMO) \$35 copay Choice Plus (PPO)
Annual Contact Lens Fitting Fee	Amount charged is due at time service is rendered. Submit a vision claim form for 100% reimbursement of contact lens fitting fee.	Included in annual routine vision exam copay.
Frames, Standard Lenses and Contact Lenses	Preferred Pricing at participating private practices. Preferred Pricing discounts at participating retail chain providers.	Not available at private practices. Retail chain providers may offer a discount.



*Iconic Austin mural from Roadhouse Relics on South First Street.*

# HMO & PPO Prescription Benefits

	HMO		PPO	
	Retail Pharmacy (limited to a 31-day supply)	Mail Order Pharmacy (limited to a 90-day supply)	Retail Pharmacy (limited to a 31-day supply)	Mail Order Pharmacy (limited to a 90-day supply)
Tier 1	\$ 10	\$ 30	\$ 10	\$ 20
Tier 2	\$ 35	\$ 105	\$ 30	\$ 60
Tier 3	\$ 55	\$ 165	\$ 50	\$ 100

A \$50 deductible will apply for Tier 2 & Tier 3 prescription drugs per covered person. Once the deductible is met the copays listed above apply.

## Applies to the CDHP w/HRA, PPO, and HMO

Diabetic Supplies (see also Diabetic Equipment)	
Retail Pharmacy	Supplies are covered at a participating pharmacy. Costs are shown on the prescription Schedule of Benefits.
Mail Order Pharmacy	A participant's insulin/non-insulin and related diabetic supplies can be purchased through mail order for the cost of the insulin/non-insulin if prescriptions for the insulin/non-insulin and supplies are submitted at the same time.

Tobacco Cessation Program/Drugs
<p>A participant can receive an FDA approved tobacco cessation drug at no cost, if the participant:</p> <ul style="list-style-type: none"> <li>• Is covered under a City medical plan.</li> <li>• Completes requirements of the HealthyConnections Tobacco Cessation Program.</li> <li>• Is 18 years of age or older.</li> <li>• Obtains a prescription from his or her physician and contacts the Employee Benefits Division to receive approval.</li> </ul> <p>This applies to prescription tobacco cessation drugs and over-the-counter nicotine replacement therapy (patches, gums, etc.) at a retail pharmacy or through the mail order service.</p>

Diabetes Program/Drugs
<p>A participant can receive diabetes medication and supplies at no cost, if the participant:</p> <ul style="list-style-type: none"> <li>• Is covered under a City medical plan.</li> <li>• Completes requirements of the HealthyConnections Diabetes Program.</li> <li>• Is 18 years of age and older.</li> </ul> <p>The benefit of receiving diabetes medication and supplies at no cost is ongoing as long as the individual stays enrolled in the program and continues to meet program requirements.</p> <p>This benefit does not include medications prescribed for related issues – such as high blood pressure and cholesterol – and it does not include durable medical equipment such as continuous glucose monitors.</p>

# Consumer Tips

## **myNurseLine**

The UnitedHealthcare myNurseLine is a resource for retirees and dependents covered by a City medical plan. This 24-hour service is designed to help you save time and money by helping you access the nearest and best level of medical care. When you call myNurseLine you speak to a registered nurse who can guide you to the appropriate medical facility based on your immediate needs. For assistance call *877-440-6011*, 24 hours a day, seven days a week.

## **Know Your Pharmacy Benefit**

Prescription medications are categorized within three tiers on the Prescription Drug List. Each tier is assigned a cost, which is determined by your pharmacy benefit plan. Tier 1 medications offer you the lowest-cost option, while Tier 3 medications are your highest-cost option. Knowing which medications are in each tier will help you understand where you can save money.

- Go to [myuhc.com](http://myuhc.com) or call *800-430-7316* to price medications.
- Check to see if using the mail order pharmacy will save you money on prescription medications you take on an ongoing basis.
- Talk to your doctor and pharmacist about identifying lower cost options.

## **Consider Pharmacies That Offer Discounts on Generics**

Some retail pharmacies offer very low prices on select generic drugs—often less than your usual member cost—and include commonly prescribed generic medications for several conditions such as diabetes, mental health, high blood pressure and infection (antibiotics).

- Ask your doctor if there is a generic alternative that is appropriate for you.
- Check with your local pharmacy to see if it offers a discount on generic medications.

## **Ask About Over-the-Counter (OTC) Alternatives**

An OTC medication may be the right treatment for some conditions. These medications are not covered under your pharmacy benefit, but they may cost less than your out-of-pocket expense for prescription medications.

- Ask your doctor or pharmacist if there is an OTC alternative available that is right for you.
- Check product and manufacturer websites for money saving coupons.

## **Tools to Manage Medical Costs**

When you enroll in a City medical plan, you will want to know how much a medical service or medication will cost before you pay for it. UnitedHealthcare offers the Cost Estimator Tool which will allow you to estimate the cost of services at different providers before you decide to seek care. Since you are responsible for all or part of the charges you can choose the provider that works best for your needs and budget. To use the UnitedHealthcare Cost Estimator Tool, login to [myUHC.com](http://myUHC.com), click on Estimate Healthcare Costs, enter your zip code and follow the prompts.

## How To Use Mail Order

Each medical plan has a mail order prescription drug benefit that offers home delivery and, in some instances, can save you money. Generally, these programs are designed to cover drugs used to treat chronic conditions and/or medications taken for more than 31 days.

To begin using mail order:

- Have your doctor write a prescription for a 90-day supply of your medication (ask for three refills).
- Complete the mail order form and attach your prescription.
- Provide a check or credit card information.
- Mail this information to the medical plan's mail order pharmacy.

Within 7 to 14 days, your prescription will be delivered to you, postage paid.

- **CDHP w/HRA** participants will pay 20 percent of the cost once the in-network deductible is met. Your HRA will pay first. If you do not have money in your HRA, you will pay out-of-pocket. If you have not met your in-network deductible, you will pay 100 percent of the cost. If the prescription is for a preventive care medication listed on the Expanded Preventive Drug List, no deductible is required, you will only pay 20 percent of the cost.
- **PPO** participants receive 90 days of medication for *two* copays.
- **HMO** participants receive 90 days of medication for *three* copays.

If your doctor allows you to take a generic drug, this should be indicated on the prescription. The mail order pharmacy will then fill your prescription using a generic form of your medication, if available. Three weeks before your mail order supply runs out, you will need to request a refill. For additional information, go to [myuhc.com](http://myuhc.com) or call UnitedHealthcare at 800-430-7316.

