



BOARD OF COUNTY COMMISSIONERS HUMAN RESOURCES

3600 West Sovereign Path • Suite 178 • Lecanto, Florida 34461
(352) 527-5370 Phone • (352) 527-5372 Fax

Dear Employee,

We are pleased to provide you the attached Summary of Benefits & Coverage (SBC) for group medical plans offered to our eligible participants for the 2016-2017 plan year which begins on October 1, 2016 and ends September 30, 2017.

Please be advised that an SBC is available for the plans being offered to our group plan participants and their eligible dependents. The SBC follows a prescribed format as established under the recent Health Care Reform legislation, and outlines the benefits of each medical plan in detail with definitions and descriptions.

SBC's are available for the following offered plans:

<u>Carrier</u>	<u>Plan Name</u>
FL Blue	Blue Options 05770 PPO (Base Plan)
FL Blue	Blue Options 03359 PPO (Buy-Up Plan)

Please refer to the SBC for further information about cost sharing responsibilities such as, deductibles, co-pays and coinsurance, as well as the selected network. Printed copies of the SBC's for all plans, as well as the standard glossary are available free of charge in the Human Resources Department. You may contact Human Resources at (352) 527-5370 with additional questions.

Sincerely,

Sherry Anderson
Human Resources Director

Summary of Benefits and Coverage: What this Plan Covers & What it Costs

Coverage for: Individual and/or Family | **Plan Type:** PPO



This is only a summary. If you want more detail about your coverage and costs, you can get the complete terms in the policy or plan document at www.floridablue.com or by calling 1-800-352-2583. In the event there is a conflict between this summary and your Florida Blue coverage documents the terms and conditions of the coverage documents will control.

Important Questions	Answers	Why this Matters:
What is the overall <u>deductible</u> ?	In-Network: \$1,500 Per Person/ \$3,000 Family. Out-Of-Network: Combined with In-Network. Does not apply to In-Network preventive care.	You must pay all the costs up to the <u>deductible</u> amount before this plan begins to pay for covered services you use. Check your policy or plan document to see when the <u>deductible</u> starts over (usually, but not always, January 1st). See the chart starting on page 2 for how much you pay for covered services after you meet the <u>deductible</u> .
Are there other <u>deductibles</u> for specific services?	No.	You don't have to meet <u>deductibles</u> for specific services, but see the chart starting on page 2 for other costs for services this plan covers.
Is there an <u>out-of-pocket limit</u> on my expenses?	Yes. In-Network: \$4,500 Per Person/ \$9,000 Family. Out-Of-Network: \$9,000 Per Person/ \$18,000 Family.	The <u>out-of-pocket limit</u> is the most you could pay during a coverage period (usually one year) for your share of the cost of covered services. This limit helps you plan for health care expenses.
What is not included in the <u>out-of-pocket limit</u> ?	Premium, balance-billed charges, and health care this plan doesn't cover.	Even though you pay these expenses, they don't count toward the <u>out-of-pocket limit</u> .
Is there an overall annual limit on what the plan pays?	No.	The chart starting on page 2 describes any limits on what the plan will pay for <i>specific</i> covered services, such as office visits.
Does this plan use a <u>network of providers</u> ?	Yes. For a list of participating providers , see www.floridablue.com or call 1-800-352-2583.	If you use an in-network doctor or other health care provider , this plan will pay some or all of the costs of covered services. Be aware, your in-network doctor or hospital may use an out-of-network provider for some services. Plans use the term in-network, preferred , or participating for providers in their network . See the chart starting on page 2 for how this plan pays different kinds of providers .
Do I need a referral to see a <u>specialist</u> ?	No.	You can see the <u>specialist</u> you choose without permission from this plan.
Are there services this plan doesn't cover?	Yes.	Some of the services this plan doesn't cover are listed on page 5. See your policy or plan document for additional information about <u>excluded services</u> .

Questions: Call 1-800-352-2583 or visit us at www.floridablue.com. If you aren't clear about any of the underlined terms used in this form, see the Glossary. You can view the Glossary at www.floridablue.com or call 1-800-352-2583 to request a copy.



