

2017 – 2018 TRS-ActiveCare Plan Highlights

Effective September 1, 2017 through August 31, 2018 | In-Network Level of Benefits*



Medical Coverage	ActiveCare 1-HD	ActiveCare Select or ActiveCare Select Whole Health <small>HPISD employees MUST choose Baylor Scott & White when enrolling in the Select Plan. (Baptist Health System and HealthTexas Medical Group; Baylor Scott & White Quality Alliance; Kelsey Select; Memorial Hermann Accountable Care Network; Seton Health Alliance)</small>	ActiveCare 2
Deductible (per plan year) In-Network Out-of-Network	\$2,500 employee only/\$5,000 family \$5,000 employee only/\$10,000 family	\$1,200 individual/\$3,600 family Not applicable. This plan does not cover out-of-network services except for emergencies.	\$1,000 individual/\$3,000 family \$2,000 individual/\$6,000 family
Out-of-Pocket Maximum (per plan year; medical and prescription drug deductibles, copays, and coinsurance count toward the out-of-pocket maximum) In-Network Out-of-Network	The individual out-of-pocket maximum only includes covered expenses incurred by that individual. \$6,550 individual/\$13,100 family \$13,100 individual/\$26,200 family	(up \$300/indiv. Up \$600/family from 16-17) \$7,150 individual/\$14,300 family Not applicable. This plan does not cover out-of-network services except for emergencies.	(up \$300/indiv. Up \$600/family from 16-17) \$7,150 individual/\$14,300 family \$14,300 individual/\$28,600 family
Coinsurance In-Network Participant pays (after deductible) Out-of-Network Participant pays (after deductible)	20% 40% of allowed amount	20% Not applicable. This plan does not cover out-of-network services except for emergencies.	20% 40% of allowed amount
Office Visit Copay Participant pays	20% after deductible	\$30 copay for primary \$60 copay for specialist	\$30 copay for primary \$50 copay for specialist
Diagnostic Lab Participant pays	20% after deductible	Plan pays 100% (deductible waived) if performed at a Quest facility; participant pays 20% after deductible at other facility	Plan pays 100% (deductible waived) if performed at a Quest facility; participant pays 20% after deductible at other facility
Preventive Care See below for examples	Plan pays 100%	Plan pays 100%	Plan pays 100%
Teladoc[®] Physician Services	\$40 consultation fee (counts toward deductible and out-of-pocket maximum)	Plan pays 100%	Plan pays 100%
High-Tech Radiology (CT scan, MRI, nuclear medicine) Participant pays	20% after deductible	\$100 copay plus 20% after deductible	\$100 copay plus 20% after deductible
Inpatient Hospital (preauthorization required) (facility charges) Participant pays	20% after deductible	\$150 copay per day plus 20% after deductible (\$750 maximum copay per admission)	\$150 copay per day plus 20% after deductible (\$750 maximum copay per admission; \$2,250 maximum copay per plan year)
Emergency Room (true emergency use) Participant pays	20% after deductible	\$200 copay plus 20% after deductible (copay waived if admitted)	\$200 copay plus 20% after deductible (copay waived if admitted)
Outpatient Surgery Participant pays	20% after deductible	\$150 copay per visit plus 20% after deductible	\$150 copay per visit plus 20% after deductible
Bariatric Surgery Physician charges (only covered if performed at an IOQ facility) Participant pays	\$5,000 copay (does apply to out-of-pocket maximum) plus 20% after deductible	Not covered	\$5,000 copay (does not apply to out-of-pocket maximum) plus 20% after deductible
Annual Vision Examination (one per plan year; performed by an ophthalmologist or optometrist using calibrated instruments) Participant pays	20% after deductible	\$60 copay for specialist	\$50 copay for specialist
Annual Hearing Examination Participant pays	20% after deductible	\$30 copay for primary \$60 copay for specialist	\$30 copay for primary \$50 copay for specialist

Preventive Care

Some examples of preventive care frequency and services:

- **Routine physicals** – annually age 12 and over
- **Mammograms** – 1 every year age 35 and over
- **Smoking cessation counseling** – 8 visits per 12 months
- **Well-child care** – unlimited up to age 12
- **Colonoscopy** – 1 every 10 years age 50 and over
- **Healthy diet/obesity counseling** – unlimited to age 22; age 22 and over – 26 visits per 12 months
- **Well woman exam & pap smear** – annually age 18 and over
- **Prostate cancer screening** – 1 per year age 50 and over
- **Breastfeeding support** – 6 lactation counseling visits per 12 months

Note: Covered services under this benefit must be billed by the provider as “preventive care.” Non-network preventive care is not paid at 100%. If you receive preventive services from a non-network provider, you will be responsible for any applicable deductible and coinsurance under the ActiveCare 1-HD and ActiveCare 2. There is no coverage for non-network services under the ActiveCare Select plan or ActiveCare Select Whole Health. For a complete listing of preventive care services, please view the Benefits Booklet at www.tractivecareetna.com for the latest list of covered services.

TRS-ActiveCare is administered by Aetna Life Insurance Company. Aetna provides claims payment services only and does not assume any financial risk or obligation with respect to claims. Prescription drug benefits are administered by Caremark.

