



Department of Human Resources  
401 Clematis St., 3<sup>rd</sup> Floor  
West Palm Beach, FL 33401  
Telephone (561) 494-1000  
Facsimile (561) 404-1035

*"The Capital City of the Palm Beaches"*

November 1, 2013

Dear Employee,

Re: Summary of Benefits and Coverage

We are pleased to provide you the attached Summary of Benefits & Coverage (SBC) for group medical plans offered to our eligible participants for the 2013-2014 plan years which begin on January 1<sup>st</sup> 2014 and ends June 30<sup>th</sup>, 2014 (Short Plan Year).

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.

An SBC is available for the offered plan:

<b>Carrier</b>	<b>Plan Name</b>
Cigna	Open Access Plus

Please refer to the SBC for further information and contact the Human Resources Department at (561) 494-1000 with additional questions.

Sincerely,

Patricia Brosamer

HRIS, Benefits Manager

*"An Equal Opportunity Employer"*

## Open Access Plus: Connecticut General Life Insurance Co.

Coverage Period: 01/01/2014 - 06/30/2014

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

Coverage for: Individual/Individual + Family | Plan Type: OAP



**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.myCigna.com](http://www.myCigna.com) or by calling 1-800-Cigna24

Important Questions	Answers	Why this Matters:
What is the overall <b>deductible</b> ?	For in-network providers <b>\$200</b> person / <b>\$600</b> family For out-of-network providers <b>\$200</b> person / <b>\$600</b> family Does not apply to in-network preventive care	You must pay all the costs up to the <b>deductible</b> amount before this plan begins to pay for covered services you use. Check your policy or plan document to see when the <b>deductible</b> 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 <b>deductible</b> .
Are there other <b>deductibles</b> for specific services?	No.	You don't have to meet <b>deductibles</b> for specific services, but see the chart starting on page 2 for other costs for services this plan covers.
Is there an <b>out-of-pocket limit</b> on my expenses?	Yes. For in-network providers <b>\$1,500</b> person / <b>\$3,000</b> family / For out-of-network providers <b>\$1,500</b> person / <b>\$3,000</b> family	The <b>out-of-pocket limit</b> 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 <b>out-of-pocket limit</b> ?	Premium, balance-billed charges, penalties for no pre-authorization, and health care this plan doesn't cover.	Even though you pay these expenses, they don't count toward the <b>out-of-pocket limit</b> .
Is there an overall <b>annual limit</b> 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 <b>network of providers</b> ?	Yes. For a list of participating providers, see <a href="http://www.myCigna.com">www.myCigna.com</a> or call 1-800-Cigna24	If you use an in-network doctor or other health care <b>provider</b> , 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 <b>provider</b> for some services. Plans use the term in-network, <b>preferred</b> , or participating for <b>providers</b> in their <b>network</b> . See the chart starting on page 2 for how this plan pays different kinds of <b>providers</b> .
Do I need a referral to see a <b>specialist</b> ?	No. You don't need a referral to see a specialist.	You can see the <b>specialist</b> 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 4. See your policy or plan document for additional information about <b>excluded services</b> .

Questions: Call 1-800-Cigna24 or visit us at [www.myCigna.com](http://www.myCigna.com).

If you aren't clear about any of the bolded terms used in this form, see the Glossary. You can view the Glossary at [www.cciio.cms.gov](http://www.cciio.cms.gov) or call 1-800-Cigna24 to request a copy.



- **Co-payments** are fixed dollar amounts (for example, \$15) you pay for covered health care, usually when you receive the service.
- **Co-insurance** is your share of the costs of a covered service, calculated as a percent of the **allowed amount** of the service. For example, if the health plan's **allowed amount** for an overnight hospital stay is \$1,000, your **co-insurance** 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 charge is \$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**, **co-payments** and **co-insurance** amounts.