- **Copays** are fixed dollar amounts (for example, \$15) you pay for covered health care, usually when you receive the service.
- **Coinsurance** is *your* share of the costs of a covered service, calculated as a percent of the **allowed amount** for the service. For example, if the plan's **allowed amount** for an overnight hospital stay is \$1,000, your **coinsurance** payment of 20% would be \$200. This may change if you haven't met your **deductible**.
- The amount the plan pays for covered services is based on the **allowed amount**. If an out-of-network **provider** charges more than the **allowed amount**, you may have to pay the difference. For example, if an out-of-network hospital charges \$1,500 for an overnight stay and the **allowed amount** is \$1,000, you may have to pay the \$500 difference. (This is called **balance billing**.)
- This plan may encourage you to use in-network **providers** by charging you lower **deductibles**, **copays** and **coinsurance** amounts.

Common Medical Event	Services You May Need	Your cost if you use a		Limitations & Exceptions
		In-Network Provider	Out-Of-Network Provider	
If you visit a health care provider's office or clinic	Primary care visit to treat an injury or illness	\$35 Copay	Deductible + 40% Coinsurance	Physician administered drugs may have higher cost shares.
	Specialist visit	Deductible + 30% Coinsurance	Deductible + 40% Coinsurance	Physician administered drugs may have higher cost shares.
	Other practitioner office visit	Deductible + 30% Coinsurance	Deductible + 40% Coinsurance	Physician administered drugs may have higher cost shares.
	Preventive care/ screening/immunization	No Charge	40% Coinsurance	Physician administered drugs may have higher cost shares.
If you have a test	Diagnostic test (x-ray, blood work)	Independent Clinical Lab: No Charge/ Independent Diagnostic Testing Center: \$50 Copay	Deductible + 40% Coinsurance	Tests performed in hospitals may have higher cost share.
	Imaging (CT/PET scans, MRIs)	Physician Office: \$175 Copay/ Independent Diagnostic Testing Center: \$175 Copay	Deductible + 40% Coinsurance	Prior authorization may be required. Tests performed in hospitals may have higher cost share.
If you need drugs to treat your illness or condition	Generic drugs	\$15 Copay per prescription at retail, \$30 Copay per prescription by mail	50% Coinsurance	Up to 30 day supply for retail, 90 day supply for mail order. Responsible Rx programs such as Prior Authorization may apply. See Medication Guide for more information.

Common Medical Event	Services You May Need	Your cost if you use a		Limitations & Exceptions
		In-Network Provider	Out-Of-Network Provider	
More information about prescription drug coverage is available at www.floridablue.com .	Preferred brand drugs	\$40 Copay per prescription at retail, \$80 Copay per prescription by mail	50% Coinsurance	Up to 30 day supply for retail, 90 day supply for mail order.
	Non-preferred brand drugs	\$60 Copay per prescription at retail, \$120 Copay per prescription by mail	50% Coinsurance	Up to 30 day supply for retail, 90 day supply for mail order.
	Specialty drugs	Specialty drugs are subject to the cost share based on applicable drug tier.	Specialty drugs are subject to the cost share based on the applicable drug tier.	Not covered through Mail Order. Up to 30 day supply for retail.
If you have outpatient surgery	Facility fee (e.g., ambulatory surgery center)	Ambulatory Surgical Center: \$150 Copay/ Hospital Option 1: Deductible + 30% Coinsurance	Deductible + 40% Coinsurance	Option 2 hospitals may have higher cost shares.
	Physician/surgeon fees	Deductible + 30% Coinsurance	Hospital: Deductible + 30% Coinsurance/ Ambulatory Surgical Center: Deductible + 40% Coinsurance	—————none—————
If you need immediate medical attention	Emergency room services	Deductible + 30% Coinsurance	Deductible + 30% Coinsurance	—————none—————
	Emergency medical transportation	Deductible + 30% Coinsurance	In-Network Deductible + 30% Coinsurance	—————none—————
	Urgent care	\$75 Copay	\$75 Copay	—————none—————
If you have a hospital stay	Facility fee (e.g., hospital room)	Deductible + 30% Coinsurance	Deductible + 40% Coinsurance	Inpatient Rehab Services limited to 30 days. Option 2 hospitals may have higher cost shares.
	Physician/surgeon fee	Deductible + 30% Coinsurance	Deductible + 30% Coinsurance	—————none—————
If you have mental health, behavioral health, or substance abuse needs	Mental/Behavioral health outpatient services	Physician Office: No Charge/ Hospital Option 1: Deductible + 30% Coinsurance	Physician Office: No Charge/ Hospital: Deductible + 40% Coinsurance	Option 2 hospitals may have higher cost shares.
	Mental/Behavioral health inpatient services	Deductible + 30% Coinsurance	Physician Services: Deductible + 30% Coinsurance / Hospital: Deductible + 40% Coinsurance	Option 2 hospitals may have higher cost shares.