## Diabetic Bundling – What Your Medical Plan Does for You

Participants who are required to take insulin/non-insulin can realize significant savings if they utilize the mail order service offered through UnitedHealthcare. If you submit the 90-day prescriptions through the mail order program, you will incur *three* copays if enrolled in the HMO Plan but only *two* copays if enrolled in the PPO Plan. The copay incurred is for the insulin/non-insulin prescription; the other supplies (lancets and test strips) are included at no cost to you. If you are enrolled in the CDHP w/HRA Plan and have not met your in-network deductible, you will pay 100 percent of the insulin/non-insulin prescription only. If you have met your deductible, you will pay 20 percent of the insulin/non-insulin prescription. Your HRA will pay first. If you do not have money in your HRA, you will pay out-of-pocket.

Consider participating in the HealthyConnections Diabetes Program to receive diabetes medication and supplies at no cost. This benefit is available to all participants enrolled in a City medical plan who are 18 years of age and older. See the Wellness section of this Guide for details.

# Cost for Coverage

## Retirees

The amount you pay for medical coverage is based on the following:

- Years of service with the City.
- Level of coverage (i.e., retiree only, retiree and spouse, retiree and children, etc.).
- Medicare eligibility.

**Years of service** – Your cost of coverage is determined by continuous years of employment with the City of Austin or creditable years of service, whichever is greater. Your years of creditable service are determined by your retirement system and include military or City retirement system buy backs or City-purchased service credit. If you withdrew any of your contributions from your retirement system prior to your retirement, your creditable service will not include any years for which contributions were withdrawn. Also, your years of creditable service will not include any years of employment accrued with an employer, other than the City, that participates in the Proportionate Retirement Program.

**Medicare Rates** – Apply only when you and/or a covered spouse or domestic partner are enrolled in both Medicare Parts A and B and you provide a copy of your Medicare card to the Employee Benefits Division. See Medical Rates section of this Guide.

## Surviving Dependents

The amount you pay for surviving dependent medical coverage is based on the following:

- City established rates for surviving dependent medical coverage.
- The retiree's years of service with the City.
- Medicare eligibility. (Applies only to the retiree's spouse.)

**Years of service** – Your cost of coverage is determined by the retiree's continuous years of employment with the City of Austin or creditable years of service, whichever is greater. The retiree's years of creditable service are determined by his or her retirement system and include military or City retirement system buy backs or City-purchased service credit. If the retiree withdrew any contributions from a City retirement system prior to retirement, creditable service will not include any years for which contributions were withdrawn. Also, years of creditable service will not include any years of employment accrued with an employer, other than the City, that participates in the Proportionate Retirement Program.

**Medicare Rates** – Apply only when the Surviving Spouse is enrolled in both Medicare Parts A and B and provides a copy of the Medicare card to the Employee Benefits Division. See Medical Rates section of this Guide.

## Premium Payments

Premium payments for coverage must be deducted automatically from the check you receive from your retirement system. If you do not receive a monthly retirement check or your check is not enough to pay for your coverage selections, you must make arrangements with the Employee Benefits Division at *512-974-3284* to pay your premium. Payment coupons will be provided and must be returned with your payment. Payments must be made on a monthly basis and are due on the first day of the month of coverage. If payment is not received within the required timeline, coverage will be terminated.

## Premium Deduction Errors

### Data Entry Error/Delay

If a data entry error occurs or if data entry is delayed, it will not invalidate the coverage reflected on your enrollment form. Upon discovery, an adjustment will be made to reflect the correct premium deduction. If underpayment of premium occurs, the City has the right to collect any additional premium owed by you. Conversely, if overpayment occurs, the City will reimburse you any amount overpaid.

### Enrollment Form Errors

It is your responsibility to ensure that information on your enrollment form is correct. If a premium deduction error occurs, you must notify the Employee Benefits Division immediately. If an overpayment occurs due to an error you made when completing your enrollment form, the City will reimburse you up to a maximum of one month of premiums. Conversely, if underpayment occurs due to an error you made on your enrollment form, the City has the right to collect any additional premium owed.



*Statue of Angelina Eberly firing her canon at the General Land Office Building in 1842.*

# Retiree Medical Rates for 2015

"With Medicare" rates apply only when the covered persons have both Medicare Parts A and B. If a retiree or spouse/domestic partner is eligible for Medicare due to age, the retiree or spouse/domestic partner must enroll in both Parts A and B and provide a copy of your Medicare card to the Employee Benefits Division.

