



CITY OF CHATTANOOGA

OPEN ENROLLMENT
EFFECTIVE JULY 1, 2018



Enrollment Highlights

- **Enrollment Dates – May 29 to June 8**
- Two options with BlueCross BlueShield of TN:
 - Standard PPO plan-out of pocket max increases to \$3,200
 - High deductible plan with health savings account
- Save money by taking the S-Network!
- **This year: No evidence of insurability required on the voluntary term life insurance!**
- Enrollment will be online using Employee Self Service (Oracle system) to make additions and changes



Highlights Continued

We recommend going through the enrollment system this year

- Voluntary FSA will not transfer and needs to be reconfirmed.
- HSA election will carry forward this year.

Reminder - Voluntary Benefits offered this year:

- Whole Life, Critical Illness, Accident & Hospital Indemnity

- Call Unum call center for more:

-1-877-370-6740

-Text #cityofchatt to 87487





Health Insurance

BlueCross BlueShield of Tennessee

TWO PLAN OPTIONS: EACH WITH TWO SEPARATE NETWORK OPTIONS TO MEET YOUR NEEDS

Included in Either Plans

PPO or HDHP

Network

- Same Network and Discounts

Preventive Care

- 100% Preventive services

Max Out of Pocket

- While Max is slightly higher for HDHP, you and your family will have a cap on medical and Rx

WellAdvantage

- Wellness/fitness facility
- **Clinic** for covered members at reduced cost

Pharmacy

- Same network and discounts for either plan
- Pharmacy is included in the max out of pocket
- **Onsite Rx** is available at reduced cost

Choose the Plan

PPO

Higher premium

100% Preventive Services

Copays for services, such as office visits and ER

Lower Deductible and Out of Pocket Maximum

HDHP

Lower premium-More in your pay

100% Preventive Services

All other services count toward deductible and Out of Pocket Max

Eligible for the Health Savings Account

The City contributes money to your Savings Account (HSA)



Plan Comparison

	PPO In Network Benefits	HDHP In Network Benefits
Office Visits Primary Care/ Specialist	\$30 / \$40	20% after Deductible
Prescription Drugs Generic / Preferred/ Non Preferred Onsite Rx-Well Advantage	\$12 / \$42 / \$67 \$4 / \$27 / \$52	20% after Deductible
Well Advantage Clinic	\$0	\$20
Emergency Room	\$250 Copay	20% after Deductible
Coinsurance (after deductible)	20%	20%
Deductible single / family	\$1,000 / \$2,000	\$2,000 / \$4,000
Out-of-Pocket Maximum single / family	\$3,200 / \$6,400	\$4,000 / \$8,000

Rx Benefits

	PPO In Network Benefits	HDHP In Network Benefits
Retail-Prescription Drugs Generic / Preferred/ Non Preferred Mail Order-3 month supply	\$12 / \$42 / \$67 \$30 / \$105 / \$167.50	20% after Deductible
Onsite Rx-WellAdvantage 3 month supply	\$4 / \$27 / \$52 \$10 / \$67.50 / \$130	20% after Deductible
Specialty Drugs Administered in providers office	\$100	20% after Deductible
Save Money by using WellAdvantage Pharmacy & Generic medications Shop around and use tools for lowest cost option		

All copays and cost count toward Max out of pocket

Choose the Network

S NETWORK

- **Lower premium-More in your pay**
- In a recent study, 95% of the City's claims were at a S Network facility
- Members in S Network will pay a lower cost for services
- Parkridge Hospital only major provider not in the S Network



P NETWORK

- **Higher premium**
- Nearly 100% of providers
- Available with either Plan

Visit www.bcbst.com
click "Find a Doctor"

Premium Comparison

Monthly Employee Cost	PPO In Network Benefits		HDHP In Network Benefits	
	S Network	P Network	S Network	P Network
Employee	\$91.92	\$112.16	\$33.56	\$41.84
Employee + Children	\$169.68	\$207.00	\$67.20	\$83.72
Employee + Spouse	\$197.64	\$241.08	\$76.04	\$94.72
Family	\$280.92	\$342.64	\$111.84	\$139.40