Common Medical Event	Services You May Need	Your cost if you use a		Limitations & Exceptions
		In-Network Provider	Out-Of-Network Provider	
	Substance use disorder outpatient services	Deductible + 30% Coinsurance	Physician Office: No Charge/ Hospital: Deductible + 40% Coinsurance	Option 2 hospitals may have higher cost shares.
	Substance use disorder inpatient services	Deductible + 30% Coinsurance	Physician Services: Deductible + 30% Coinsurance / Hospital: Deductible + 40% Coinsurance	Option 2 hospitals may have higher cost shares.
If you are pregnant	Prenatal and postnatal care	Deductible + 30% Coinsurance	Deductible + 40% Coinsurance	—————none—————
	Delivery and all inpatient services	Physician Services: Deductible + 30% Coinsurance/ Hospital Option 1: Deductible + 30% Coinsurance	Physician Services: Deductible + 30% Coinsurance/ Hospital: Deductible + 40% Coinsurance	Option 2 hospitals may have higher cost shares.
If you need help recovering or have other special health needs	Home health care	Deductible + 30% Coinsurance	Deductible + 40% Coinsurance	Coverage limited to 20 visits.
	Rehab services	Physician Office: Deductible + 30% Coinsurance / Outpatient Rehab Center: Deductible + 30% Coinsurance	Deductible + 40% Coinsurance	Coverage limited to 35 visits, including 26 manipulations. Services performed in hospitals may have a higher cost-share.
	Habilitation services	Not Covered	Not Covered	Not Covered
	Skilled nursing care	Deductible + 30% Coinsurance	Deductible + 40% Coinsurance	Coverage limited to 60 days.
	Durable medical equipment	Deductible + 30% Coinsurance	Deductible + 40% Coinsurance	—————none—————
	Hospice service	Deductible + 30% Coinsurance	Deductible + 40% Coinsurance	—————none—————
If your child needs dental or eye care	Eye exam	Not Covered	Not Covered	Not Covered
	Glasses	Not Covered	Not Covered	Not Covered
	Dental check-up	Not Covered	Not Covered	Not Covered

Excluded Services & Other Covered Services:

Services Your Plan Does NOT Cover (This isn't a complete list. Check your policy or plan document for other [excluded services](#).)

- Acupuncture
- Bariatric surgery
- Cosmetic surgery
- Dental care (Adult)
- Habilitation services
- Hearing aids
- Infertility treatment
- Long-term care
- Pediatric dental check-up
- Pediatric eye exam
- Pediatric glasses
- Private-duty nursing
- Routine eye care (Adult)
- Routine foot care unless for treatment of diabetes
- Weight loss programs

Other Covered Services (This isn't a complete list. Check your policy or plan document for other covered services and your costs for these services.)

- Chiropractic care - Limited to 35 visits
- Most coverage provided outside the United States. See www.floridablue.com.
- Non-emergency care when traveling outside the U.S.