*The rates shown below are the monthly rates for the medical plans.*

	Years of Service	UnitedHealthcare CDHP w/HRA	UnitedHealthcare HMO	UnitedHealthcare PPO
Retiree without Medicare A & B	Less than 5	\$ 610.88 (2A1)	\$ 620.88 (9A1)	\$ 610.88 (8A1)
	5 through 9	\$ 552.52 (2A2)	\$ 562.52 (9A2)	\$ 552.52 (8A2)
	10 through 14	\$ 432.46 (2A3)	\$ 445.86 (9A3)	\$ 435.86 (8A3)
	15 through 19	\$ 288.31 (2A4)	\$ 329.13 (9A4)	\$ 319.13 (8A4)
	20 or more	\$ 144.10 (2A5)	\$ 154.10 (9A5)	\$ 144.10 (8A5)
Retiree with Medicare A & B	Less than 5	\$ 342.19 (2B1)	\$ 342.19 (9B1)	\$ 342.19 (8B1)
	5 through 9	\$ 305.65 (2B2)	\$ 309.51 (9B2)	\$ 309.51 (8B2)
	10 through 14	\$ 229.24 (2B3)	\$ 244.15 (9B3)	\$ 244.15 (8B3)
	15 through 19	\$ 152.82 (2B4)	\$ 178.77 (9B4)	\$ 178.77 (8B4)
	20 or more	\$ 76.41 (2B5)	\$ 80.72 (9B5)	\$ 80.72 (8B5)
Retiree and Spouse / Domestic Partner both without Medicare A & B	Less than 5	\$1,129.85 (2C1/6)	\$1,239.48 (9C1/6)	\$1,229.48 (8C1/6)
	5 through 9	\$1,042.66 (2C2/7)	\$1,146.68 (9C2/7)	\$1,136.68 (8C2/7)
	10 through 14	\$ 893.77 (2C3/8)	\$ 961.09 (9C3/8)	\$ 951.09 (8C3/8)
	15 through 19	\$ 691.96 (2C4/9)	\$ 775.47 (9C4/9)	\$ 765.47 (8C4/9)
	20 or more	\$ 432.42 (2C5/0)	\$ 497.07 (9C5/0)	\$ 487.07 (8C5/0)
Retiree and Spouse / Domestic Partner both with Medicare A & B	Less than 5	\$ 792.11 (2D1/6)	\$ 849.06 (9D1/6)	\$ 849.06 (8D1/6)
	5 through 9	\$ 730.57 (2D2/7)	\$ 788.48 (9D2/7)	\$ 788.48 (8D2/7)
	10 through 14	\$ 629.16 (2D3/8)	\$ 667.31 (9D3/8)	\$ 667.31 (8D3/8)
	15 through 19	\$ 502.76 (2D4/9)	\$ 546.13 (9D4/9)	\$ 546.13 (8D4/9)
	20 or more	\$ 326.37 (2D5/0)	\$ 364.36 (9D5/0)	\$ 364.36 (8D5/0)
Retiree without Medicare A & B, and Spouse / Domestic Partner with Medicare A & B	Less than 5	\$1,060.80 (2E1/6)	\$1,127.75 (9E1/6)	\$1,117.75 (8E1/6)
	5 through 9	\$ 977.44 (2E2/7)	\$1,041.49 (9E2/7)	\$1,031.49 (8E2/7)
	10 through 14	\$ 832.39 (2E3/8)	\$ 869.02 (9E3/8)	\$ 859.02 (8E3/8)
	15 through 19	\$ 638.25 (2E4/9)	\$ 696.49 (9E4/9)	\$ 686.49 (8E4/9)
	20 or more	\$ 394.05 (2E5/0)	\$ 437.74 (9E5/0)	\$ 427.74 (8E5/0)
Retiree with Medicare A & B, and Spouse / Domestic Partner without Medicare A & B	Less than 5	\$ 861.17 (2F1/6)	\$ 960.79 (9F1/6)	\$ 960.79 (8F1/6)
	5 through 9	\$ 795.79 (2F2/7)	\$ 893.66 (9F2/7)	\$ 893.66 (8F2/7)
	10 through 14	\$ 690.55 (2F3/8)	\$ 759.38 (9F3/8)	\$ 759.38 (8F3/8)
	15 through 19	\$ 556.47 (2F4/9)	\$ 625.10 (9F4/9)	\$ 625.10 (8F4/9)
	20 or more	\$ 364.73 (2F5/0)	\$ 423.69 (9F5/0)	\$ 423.69 (8F5/0)
Retiree with Medicare A & B and Children	Less than 5	\$ 616.55 (2G1)	\$ 634.68 (9G1)	\$ 634.68 (8G1)
	5 through 9	\$ 564.76 (2G2)	\$ 585.75 (9G2)	\$ 585.75 (8G2)
	10 through 14	\$ 473.02 (2G3)	\$ 487.93 (9G3)	\$ 487.93 (8G3)
	15 through 19	\$ 364.12 (2G4)	\$ 390.07 (9G4)	\$ 390.07 (8G4)
	20 or more	\$ 228.83 (2G5)	\$ 243.32 (9G5)	\$ 243.32 (8G5)

# Retiree Medical Rates for 2015

	<b>Years of Service</b>	<b>UnitedHealthcare CDHP w/HRA</b>	<b>UnitedHealthcare HMO</b>	<b>UnitedHealthcare PPO</b>
Retiree without Medicare A & B and Children	Less than 5	\$ 870.37 (2H1)	\$ 930.28 (9H1)	\$ 920.28 (8H1)
	5 through 9	\$ 797.59 (2H2)	\$ 854.74 (9H2)	\$ 844.74 (8H2)
	10 through 14	\$ 663.12 (2H3)	\$ 703.74 (9H3)	\$ 693.74 (8H3)
	15 through 19	\$ 490.13 (2H4)	\$ 552.65 (9H4)	\$ 542.65 (8H4)
	20 or more	\$ 288.26 (2H5)	\$ 326.11 (9H5)	\$ 316.11 (8H5)
Retiree and Spouse / Domestic Partner both without Medicare A & B and Family	Less than 5	\$ 1,389.34 (2I1/6)	\$1,548.88 (9I1/6)	\$1,538.88 (8I1/6)
	5 through 9	\$ 1,287.74 (2I2/7)	\$1,438.90 (9I2/7)	\$1,428.90 (8I2/7)
	10 through 14	\$ 1,124.43 (2I3/8)	\$1,218.97 (9I3/8)	\$1,208.97 (8I3/8)
	15 through 19	\$ 893.78 (2I4/9)	\$ 998.99 (9I4/9)	\$ 988.99 (8I4/9)
	20 or more	\$ 576.58 (2I5/0)	\$ 669.08 (9I5/0)	\$ 659.08 (8I5/0)
Retiree without Medicare A & B, and Spouse / Domestic Partner with Medicare A & B and Family	Less than 5	\$ 1,320.28 (2J1/6)	\$1,437.15 (9J1/6)	\$1,427.15 (8J1/6)
	5 through 9	\$ 1,222.52 (2J2/7)	\$1,333.71 (9J2/7)	\$1,323.71 (8J2/7)
	10 through 14	\$ 1,063.05 (2J3/8)	\$1,126.90 (9J3/8)	\$1,116.90 (8J3/8)
	15 through 19	\$ 840.07 (2J4/9)	\$ 920.01 (9J4/9)	\$ 910.01 (8J4/9)
	20 or more	\$ 538.21 (2J5/0)	\$ 609.75 (9J5/0)	\$ 599.75 (8J5/0)
Retiree with Medicare A & B, and Spouse / Domestic Partner without Medicare A & B and Family	Less than 5	\$ 1,135.53 (2K1/6)	\$1,253.28 (9K1/6)	\$1,253.28 (8K1/6)
	5 through 9	\$ 1,054.91 (2K2/7)	\$1,169.91 (9K2/7)	\$1,169.91 (8K2/7)
	10 through 14	\$ 934.33 (2K3/8)	\$1,003.17 (9K3/8)	\$1,003.17 (8K3/8)
	15 through 19	\$ 767.77 (2K4/9)	\$ 836.40 (9K4/9)	\$ 836.40 (8K4/9)
	20 or more	\$ 517.15 (2K5/0)	\$ 586.29 (9K5/0)	\$ 586.29 (8K5/0)
Retiree and Spouse / Domestic Partner both with Medicare A & B and Family	Less than 5	\$ 1,066.47 (2L1/6)	\$1,141.55 (9L1/6)	\$1,141.55 (8L1/6)
	5 through 9	\$ 989.69 (2L2/7)	\$1,064.72 (9L2/7)	\$1,064.72 (8L2/7)
	10 through 14	\$ 872.94 (2L3/8)	\$ 911.10 (9L3/8)	\$ 911.10 (8L3/8)
	15 through 19	\$ 714.06 (2L4/9)	\$ 757.43 (9L4/9)	\$ 757.43 (8L4/9)
	20 or more	\$ 478.79 (2L5/0)	\$ 526.96 (9L5/0)	\$ 526.96 (8L5/0)