\$15 monthly surcharge if you or your spouse use Tobacco (see tobacco policy)

**City contributes
to HSA**
Change in 7/2018

UPDATED	Monthly	Annually
Employee	\$30	\$360
Employee + Ch	\$40	\$480
Employee + Sp	\$50	\$600
Family	\$60	\$720

Save money using S Network

Annual Premium Savings *Compared to P Network Premiums*

Tier	PPO	HDHP
Employee	\$243	\$99
Employee + child(ren)	\$448	\$198
Employee + spouse	\$521	\$224
Family	\$741	\$331

Nearly 98% of the City's claims were at a S Network facility.
Take advantage of these premium savings AND savings with a deeper discount for services

Financial Comparison of PPO vs. HDHP

HDHP savings over PPO vs. financial risk
Below amounts based on Network P Premiums

	<u>Premium Difference + City HSA contribution</u>	<u>Deductible/OOPM Difference</u>
Employee Only	\$1,204	\$800
Employee/Children	\$1,959	\$1,600
Employee/Spouse	\$2,356	\$1,600
Full Family	\$3,159	\$1,600

Over a 12-month period, between premium savings and City-funded HSA contributions, you can save more than the additional risk incurred from increased deductibles and out of pocket maximums.



Advantages of the HDHP

- *There is so much \$ to save, if you consider making the switch...*
- ✓ Access to **tax-advantaged** Health Savings Account (HSA).
- ✓ Lower premiums deducted from pay.
- ✓ 100% preventive care coverage. No deductible or copay for annual wellness visits.
- ✓ City contribution to HSA helps with expenses.
- ✓ You can choose either network S or network P on HDHP plan, just like you can on the PPO Plan.



Things to Consider

- When you go to the doctor or pharmacy, you pay the entire cost of treatment rather than just a copay.
- A doctor visit at the Well Advantage clinic will require you to pay \$20. The charge drops to \$4 after you meet your deductible.
- The deductible is \$1000 higher (\$2000 family) than the PPO Plan.
- The annual out of pocket max is \$800 higher (\$1600 family) than the PPO plan.
- You can choose either network S or network P on either plan.
- If you have dependents on the plan, a single individual will need to satisfy the full family deductible and will be charged up to the full family out of pocket max.
- If you have any questions, contact the City of Chattanooga Benefits Office at 423-643-7220.



Medical Plan Overview

- The medical out-of-pocket maximum includes the deductible and all **medical** and **pharmacy** copays.
- Once you reach the out-of-pocket maximum, that is your true maximum. You will not pay any more copays or charges for the rest of the calendar year.
- The PPO plan and the HDHP plan both include a savings tool to set aside your earnings on a pre-tax basis to use for qualified expenses. The FSA pairs with the PPO plan and the HSA pairs with the HDHP.
- You can participate in the incentive points program (Blue Health Rewards) for healthy behaviors.





Flexible Spending Account

TASC

HEALTH SAVINGS AND DEPENDENT CARE ACCOUNTS
AVAILABLE FOR YOU TO CONTRIBUTE TO ON A PRE-TAX
BASIS.

Flexible Spending Account - Health

- **If you want to participate in the FSA, you MUST enroll each year!**
- If you or any family members have ongoing medical, dental, vision, and/or prescription expenses, the FSA gives you the opportunity to pay for these expenses on a pre-tax basis with **up to \$2,650**.
- You are eligible to participate in the FSA whether or not you are covered by the medical plan.