Common Medical Event	Services You May Need	Your Cost if you use an		Limitations & Exceptions
		In-Network Provider	Out-of-Network Provider	
<b>If you visit a health care provider's office or clinic</b>	Primary care visit to treat an injury or illness	10% co-insurance	30% co-insurance	-----none-----
	Specialist visit	10% co-insurance	30% co-insurance	-----none-----
	Other practitioner office visit	10% co-insurance for chiropractor	30% co-insurance	Coverage for Chiropractic services is limited to 100 days annual max.
	Preventive care/screening/immunization	No charge	30% co-insurance	-----none-----
<b>If you have a test</b>	Diagnostic test (x-ray, blood work)	10% co-insurance	30% co-insurance	-----none-----
	Imaging (CT/PET scans, MRIs)	10% co-insurance	30% co-insurance	-----none-----
<b>If you need drugs to treat your illness or condition</b>  More information about <b>prescription drug coverage</b> is available at <a href="http://www.myCigna.com">www.myCigna.com</a>	Generic drugs	\$10 co-pay/prescription (retail), \$20 co-pay/prescription (home delivery)	50% co-insurance	Coverage is limited up to a 30-day supply (retail) and up to a 90-day supply (home delivery)
	Preferred brand drugs	\$25 co-pay/prescription (retail), \$50 co-pay/prescription (home delivery)	50% co-insurance	Coverage is limited up to a 30-day supply (retail) and up to a 90-day supply (home delivery)
	Non-preferred brand drugs	\$25 co-pay/prescription (retail), \$50 co-pay/prescription (home delivery)	50% co-insurance	Coverage is limited up to a 30-day supply (retail) and up to a 90-day supply (home delivery)

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Common Medical Event	Services You May Need	Your Cost if you use an		Limitations & Exceptions
		In-Network Provider	Out-of-Network Provider	
<b>If you have outpatient surgery</b>	Facility fee (e.g., ambulatory surgery center)	10% co-insurance	30% co-insurance	-----none-----
	Physician/surgeon fees	10% co-insurance	30% co-insurance	-----none-----
<b>If you need immediate medical attention</b>	Emergency room services	10% co-insurance	10% co-insurance	-----none-----
	Emergency medical transportation	10% co-insurance	10% co-insurance	-----none-----
	Urgent care	10% co-insurance	10% co-insurance	-----none-----
<b>If you have a hospital stay</b>	Facility fee (e.g., hospital room)	10% co-insurance	30% co-insurance	-----none-----
	Physician/surgeon fees	10% co-insurance	30% co-insurance	-----none-----
<b>If you have mental health, behavioral health, or substance abuse needs</b>	Mental/Behavioral health outpatient services	10% co-insurance	30% co-insurance	-----none-----
	Mental/Behavioral health inpatient services	10% co-insurance	30% co-insurance	-----none-----
	Substance use disorder outpatient services	10% co-insurance	30% co-insurance	-----none-----
	Substance use disorder inpatient services	10% co-insurance	30% co-insurance	-----none-----
<b>If you are pregnant</b>	Prenatal and postnatal care	10% co-insurance	30% co-insurance	-----none-----
	Delivery and all inpatient services	10% co-insurance	30% co-insurance	-----none-----

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Common Medical Event	Services You May Need	Your Cost if you use an		Limitations & Exceptions
		In-Network Provider	Out-of-Network Provider	
<b>If you need help recovering or have other special health needs</b>	Home health care	10% co-insurance	30% co-insurance	Coverage is limited to 60 days annual max. Maximums cross-accumulate.
	Rehabilitation services	10% co-insurance	30% co-insurance	Coverage for Rehabilitation services is limited to 100 days annual max. Cardiac Rehabilitation services are limited to 36 days annual max.
	Habilitation services	Not Covered	Not Covered	-----none-----
	Skilled nursing care	10% co-insurance	30% co-insurance	Coverage is limited to 60 days annual max
	Durable medical equipment	10% co-insurance	30% co-insurance	-----none-----
	Hospice services	10% co-insurance	30% co-insurance	-----none-----
<b>If your child needs dental or eye care</b>	Eye Exam	Not Covered	Not Covered	-----none-----
	Glasses	Not Covered	Not Covered	-----none-----
	Dental check-up	Not Covered	Not Covered	-----none-----