# Surviving Dependents Medical Rates for 2015

	Years of Service	UnitedHealthcare CDHP w/HRA	UnitedHealthcare HMO	UnitedHealthcare PPO
Surviving Spouse without Medicare A & B	Less than 5	\$ 617.70 (2Y1)	\$ 627.70 (9Y1)	\$ 617.70 (8Y1)
	5 through 9	\$ 562.73 (2Y2)	\$ 572.73 (9Y2)	\$ 562.73 (8Y2)
	10 through 14	\$ 432.46 (2Y3)	\$ 462.86 (9Y3)	\$ 452.86 (8Y3)
	15 through 19	\$ 288.31 (2Y4)	\$ 353.00 (9Y4)	\$ 343.00 (8Y4)
	20 or more	\$ 144.15 (2Y5)	\$ 188.23 (9Y5)	\$ 178.23 (8Y5)
Surviving Spouse with Medicare A & B	Less than 5	\$ 343.85 (2Z1)	\$ 351.00 (9Z1)	\$ 351.00 (8Z1)
	5 through 9	\$ 305.65 (2Z2)	\$ 322.73 (9Z2)	\$ 322.73 (8Z2)
	10 through 14	\$ 229.24 (2Z3)	\$ 266.22 (9Z3)	\$ 266.22 (8Z3)
	15 through 19	\$ 152.82 (2Z4)	\$ 209.65 (9Z4)	\$ 209.65 (8Z4)
	20 or more	\$ 76.41 (2Z5)	\$ 124.84 (9Z5)	\$ 124.84 (8Z5)
Surviving Children Only	Less than 5	\$ 273.90 (2V1)	\$ 326.70 (9V1)	\$ 326.70 (8V1)
	5 through 9	\$ 266.70 (2V2)	\$ 318.11 (9V2)	\$ 318.11 (8V2)
	10 through 14	\$ 259.49 (2V3)	\$ 300.94 (9V3)	\$ 300.94 (8V3)
	15 through 19	\$ 245.07 (2V4)	\$ 283.75 (9V4)	\$ 283.75 (8V4)
	20 or more	\$ 216.24 (2V5)	\$ 258.00 (9V5)	\$ 258.00 (8V5)
Surviving Spouse without Medicare A & B Surviving Children	Less than 5	\$ 891.60 (2W1)	\$ 954.40 (9W1)	\$ 944.40 (8W1)
	5 through 9	\$ 829.42 (2W2)	\$ 890.83 (9W2)	\$ 880.83 (8W2)
	10 through 14	\$ 691.95 (2W3)	\$ 763.80 (9W3)	\$ 753.80 (8W3)
	15 through 19	\$ 533.38 (2W4)	\$ 636.75 (9W4)	\$ 626.75 (8W4)
	20 or more	\$ 360.39 (2W5)	\$ 446.23 (9W5)	\$ 436.23 (8W5)
Surviving Spouse with Medicare A & B Surviving Children	Less than 5	\$ 617.76 (2X1)	\$ 677.70 (9X1)	\$ 677.70 (8X1)
	5 through 9	\$ 572.34 (2X2)	\$ 640.84 (9X2)	\$ 640.84 (8X2)
	10 through 14	\$ 488.72 (2X3)	\$ 567.15 (9X3)	\$ 567.15 (8X3)
	15 through 19	\$ 397.90 (2X4)	\$ 493.40 (9X4)	\$ 493.40 (8X4)
	20 or more	\$ 292.65 (2X5)	\$ 382.84 (9X5)	\$ 382.84 (8X5)

# Vision Plan

Healthy eyes and clear vision are an important part of your overall health and quality of life. Davis Vision will help you care for your sight while saving you money.



To view benefits and locate a provider, go to [davisvision.com](http://davisvision.com) or call 888-445-2290. For non-members, click on **Member** and enter **2481** as the client code.

## Plan Design

Covered Service – In-network Benefits (limited out-of-network benefits are available).			
<b>Comprehensive Eye Exam</b> – \$10 copay, one exam per calendar year.			
<p><b>Frames</b> – in lieu of contact lenses. Once per calendar year. Up to \$125 retail allowance toward provider-supplied frame plus 20% off cost exceeding the allowance.* <b>OR</b> Any Fashion or Designer frame from Davis Vision’s exclusive Collection (with retail values up to \$175), <b>Covered in Full.</b> <b>OR</b> Any Premier frame from Davis Vision’s exclusive Collection (with retail values up to \$225), <b>Covered in Full</b> after an additional \$25 copay.  One-year eyeglass breakage warranty included at no additional cost.</p>		<p><b>Contacts</b> – in lieu of frames. Once per calendar year. Up to \$120 allowance toward provider-supplied contacts plus 15% off cost exceeding the allowance.* Standard Contacts – Evaluation, fitting fees, and follow-up care, \$25 copay applies. Specialty Contacts – Evaluation, fitting fees, and follow-up care, up to a \$60 allowance plus 15% off cost exceeding allowance.* \$25 copay applies. <b>OR</b> Davis Vision Collection contact lenses, evaluation, fitting fees, and follow-up care, <b>Covered in Full</b> after \$25 copay. (Up to 4 boxes of disposable lenses.) <b>OR</b> Medically necessary with prior approval, <b>Covered in Full.</b></p>	
<b>Standard Eyeglass Lenses</b> – Single, Bifocals, Trifocals, Lenticular, and Standard Scratch Coating. \$25 copay, once per calendar year. Polycarbonate lenses for children are covered in full up to age 19.			
<b>Lens Options</b>	<b>Copay</b>	<b>Lens Options</b>	<b>Copay</b>
Standard progressive addition lenses	\$50	Premium AR Coating	\$48
Premium progressives (i.e. Varilux, etc.)	\$90	Ultra AR coating	\$60
Intermediate-vision lenses	\$30	High-index lenses	\$55
Blended-segment lenses	\$20	Polarized lenses	\$75
Ultraviolet coating	\$12	Glass photochromic lenses	\$20
Standard anti-reflective (AR) coating	\$35	Plastic photosensitive lenses	\$65
* <b>Additional Discounts</b> – Not available at Wal-Mart or Sam’s Club.			

## Vision Rates – Monthly Premiums

Retiree Only	\$ 4.36	V1
Retiree & Spouse or Domestic Partner	\$ 8.64	V2
Retiree & Children	\$ 8.48	V3
Retiree & Family or Domestic Partner & Children	\$ 12.90	V4
Surviving Spouse	\$ 4.36	V6
Surviving Spouse & Children	\$ 8.48	V8
Surviving Children Only	\$ 4.36	V9

# Dental Plans

The City of Austin offers retirees and surviving dependents two dental coverage options. The following information briefly describes the two dental plans.