Your Rights to Continue Coverage:

If you lose coverage under the plan, then, depending upon the circumstances, Federal and State laws may provide protections that allow you to keep health coverage. Any such rights may be limited in duration and will require you to pay a **premium**, which may be significantly higher than the **premium** you pay while covered under the plan. Other limitations on your rights to continue coverage may also apply.

For more information on your rights to continue coverage, contact the plan at 1-800-352-2583. You may also contact your state insurance department at 1-877-693-5236, the U.S. Department of Labor, Employee Benefits Security Administration at 1-866-444-3272 or www.dol.gov/ebsa, or the U.S. Department of Health and Human Services at 1-877-267-2323 x61565 or www.cciio.cms.gov.

Your Grievance and Appeals Rights:

For more information on your rights to a grievance or appeal, contact the insurer at 1-800-352-2583. You may also contact the Department of Labor's Employee Benefits Security Administration at 1-866-444-EBSA (3272) or www.dol.gov/ebsa/healthreform, or your state insurance department at 1-877-693-5236.

For non-federal governmental group health plans and church plans that are group health plans contact your employee services department. You may also contact the state insurance department at 1-877-693-5236.

Does this Coverage Provide Minimum Essential Coverage?

The Affordable Care Act requires most people to have health care coverage that qualifies as “minimum essential coverage.” **This plan or policy does provide minimum essential coverage.**

Does this Coverage Meet the Minimum Value Standard?

The Affordable Care Act establishes a minimum value standard of benefits of a health plan. The minimum value standard is 60% (actuarial value). **This health coverage[does / does not] meet the minimum value standard for the benefits it provides.**

Language Access Services:

Spanish (Español): Para obtener asistencia en Español, llame al 1-800-352-2583.

Tagalog (Tagalog): Kung kailangan ninyo ang tulong sa Tagalog tumawag sa 1-800-352-2583.

Chinese (中文): 如果需要中文的帮助, 请拨打这个号码 1-800-352-2583.

Navajo (Dine): Dinek'ehgo shika at'ohwol ninisingo, kwijigo holne' 1-800-352-2583.

Plan Documents:

If you want more detail about coverage and costs, you can get the complete terms in the policy or plan document by calling 1-800-352-2583 or by clicking the following link:

<http://www.bcbsfl.com/DocumentLibrary/COC/2016/LGPREACA/OFX/LG160012.pdf> .

To see examples of how this plan might cover costs for a sample medical situation, see the next page.

About these Coverage Examples:

These examples show how this plan might cover medical care in given situations. Use these examples to see, in general, how much financial protection a sample patient might get if they are covered under different plans.



This is not a cost estimator.

Don't use these examples to estimate your actual costs under this plan. The actual care you receive will be different from these examples, and the cost of that care will also be different.

See the next page for important information about these examples.

Having a baby (normal delivery)

- Amount owed to providers: \$7,540
- Plan pays \$5,140
- Patient pays \$2,400

Sample care costs:

Hospital charges (mother)	\$2,700
Routine obstetric care	\$2,100
Hospital charges (baby)	\$900
Anesthesia	\$900
Lab tests	\$500
Prescriptions	\$200
Radiology	\$200
Vaccines, other preventive	\$40
Total	\$7,540

Patient pays:

Deductibles	\$1,500
Copays	\$100
Coinsurance	\$600
Limits or exclusions	\$200
Total	\$2,400

Managing type 2 diabetes (routine maintenance of a well-controlled condition)

- Amount owed to providers: \$5,400
- Plan pays \$3,850
- Patient pays \$1,550

Sample care costs:

Prescriptions	\$2,900
Medical Equipment and Supplies	\$1,300
Office Visits and Procedures	\$700
Education	\$300
Lab tests	\$100
Vaccines, other preventive	\$100
Total	\$5,400

Patient pays:

Deductibles	\$70
Copays	\$1,400
Coinsurance	\$0
Limits or exclusions	\$80
Total	\$1,550

Questions and answers about the Coverage Examples:

What are some of the assumptions behind the Coverage Examples?