Eligible FSA Expenses

- Common Qualified FSA Expenses:
 - Co-pays, deductibles, and coinsurance for medical, dental, and vision services.
 - Prescription copays for you and your dependents
 - Orthodontia
 - Physical therapy
 - Hospital confinement
 - Psychological services
 - Laser eye surgery



Examples: Eligible and Ineligible Expenses

Eligible Expenses	Ineligible Expenses
Bandages and First Aid dressings	Cold medicines
Contact lenses and solution	Pain relievers (tylenol, etc.)
Diabetic testing supplies	Sinus medications
Blood pressure kits	Acid controllers (Prilosec OTC)
Heating pads	
Durable Medical Equipment	



Rules and Pointers

- No minimum election requirement.
- You can elect to defer up to \$2,650 tax-free.
- You can carry over up to \$500 to the next year, but no more than that.
- For this reason, make sure you are deliberate in the amount you put in the Flexible Spending Account.



FSA Open Enrollment

- The FSA has an annual open enrollment period just like the medical plan.
- You can enter or leave the plan only during open enrollment.
- By law, you must actively make the election each year.
- Each year, during open enrollment, you must decide if you want to participate and determine the amount you want to put in the plan.





Health Savings Account

HEALTH EQUITY



MUST ENROLL IN THE HIGH DEDUCTIBLE HEALTH PLAN (HDHP) TO QUALIFY.

HSA Account - Conditions

- Must enroll in the City's high deductible health plan.
- HSA funds can be used to pay for family's qualified expenses even if they have another medical plan of their own.
- City will contribute for you if you enroll in the HDHP:
 - Employee only coverage - \$30/month
 - Employee plus Children - \$40/month
 - Employee plus Spouse - \$50/month
 - Family Coverage - \$60/month
- Cannot be covered by another health plan, unless it's an HDHP.
- Cannot open an account if you are 65 or older – even if you are still on the City's medical plan.



Maximize your savings

2018 max contributions allowed by IRS:

- Single-coverage: \$3,450
- Family-coverage: \$6,900
- Catch-up contribution, age 55+: \$1,000



How to fund your HSA:

- Make pretax contributions through payroll deductions, online, or directly to Health Equity.
- HSA earns interest as well as provides other investment options as balance grows. Any growth in your account will also accumulate tax free.
- City will provide funding for your HSA account on your behalf. See Employee Benefits Guide for all details.



Health Savings Account FAQ's

Who owns the account?	You
When is the money available	As deposited
Can unused funds be rolled over from year to year?	Yes
How can I use my funds?	Debit card or electronic transfer
Does the account earn interest tax free?	Yes
If I leave my employer, can I take the unused balance?	Yes, the money is owned by you.





Dental Insurance

CIGNA

TWO OPTIONS



Dental reminders

- Two options with CIGNA
- The Total Cigna DPPO, richer option, is made up of two separate networks. Each network offers different levels of coverage

Cigna DPPO Advantage Network

- Highest benefit level, lower cost to you
- Over 90,000 dentists in 190,000 locations
- Average savings of 36%

CIGNA DPPO

- Lower Benefit Level than DPPO Advantage
- Over 45,000 dentist in 189,000 locations
- Average projected savings of 16%

One directory, which you can search online at CIGNA.com and myCigna.com



Dental Insurance

	CIGNA Advantage & DPPO	CIGNA HMO
Deductible	\$50 per person 3 per family	none
Annual Maximum	\$1,000	None
Preventive Services	100% no deductible	Reduced, fixed, pre-set charges apply for all covered services. Certain limitations apply.**
Basic Services	80% after deductible	
Major Services	50% after deductible	
Monthly Employee Contributions		
Employee	\$23.20	\$11.96
Employee + children	\$43.64	\$19.36
Employee + spouse	\$53.40	\$19.36
Family	\$73.96	\$29.48





Vision Insurance

BLUE CROSS BLUE SHIELD OF TENNESSEE

BENEFITS ADMINISTERED BY EYE MED

Vision Plan

	In Network	Out of Network
Exam	\$10 copay	\$35 allowance
Lenses ▪Single/Bifocal/Trifocal	\$25 copay	\$25/\$40/\$60 allowance
Frames	\$150 allowance	\$75 allowance
Contact lenses ▪Elective ▪Medically Necessary	\$150 allowance 100%	\$120 allowance \$200 allowance
Monthly Employee Contributions		
▪Employee		\$5.52
▪Employee + Children		\$11.32
▪Employee + Spouse		\$10.80
▪Family		\$16.08



Be sure to use an Eye Med provider for Vision services



Employer Paid Benefits

THE CITY OF CHATTANOOGA PAYS THE COSTS OF EACH OF THESE BENEFITS FOR YOU.