## Delta Dental

If you enroll in Delta Dental, you can select any dentist to provide dental services; however, if you select a dentist in one of Delta Dental's networks (DPO or Premier), you will have lower out-of-pocket costs. The DPO Program allows you the greatest reduction in your out-of-pocket expenses, since this select group of dentists in your area will provide dental benefits at a charge which has been contractually agreed upon between Delta Dental and the DPO Dentist. These charges are generally lower than those charged by the majority of dentists in the same area. If you select a dentist in the Premier Network, you will not be balanced billed for amounts over the Usual, Customary and Reasonable (UCR) fee. If you select a Non-Delta dentist, you will be responsible for any extra amount charged by the dentist over the benefits that Delta Dental will pay, in addition to any deductibles and maximums specified by the Plan. When contacting a dentist, ask whether the dentist participates in the Delta DPO Network or Premier Network. For detailed information call Delta Dental at *800-521-2651*.

Plan features include:

- Diagnostic and Preventive Services covered at 100%.
- Basic Services covered at 80%.
- Major Services covered at 50%.
- Orthodontia Services covered at 50%.
- \$50 Deductible per covered person (does not apply to Diagnostic and Preventive Services).
- \$150 Deductible per family, per calendar year.
- \$50 Deductible for Orthodontia Services per covered person.
- \$1,000 per patient maximum per covered person, per calendar year.
- \$1,000 lifetime orthodontia maximum per covered person.

## Assurant Employee Benefits - Heritage Plus with Specialty Benefit Plan

The Assurant Employee Benefits Plan is a prepaid dental plan that offers benefits through a network of plan dentists. If enrolled in this plan, you are responsible for specific copay amounts when services are provided by a network dentist. Members must select a network general dentist. Members can use the Specialty Plan to obtain services from network or non-network specialists for specific services listed in the member plan documents. Plan limitations and exclusions apply. If you move out of the service coverage area you have the option to drop or change coverage. See the plan documents for details.

Plan features include:

- No deductible.
- No waiting periods.
- Coverage for pre-existing conditions.
- No claim forms to file for plan dentist and plan specialty dentist services.
- No referrals required for specialty dentist services.
- No annual maximum for plan dentist and plan specialty dentist services.
- Plan specialty benefits have copay schedule. Refer to your plan document for copays.

To find a dentist call *800-443-2995* or visit [assurantemployeebenefits.com](http://assurantemployeebenefits.com). At the Website, click on ***For Members*** section, choose ***Find a Dentist*** – then under Prepaid/Managed Care Plans, select ***Heritage Series***. Services provided by an SBA Plan Specialty Dentist, and services provided by a Plan Specialty Dentist (a specialty dentist who is a part of the plan provider network but does not accept the SBA copay schedule), will be provided to you at a rate lower than the specialist's normal retail charges.

	<b>Delta Dental</b>			<b>Assurant Employee Benefits - Heritage Plus with Specialty Benefit Plan</b>
	<b>DPO Network</b>	<b>Premier Network</b>	<b>Out-of-Network</b>	<b>In-Network</b>
Selection of Dentist	Member can go to general dentist or specialist in network.	Member can go to general dentist or specialist in network.	Member can go to any general dentist or specialist.	Member must select a network general dentist. Member can use the Specialty Plan to obtain services from network and non-network specialists.
Annual Deductible	\$50 per person/\$150 per family per calendar year. Deductible does not apply to Diagnostic or Preventive Services.	\$50 per person/\$150 per family per calendar year. Deductible does not apply to Diagnostic or Preventive Services.	\$50 per person/\$150 per family per calendar year. Deductible does not apply to Diagnostic or Preventive Services.	None.
Covered Services (other than Orthodontia)	Diagnostic and Preventive – covered at 100% of DPO fee schedule. Basic – covered at 80% of DPO fee schedule. Major – covered at 50% of DPO schedule.	Diagnostic and Preventive – covered at 100% of Premier fee schedule (UCR). Basic – covered at 80% of Premier fee schedule (UCR). Major – covered at 50% of Premier fee schedule (UCR).	Diagnostic and Preventive – covered at 100% of UCR. Basic – covered at 80% of UCR. Major – covered at 50% of UCR. Also responsible for amounts above Usual, Customary and Reasonable (UCR).	Member pays applicable copays according to the schedule of benefits when services are provided by a network dentist.
Annual Maximum Benefit	\$1,000 per person per calendar year.	\$1,000 per person per calendar year.	\$1,000 per person per calendar year. Also responsible for amounts above UCR.	No maximum for network dentist. \$2,000 annual maximum for nonplan specialty dentist.
Orthodontia	50% of DPO fee schedule.	50% of Premier fee schedule (UCR).	50% of UCR. Also responsible for amounts above UCR.	25% discount when services are received from a network specialist. No age limitations (adults and children are both covered).

	Delta Dental			Assurant Employee Benefits - Heritage Plus with Specialty Benefit Plan
	DPO Network	Premier Network	Out-of-Network	In-Network
Orthodontia Maximum Benefit	\$1,000 per person per lifetime.	\$1,000 per person per lifetime.	\$1,000 per person per lifetime.	No orthodontia maximum when services are received from a network specialist.
Benefit Waiting Period	None	None	None	None
One Year Commitment	Allows members to cancel coverage only during Open Enrollment or within 31 days of a change in family status.			
Identification Cards	Two cards per retiree are issued.			
Claim Forms	None	None	Members file claims to be reimbursed for covered expenses. (Some dental offices may file claims and bill the balance after the plan has paid.)	None
Additional Information	For questions about eligibility, participating network dentists, plan benefits, claim forms, etc., call <i>800-521-2651</i> .			For questions about eligibility, participating network dentist, plan benefits, claim forms, etc., call <i>800-443-2995</i> .

## Dental Rates – Monthly Premiums

	Delta Dental		Assurant Employee Benefits - Heritage Plus with Specialty Plan	
Retiree Only	\$ 28.83	I1	\$ 10.14	A1
Retiree & One Dependent	\$ 60.66	I2	\$ 16.64	A2
Retiree & Family or Domestic Partner & Children	\$ 88.83	I3	\$ 25.77	A3
Surviving Spouse	\$ 28.83	I6	\$ 10.14	A6
Surviving Spouse & One Child	\$ 60.66	I7	\$ 16.64	A7
Surviving Spouse & Children	\$ 88.83	I8	\$ 25.77	A8
Surviving Children Only	\$ 60.66	I9	\$ 16.64	A9

# Additional Benefits

## Life Insurance

### Coverage Description

The City provides \$1,000 of retiree life insurance at no cost to retirees. Coverage is effective the first day of the following month in which you retire. Retirees are automatically enrolled in this benefit. You must complete a Retiree Beneficiary Designation Form.