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Prescription Coverage	ActiveCare 1-HD	ActiveCare Select or ActiveCare Select Whole Health (Baptist Health System and HealthTexas Medical Group; Baylor Scott & White Quality Alliance; Kelsey Select; Memorial Hermann Accountable Care Network; Seton Health Alliance)	ActiveCare 2
Drug Deductible (per person, per plan year)	Must meet plan-year deductible before plan pays.**	\$0 generic; \$200 brand	\$0 generic; \$200 brand
Short-Term Supply at a Retail Location (up to a 31-day supply) Tier 1 – Generic Tier 2 – Preferred Brand Tier 3 – Non-Preferred Brand	20% coinsurance after deductible, except for certain generic preventive drugs that are covered at 100%.**	\$20 for a 1- to 31-day supply \$40 for a 1- to 31-day supply*** 50% coinsurance for a 1- to 31-day supply***	\$20 for a 1- to 31-day supply \$40 for a 1- to 31-day supply*** \$65 for a 1- to 31-day supply***
Extended-Day Supply at Mail Order or Retail-Plus Pharmacy Location (60- to 90-day supply)**** Tier 1 – Generic Tier 2 – Preferred Brand Tier 3 – Non-Preferred Brand	20% coinsurance after deductible	\$45 for a 60- to 90-day supply \$105 for a 60- to 90-day supply*** 50% coinsurance for a 60- to 90-day supply***	\$45 for a 60- to 90-day supply \$105 for a 60- to 90-day supply*** \$180 for a 60- to 90-day supply***
Specialty Medications	20% coinsurance after deductible	20% coinsurance per fill	\$200 per fill (up to 31-day supply) \$450 per fill (32- to 90-day supply)
Short-Term Supply of a Maintenance Medication at Retail Location (up to a 31-day supply) The second time a participant fills a short-term supply of a maintenance medication at a retail pharmacy, they will pay a convenience fee. They will be charged the coinsurance and copays in the row below the second time they fill a short-term supply of a maintenance medication. Participants can avoid paying the convenience fee by filling a larger day supply of a maintenance medication through mail order or at a Retail-Plus location.			
Tier 1 – Generic Tier 2 – Preferred Brand Tier 3 – Non-Preferred Brand	20% coinsurance after deductible	\$35 for a 1- to 31-day supply \$60 for a 1- to 31-day supply*** 50% coinsurance for a 1- to 31-day supply***	\$35 for a 1- to 31-day supply \$60 for a 1- to 31-day supply*** \$90 for a 1- to 31-day supply***

What is a maintenance medication?

Maintenance drugs are prescriptions commonly used to treat conditions that are considered chronic or long-term. These conditions usually require regular, daily use of medicines. Examples of maintenance drugs are those used to treat high blood pressure, heart disease, asthma and diabetes.

When does the convenience fee apply?

For example, if you are covered under TRS-ActiveCare Select, the first time you fill a 31-day supply of a generic maintenance drug at a retail pharmacy you will pay \$20, then you will pay \$35 each month that you fill a 31-day supply of that generic maintenance drug at a retail pharmacy. A 90-day supply of that same generic maintenance medication would cost \$45, and you would save \$225 over the year by filling a 90-day supply.

Premium Information for ALEX

You will need to enter the applicable amount – YOUR ANNUAL COST – from the table below into ALEX when prompted. To determine this cost, ask your Benefits Administrator for your monthly cost (Listed in blue ink on the chart below) (this is the amount you will owe each month after your employer contributes to your coverage). Then multiply your monthly cost by 12 to get YOUR ANNUAL COST.

TRS-ActiveCare Monthly Premium	ActiveCare 1-HD		ActiveCare Select/ ActiveCare Select Whole Health		ActiveCare 2		Your Monthly Cost (amount you pay after employer contribution) See Blue Ink for employee monthly cost.	Your Annual Cost (use this amount for ALEX)
Individual	\$351	\$12	\$514	\$175	\$714	\$375		
+Spouse	\$991	\$652	\$1,264	\$925	\$1,694	\$1355		
+Children	\$671	\$332	\$834	\$495	\$1,062	\$723		
+Family	\$1,316	\$977	\$1,589	\$1250	\$2,004	\$1665		

(FULL TIME EMPLOYEE COSTS AFTER HPISD CONTRIBUTION OF \$339 ARE IN BLUE INK ON THE CHART ABOVE) (SUBS/PT EMP. PAY THE AMOUNT IN BLACK INK)

A specialist is any physician other than family practitioner, internist, OB/GYN or pediatrician.

*Illustrates benefits when in-network providers are used. For some plans non-network benefits are also available; there is no coverage for non-network benefits under the ActiveCare Select or ActiveCare Select Whole Health Plan; see Enrollment Guide for more information. Non-contracting providers may bill for amounts exceeding the allowable amount for covered services. Participants will be responsible for this balance bill amount, which may be considerable.

**For ActiveCare 1-HD, certain generic preventive drugs are covered at 100%. Participants do not have to meet the deductible (\$2,500 - individual, \$5,000 - family) and they pay nothing out of pocket for these drugs. The list of drugs is on the TRS-ActiveCare website.

***If a participant obtains a brand-name drug when a generic equivalent is available, they are responsible for the generic copay plus the cost difference between the brand-name drug and the generic drug.

****Participants can fill 32-day to 90-day supply through mail order.