Employer Paid Benefits

Basic Life/AD&D Insurance (180 day waiting period) – Unum

- You receive coverage in the amount equal to your salary, up to a maximum of \$50,000.
- AD&D provides a matching amount if your death is accidental.

Long Term Disability (180 day waiting period) – The Hartford

- Provides 60% of your monthly income to a maximum amount of \$5,000/month.
- Benefit payments begin after 180 days of disability.

Employee Assistance Program (EAP) – ComPsych

- Resource to help you and your family members deal with work and life issues.
- Counseling/support for: mental health, grief, addiction, legal issues, financial matters, stress, identity theft and more.





Supplemental Benefits

UNUM AND THE HARTFORD

Different options for additional financial protection for you and your family. You pay the cost of these benefits.

Voluntary Benefits

- Open Enrollment gives you the opportunity to enroll in certain benefits for the first time or make changes
- This opportunity is available during the dates of:
May 29 to June 8
- The following options are available to you:
 - Supplemental Term Life insurance – Unum
 - Hospital indemnity - Unum
 - Whole life insurance with long term care – Unum
 - Critical illness with cancer – Unum
 - Accident insurance - Unum



The Hartford and Unum

Short Term Disability

- Provides up to 24 weeks of benefit payments after a fourteen-day elimination period.
- Choice of benefit level (either 50% or 70% of salary) up to \$2,000 per week.
- If you have not enrolled, you may do so after completing a medical questionnaire with approval from Hartford

Term Life Insurance

- You may enroll at this time (or increase coverage) **without answering health questions!**
- Supplement the basic policy that all employees receive
- Coverage available for employees, spouse and child(ren)
- Check your rates and enroll directly on the Oracle site.



Unum

Insurance Options offered at Open Enrollment only :

- Group Hospital Indemnity
- Whole Life (with Long Term Care rider)
- Critical Illness/Cancer
- Accident

Learn more or enroll by calling 1-877-370-6740



Dependent Care FSA

- You can contribute up to \$5,000 pre-tax annually for dependent care expenses. This will enable you and your spouse, if applicable, to go to work.
- To qualify, both you and your spouse must either work full-time or be full-time students.
- You do not have to participate in any of the other City benefits to enroll.



Eligible Dependent Care Expenses

- Daycare expenses – including pre-school.
- Before / after school programs.
- Summer day camps (no overnight) for children up to age 13.
- Care for a dependent adult family member.



Qualifying Events

- Marriage or divorce.
- Death of spouse or dependent.
- Birth or adoption of a child.
- Commencement or termination of employment by either the employee or spouse.
- An unpaid leave of absence taken by the employee or spouse.
- A significant change in dependent's insurance premiums.

You have only 31 days to make a change



For Further Information

- For more benefits information, visit the City's benefits site at www.mychattanoogaBenefits.com
- To enroll or make benefits changes, access the City's Oracle system.
- Refer to the ***2018-19 Open Enrollment Benefits Guide*** for plan information and Oracle enrollment instructions.
- By law, **the FSA is a one-year benefit.** You must elect this benefit during the open enrollment period.



Closing Comments

- This is your open enrollment period – you may enroll, add dependents, or drop coverage.
- Recommended to actively go through the Oracle enrollment this year.
- Employees will use the Employee Self Service to elect medical, dental, vision, STD, supplemental life and flex plans. **Note: You may now use a personal computer or network computer!**
- By law, FSA cannot automatically roll over; you must elect those benefits on an annual basis.
- Contact the City Human Resources department with any additional questions.

Open Enrollment Dates: May 29 –June 8