Additional death benefits are available as follows:

- Employees' Retirement System – \$10,000. For more information call *512-458-2551*.
- Police Retirement System – \$10,000. For more information call *512-416-7672*.
- Austin Fire Fighters Relief and Retirement Fund – no death benefit offered.

Life insurance coverage is not available for dependents of retirees.

### Choosing a Beneficiary

In the event of your death, life insurance benefits are paid to your named beneficiary or beneficiaries. The City provides a Beneficiary Designation form for this purpose. Unless prohibited by law, your life insurance benefits will be distributed as you indicated on your Beneficiary Designation form. If your named beneficiary is under 18 years of age at the time of your death, court documents appointing a guardian may be required before payment can be made. You should talk with an attorney to make sure that benefits to a minor will be paid according to your wishes.

### Reviewing Your Beneficiary Designation Form

You can review your beneficiary designation for your life insurance coverage any time during the year. It is important that you keep this information current so that the person or persons you want to receive benefits are listed. To review your beneficiary information, you must visit the Employee Benefits Division and bring a photo ID.

### Filing a Life Insurance Claim

Your beneficiary must file the life insurance claim with the Employee Benefits Division and submit the appropriate documents:

- Retiree death – one original death certificate.
- Vendor claim forms.
- All life insurance claims are paid in a lump sum, unless you request another method of payment in writing and the insurance carrier approves your request.

## Retiree Discount Page - Beneplace

The City has teamed up with Beneplace, a local internet service offering discounts on hundreds of products and services. Some of the companies offering discounts through Beneplace are: Dell, Panasonic, Sears, Sony, Apple, AT&T, Costco, Walt Disney World, Travelers Insurance, and DISH Network. There are discounts on cruises, hotels, cell phones, rental cars, life insurance, and travel go to [beneplace.com/coaustin](http://beneplace.com/coaustin).





# Retiree Wellness Program

The City of Austin is pleased to announce expanded wellness activities for retirees in 2015. Sponsored by HealthyConnections, the City's award-winning wellness program, the new Retiree Wellness Program offers activities such as educational seminars, healthy cooking demos, and opportunities for exercise.

The focus will continue to be on reducing health risks and improving quality of life for individuals, and on reducing medical costs for both retirees and the organization. Many health issues can be improved through a healthy lifestyle that includes avoiding tobacco, following a healthy diet, and getting regular exercise and preventive care.

Retirees who are interested in receiving email updates about wellness opportunities can email the program at [healthyconnections@austintexas.gov](mailto:healthyconnections@austintexas.gov) and request to be added to the email notification list. This is a good way to find out about the wellness programs, which are described below. Retirees also can call the Employee Benefits Division at 512-974-3284 and ask to speak with a Wellness Consultant if they have questions about wellness opportunities.

## Health Assessments

The City strives to achieve a healthy workplace—for the benefit of its workforce and for the sustainability of the organization. Like other Texas cities, the City of Austin is requiring employees and retirees to be more accountable for their health. An important tool is a health assessment, which provides a “snapshot” of an individuals' health. Identifying health risks leads to early intervention, resulting in better outcomes and less-costly treatment.

Retirees and dependents, age 18 and older, enrolled in a City medical plan can:

1. Complete a finger stick screening at a City event to get their health numbers such as cholesterol, glucose, and blood pressure. To register for an appointment, call 877-366-7483.  
OR
2. Use lab results obtained through their doctor to get their health numbers.

These health numbers are then used to complete the online questionnaire at [www.myuhc.com](http://www.myuhc.com). When the questionnaire is completed, the individual receives a confidential report with recommendations for improving health and fitness. This information is available any time at [www.myuhc.com](http://www.myuhc.com). Note that all personal health information remains confidential. The City receives only group data. This group data is used to develop programs that address health issues.

## New Tobacco Premium

Tobacco use remains the number one preventable cause of death and disability in the United States. The City of Austin is committed to promoting the health and well-being of its employees and retirees.

For 2015, retirees and surviving dependents enrolled in a City medical plan who use tobacco and do not complete the Tobacco Certification Form will pay \$25 per month beginning January 2015. Non-tobacco users must complete the Tobacco Certification Form to avoid paying the Tobacco Premium. The Tobacco Premium is waived for retirees and surviving dependents who certify they do not use tobacco or have successfully completed the HealthConnections Tobacco Cessation 101 class. Retirees and surviving dependents who complete the class will have the deduction stopped the following month.

A tobacco user is defined by the City as a person who is currently using tobacco products, including but not limited to cigarettes, cigars, chewing tobacco, snuff, pipes, snus, sheesha and electronic cigarettes.

## **Tobacco Cessation 101**

HealthyConnections offers Tobacco Cessation 101, a two-part class, to help individuals live tobacco free. Classes, which are designed for all tobacco users, are available at worksites across the City. Part 1, which is two hours, includes thirty minutes with a trained counselor to develop a Live Tobacco Free plan for each participant. Part 2 is a one-hour class, scheduled a few weeks later, for check-in and support.

Individuals who complete the class and contact the Employee Benefits Division to receive approval are eligible to receive cessation medication (including over-the-counter products) free for six months with a doctor's prescription. Retirees, spouses, and eligible dependents (age 18 years and older) who are enrolled in a City medical plan are eligible for this benefit. Call 512-974-3284 for assistance.

## **Diabetes Program**

The City is committed to addressing the growing issue of diabetes. HealthyConnections has developed programs to help retirees, spouses, and eligible dependents (age 18 and older) manage their condition and improve their quality of life. Participants must be enrolled in a City medical plan and must be diagnosed with diabetes.

Diabetes can be a very serious condition if not properly managed, including complications such as heart attack, stroke, blindness, kidney failure, and amputations. Type 2 diabetes can be delayed or prevented entirely in individuals who are prediabetic through weight management, a healthy diet, and regular exercise. Call Seton at 512-324-1891 and choose Option 2 to enroll in the program.

## **Prediabetes**

This lifestyle intervention program is designed to help retirees and surviving dependents at high risk reduce their chances of developing Type 2 diabetes through education, healthy eating, and regular exercise.

## **Free Flu Shot Clinics**

This benefit is free to retirees and is offered in the fall at City worksites and at Retiree Open Enrollment meetings. Spouses and eligible dependents (age 18 and older) also may receive a flu shot if they accompany the retiree.