- Costs don't include **premiums**.
- Sample care costs are based on national averages supplied by the U.S. Department of Health and Human Services, and aren't specific to a particular geographic area or health plan.
- The patient's condition was not an excluded or preexisting condition.
- All services and treatments started and ended in the same coverage period.
- There are no other medical expenses for any member covered under this plan.
- Out-of-pocket expenses are based only on treating the condition in the example.
- The patient received all care from in-network **providers**. If the patient had received care from out-of-network **providers**, costs would have been higher.
- If the SBC includes both individual and family coverage tiers, the coverage examples were completed using the per-person deductible and out-of-pocket limit on page 1.

Questions: Call 1-800-352-2583 or visit us at www.floridablue.com.

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Florida Blue is a trade name of Blue Cross and Blue Shield of Florida, Inc., an Independent Licensee of the Blue Cross and Blue Shield Association. Florida Blue provides administrative services only.

What does a Coverage Example show?

For each treatment situation, the Coverage Example helps you see how **deductibles**, **copays**, and **coinsurance** can add up. It also helps you see what expenses might be left up to you to pay because the service or treatment isn't covered or payment is limited.

Does the Coverage Example predict my own care needs?

✘ **No.** Treatments shown are just examples. The care you would receive for this condition could be different based on your doctor's advice, your age, how serious your condition is, and many other factors.

Does the Coverage Example predict my future expenses?

✘ **No.** Coverage Examples are **not** cost estimators. You can't use the examples to estimate costs for an actual condition. They are for comparative purposes only. Your own costs will be different depending on the care you receive, the prices your **providers** charge, and the reimbursement your health plan allows.

Can I use Coverage Examples to compare plans?

✔ **Yes.** When you look at the Summary of Benefits and Coverage for other plans, you'll find the same Coverage Examples. When you compare plans, check the "Patient Pays" box in each example. The smaller that number, the more coverage the plan provides.

Are there other costs I should consider when comparing plans?

✔ **Yes.** An important cost is the **premium** you pay. Generally, the lower your **premium**, the more you'll pay in out-of-pocket costs, such as **copays**, **deductibles**, and **coinsurance**. You should also consider contributions to accounts such as health savings accounts (HSAs), flexible spending arrangements (FSAs) or health reimbursement accounts (HRAs) that help you pay out-of-pocket expenses.

Supplement to Florida Blue BlueOptions Plans 03359 & 05770 SBC

Coverage Period 10/01/2016 – 9/30/2017

Other Covered Benefits for Employee & Covered Dependents of Citrus County Board of County Commissioners Employee Health Clinic

Employee Health Clinic – Citrus County Board of County Commissioners provides employees and their dependents covered under the Florida Blue Medical Plans 03359 and 05770 access to an employee health center. Services received through the County’s Employee Health Center are free to employees and their dependents. There are no deductibles or copayments when utilizing services rendered at the Employee Health Center. The Employee Health Center is located at 2804 W. Marc Knighton Court Key #10, Lecanto, FL 34461.

If you want more detail about the Employee Health Center, you can logon to the County’s employee intranet site at <http://intranet/> or Citrus County Board of County Commissioners’ website at www.citrusbocc.com or call the Human Resources Department at 352-527-5370.

Tobacco Use Surcharge - The County offers a Tobacco Free Wellness Incentive for all employees covered under the medical plan. If an employee is a non-tobacco user, the County will provide a \$50.00 per month incentive to the insurance premium currently paid. Current tobacco users that have not completed a tobacco cessation course, however, will be responsible for the \$50.00 per month charge to the insurance premium currently paid. The Tobacco Free Wellness Incentive program runs October 1, 2016 through September 30, 2017. Tobacco testing will be required for benefit eligible employees to receive the premium incentive. Tobacco users will be offered the option to complete tobacco counseling or a tobacco cessation program. Free resources are available through the Health Department or the County's Employee Wellness Center. The County will assist you in locating a program to fit your needs as necessary. Please also note that Chantix (stop smoking prescription) is a covered medication under the Florida Blue plan.