## **Healthy Pregnancy Program**

The Healthy Pregnancy Program helps participants avoid complications and high-risk pregnancies. Enroll by calling UnitedHealthcare at 888-246-7389. To be eligible, you must be enrolled in a City medical plan.

Participants can attend a breastfeeding support group that meets the third Thursday of the month at 505 Barton Springs Rd., Suite 600. They also receive the *Mayo Guide to a Healthy Pregnancy*, a HealthyConnections onesie, recommendations for free prenatal fitness classes, and telephone support from a UHC nurse.

## **Group Exercise Classes**

Retirees and their spouses may participate in free group exercise classes that are not space limited. Examples of these classes include Walk and Run/Walk. Classes are organized into quarterly sessions. The classes focus on beginners and are designed to improve overall fitness and health.

## **Health Awareness**

During the year, HealthyConnections sponsors activities based on national awareness campaigns designed to educate individuals about healthy lifestyles. Examples include Heart Health Month, the Breast Cancer Awareness Campaign, and Diabetes Education Month.

## **Optum Health**

Optum Health, a part of UnitedHealthcare, offers helpful resources. For example, you can call myNurseLine at *877-440-6011* to visit with a registered nurse who can help you make decisions about treatment options and the appropriate level of care you may need. This service is available 24/7.

You may receive a call from an Optum nurse, who can offer assistance on managing your health issues. This is an added benefit that is available as part of the City medical plan.

## **LIVESTRONG Survivorship Notebook**

If you or someone in your family has been diagnosed with cancer, the LIVESTRONG Foundation has provided the City of Austin a valuable resource, the *LIVESTRONG Survivorship Notebook*. This notebook includes information and tools to help you organize your care, keep all of your medical information in one place, and understand how to deal with the physical, emotional, and practical issues all cancer patients face. The notebook is available by contacting the Employee Benefits Division at *512-974-3284*.

## **Five Wishes Program**

This easy-to-complete living will addresses your medical, personal, emotional, and spiritual needs if you become seriously ill. The document is available free by contacting the Employee Benefits Division at *512-974-3284*.



# Important Benefits Information

## **Summary of Benefits and Coverage (SBC) and Uniform Glossary of Terms**

Under the law, insurance companies and group health plans must provide consumers with a concise document detailing, in plain language, simple and consistent information about health plan benefits and coverage. This summary will help consumers better understand the coverage they have and allow them to easily compare different coverage options. It summarizes the key features of the plan and coverage limitations and exceptions. For a copy of the SBC of the City's medical plans go to [austintexas.gov/retirees](http://austintexas.gov/retirees) or call 512-974-3284.

Under the Patient Protection and Affordable Care Act (Health Reform), consumers will also have a new resource to help them understand some of the most common but confusing jargon used in health insurance. Retirees can access the Uniform Glossary of Terms online at [austintexas.gov/retirees](http://austintexas.gov/retirees) or call 512-974-3284 for a copy.

## **ADA Compliance**

The City is committed to complying with the Americans with Disabilities Act (ADA). Reasonable accommodation, including equal access to communications, will be provided upon request. For more information, call the Human Resources Department at 512-974-3284 or use the Relay Texas TTY number 800-735-2989 for assistance. For more information, visit the website at [austintexas.gov/ada](http://austintexas.gov/ada).

## **Governing Plan**

Your rights are governed by each plan instrument (which may be a plan document, evidence of coverage, certificate of coverage, or contract), and not by the information in this Guide. If there is a conflict between the provisions of the plan you selected and this Guide, the terms of the plan govern. City of Austin retirees have access to benefits approved by the City Council each year as part of the budget process. The benefits and services offered by the City may be changed or terminated at any time.

## **The Health Insurance Portability & Accountability Act of 1996 (HIPAA)**

This act imposes the following restrictions on group health plans:

***Limitations on pre-existing exclusion periods:*** Pre-existing conditions can only apply to conditions for which medical advice, diagnosis, care, or treatment was recommended or received during a period beginning six months prior to an individual's enrollment date, and any pre-existing condition exclusion is not permitted to extend for more than 12 months after the enrollment date. Further, a pre-existing condition exclusion period may be reduced by any creditable previous coverage the individual may have had.

***Special enrollment:*** Group health plans must allow certain individuals to enroll upon the occurrence of certain events, including new dependents and loss of other coverage. Loss of coverage includes:

- Termination of employer contributions toward other coverage.
- Moving out of an HMO service area.
- Ceasing to be a "dependent," as defined by the other plan.
- Loss of coverage to a class of similarly situated individuals under the other plan (e.g., part-time employees).

Additionally, individuals entitled to special enrollment must be allowed to enroll in all available benefit package options and to switch to another option if he or she has a spouse or dependent with special enrollment rights.

***Prohibitions against discriminating against individual participants and beneficiaries based on health status:*** Plans may not establish rules for eligibility of any individual to enroll under the terms of the plan based on certain health status-related factors, including health status, medical condition, claims experience, receipt of health care, medical history, genetic information, evidence of insurability, or disability.

***Standards relating to benefits for mothers and newborns:*** Plans must provide for a 48-hour minimum stay for vaginal childbirth, and a 96-hour minimum stay for cesarean childbirth, unless the mother or medical provider shortens this period. No inducements or penalties can be used with the mother or medical provider to circumvent these rules.

***Parity in the application of certain limits to mental health benefits:*** Plans must apply the same annual and lifetime limits (i.e., dollar amounts) that apply to other medical benefits to benefits for mental health. If this requirement results in a one percent or more increase in plan costs or premiums, this rule does not apply.

### **City of Austin Policy on HIPAA**

HIPAA gives the City, as the plan sponsor of a non-federal governmental plan, the right to exempt the plan in whole or in part from the requirements described above. The City has decided to formally implement all of these requirements.

The effect of this decision as it applies to each of the above requirements and the Plan is as follows:

- The Plan does not currently have a pre-existing condition limitation and is in compliance.
- The Plan will provide special enrollment periods.
- The Plan will comply with the non-discrimination rules.
- The Plan will comply with the standards for benefits for mothers and newborn children.
- The Plan will comply with the rules on mental health benefits.

**The HIPAA Privacy Rules for Health Information** were established to provide comprehensive Federal protection concerning the privacy of health information. The Privacy Rules generally require the City to take reasonable steps to limit the use, disclosure, and requests for Protected Health Information to the minimum necessary to accomplish the intended purpose. The City is committed to implementing the Privacy Rules.

**The Women's Health and Cancer Rights Act of 1998** was enacted on October 21, 1998. It provides certain protections for breast cancer patients who elect breast reconstruction in connection with a mastectomy. Specifically, the act requires that health plans cover post-mastectomy reconstructive breast surgery if they provide medical and surgical coverage for mastectomies. Coverage must be provided for:

- Reconstruction of the breast on which the mastectomy has been performed.
- Surgery and reconstruction of the other breast to produce a symmetrical appearance.
- Prostheses and physical complications of all stages of mastectomy, including lymph edemas.
- Secondary consultation whether such consultation is based on a positive or negative initial diagnosis.

The benefits required under the **Women's Health and Cancer Rights Act of 1998** must be provided in a manner determined in consultation with the attending physician and the patient. These benefits are subject to the health plan's regular copay and deductible amounts.

## **Patient Protection and Affordable Care Act**

As part of the Patient Protection and Affordable Care Act (Health Reform) effective January 1, 2018, medical plans which exceed a threshold level established by the Federal government will have to pay a 40% excise tax. The City of Austin is committed to designing a medical plan that is below the threshold level; however, if the threshold is reached the cost of the excise tax will be passed on to employees and retirees.

## **COBRA**

The Consolidated Omnibus Budget Reconciliation Act of 1985 (COBRA), as amended, is a Federal law that requires employers to offer qualified beneficiaries the opportunity to continue medical coverage, vision coverage, and dental coverage, at their own cost in the case of certain qualifying events.

**COBRA Notice Requirements:** Each retiree or qualified beneficiary is required to notify the Employee Benefits Division of the Human Resources Department within 60 days of a divorce, legal separation, a child no longer meeting the definition of dependent, or entitlement to Medicare benefits. The City's COBRA administrator will then notify all qualified beneficiaries of their rights to enroll in COBRA coverage. Notice to a qualified beneficiary who is the spouse or former spouse of the covered retiree is considered proper notification to all other qualified beneficiaries residing with the spouse or former spouse at the time the notification is made.

## **Continuation of Coverage for Domestic Partners**

The City offers covered individuals the opportunity to continue medical coverage, dental coverage, and/or vision coverage at their own cost in the case of certain qualifying events.

Each retiree or covered individual is required to notify the Employee Benefits Division of the Human Resources Department within 31 days of dissolution of the Domestic Partnership, a child no longer meeting the definition of dependent, or entitlement to Medicare benefits. The City's COBRA administrator will then notify all covered individuals of their rights to enroll in Continuation of Coverage for Domestic Partners coverage. Notice to a covered individual who is the Domestic Partner or former Domestic Partner of the covered retiree is considered proper notification to all other covered individuals residing with the Domestic Partner or former Domestic Partner at the time the notification is made.

## **Surviving Dependent Coverage**

Your dependents may be eligible for Surviving Spouse Medical, Dental, and Vision Coverage only if you meet one of the following requirements and your dependents complete a Surviving Dependent Benefits Enrollment Form within 31 days from the date of your death:

- You are a City retiree who retired under the City of Austin Employees' Retirement System, Austin Fire Fighters Relief and Retirement Fund, or City of Austin Police Retirement System.
- You are an active City employee who is eligible to retire with the City but chooses to continue to work for the City.
- You are a City retiree who has returned to active employment with the City.

If eligible, your dependents will be able to continue his or her coverage through the City after your death, provided your dependents were enrolled in a City-sponsored plan at the time of your death. The coverage offered is the same coverage offered to City retirees.

## **Your Prescription Drug Coverage and Medicare Beneficiary Creditable Coverage Disclosure Notice**

This notice has information about your current prescription drug coverage with the City of Austin and about your options under Medicare's prescription drug coverage. This information can help you decide whether or not you want to join a Medicare drug plan. If you are considering joining a Medicare drug plan, you should compare your current coverage, including which drugs are covered at what cost, with the coverage and costs of the plans offering Medicare prescription drug coverage in this area. There are two important things you need to know about your current coverage and Medicare's prescription drug coverage:

1. On January 1, 2006, new prescription drug coverage became available to individuals with Medicare Part A. This coverage is available through Medicare prescription drug plans, also referred to as Medicare Part D. All such plans provide a standard, minimum level of coverage established by Medicare. Some plans may also offer more coverage for a higher monthly premium.
2. The City of Austin has determined that prescription drug coverage offered through City health plans is, on average for all plan participants, expected to pay out as much as standard Medicare prescription drug coverage pays and is therefore considered Creditable Coverage. Because your existing coverage is Creditable Coverage, you can keep this coverage and not pay a higher premium (a penalty) if you later decide to join a Medicare drug plan.

### **Other Important Considerations**

- If you currently have prescription drug coverage through a City medical plan, you may choose to enroll in Medicare Part D annually between October 15 and December 7, or when you first become eligible for Medicare Part D.
- If you decide to join a Medicare drug plan, your current City of Austin medical coverage will not be affected.
- If you do decide to join a Medicare drug plan and drop your current City of Austin coverage for your dependents, you may be able to get this coverage back during an Open Enrollment period.
- You should also know that if you drop or lose your current coverage with the City of Austin and don't join a Medicare drug plan within 63 continuous days after your current coverage ends, you may pay a higher premium (a penalty) to join a Medicare drug plan later. If you go 63 continuous days or longer without creditable prescription drug coverage, your monthly premium may go up by at least 1% of the Medicare base beneficiary premium per month for every month that you did not have that coverage. For example, if you go nineteen months without Creditable Coverage, your premium may consistently be at least 19% higher than the Medicare base beneficiary premium.
- You may have to pay this higher premium (a penalty) as long as you have Medicare prescription drug coverage. In addition, you may have to wait until the following October to join.
- If you are enrolled in Medicare Part D or a Medicare Advantage Plan and are also enrolled in the City medical plan, you may have duplicate prescription coverage. If you would like to review your coverage or for more information, contact the Employee Benefits Division at *512-974-3284*.

## More information about Medicare Part D prescription drug coverage

More detailed information about Medicare plans that offer prescription drug coverage is in the *Medicare & You* handbook. You'll get a copy of the handbook in the mail every year from Medicare. You may also be contacted directly by Medicare drug plans. You can also:

- Visit [medicare.gov](https://www.medicare.gov) for personalized help.
- Call the **Health and Human Services Commission of Texas** at *888-834-7406* or *800-252-9330*.
- Call *800-MEDICARE (800-633-4227)*.
- TTY users should call *877-486-2048*.

Financial assistance may be available for individuals with limited income and resources through the **Social Security Administration (SSA)**. For more information, visit the SSA website at [socialsecurity.gov](https://www.socialsecurity.gov) or call *800-772-1213*. TTY users should call *800-325-0778*.