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## 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.)		
<ul style="list-style-type: none"><li>• Acupuncture</li><li>• Bariatric surgery</li><li>• Cosmetic surgery</li><li>• Dental care (Adult)</li><li>• Dental care (Children)</li><li>• Eye care (Children)</li></ul>	<ul style="list-style-type: none"><li>• Habilitation services</li><li>• Hearing aids</li><li>• Infertility treatment</li><li>• Long-term care</li><li>• Non-emergency care when traveling outside the U.S.</li><li>• Private-duty nursing</li></ul>	<ul style="list-style-type: none"><li>• Routine eye care (Adult)</li><li>• Routine foot care</li><li>• Weight loss programs</li></ul>

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.)		
<ul style="list-style-type: none"><li>• Chiropractic care</li></ul>		

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## 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-Cigna24. You may also contact your state insurance department, the U.S. Department of Labor, Employee Benefits Security Administration at 1-866-444-3272 or [www.dol.gov/ebsa](http://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](http://www.cciio.cms.gov).

## Your Grievance and Appeals Rights:

If you have a complaint or are dissatisfied with a denial of coverage for claims under your plan, you may be able to **appeal** or file a **grievance**. For questions about your rights, this notice, or assistance, you can contact Cigna Customer service at 1-800-Cigna24. 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](http://www.dol.gov/ebsa/healthreform) or the Florida Office of Insurance Regulation at 1-800-342-2762

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

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## Coverage Examples

### 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.

**Note:** These numbers assume enrollment in individual-only coverage.

Having a baby (normal delivery)	
<ul style="list-style-type: none"> <li>• <b>Amount owed to providers:</b> \$7,540</li> <li>• <b>Plan pays:</b> \$6,540</li> <li>• <b>Patient pays:</b> \$1,000</li> </ul>	
<b>Sample care costs:</b>	
Hospital charges (mother)	\$2,700
Routine Obstetric Care	\$2,100
Hospital charges (baby)	\$900
Anesthesia	\$900
Laboratory tests	\$500
Prescriptions	\$200
Radiology	\$200
Vaccines, other preventive	\$40
<b>Total</b>	<b>\$7,540</b>
<b>Patient pays:</b>	
Deductible	\$200
Co-pays	\$60
Co-insurance	\$710
Limits or exclusions	\$30
<b>Total</b>	<b>\$1,000</b>

Managing type 2 diabetes (routine maintenance of a well-controlled condition)	
<ul style="list-style-type: none"> <li>• <b>Amount owed to providers:</b> \$5,400</li> <li>• <b>Plan pays:</b> \$4,130</li> <li>• <b>Patient pays:</b> \$1,270</li> </ul>	
<b>Sample care costs:</b>	
Prescriptions	\$2,900
Medical equipment and supplies	\$1,300
Office visits & procedures	\$700
Education	\$300
Laboratory tests	\$100
Vaccines, other preventive	\$100
<b>Total</b>	<b>\$5,400</b>
<b>Patient pays:</b>	
Deductible	\$200
Co-pays	\$670
Co-insurance	\$80
Limits or exclusions	\$320
<b>Total</b>	<b>\$1,270</b>

Questions: Call 1-800-Cigna24 or visit us at [www.myCigna.com](http://www.myCigna.com).

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## 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 pre existing 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.

### What does a Coverage Example show?

For each treatment situation, the Coverage Example helps you see how **deductibles**, **co-payments**, and **co-insurance** 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 **co-payments**, **deductibles**, and **co-insurance**. You also should 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.

Plan ID: 29696

Plan Name: OAP

GM5800/6000 9/23/12

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## Supplement to Employee and Family Health Center SBC Coverage Period 01/01/2014 – 06/30/2014

Other Covered Benefits for Employee & Covered Dependents of the City of West Palm Beach

### Employee Health Center

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**Employee Health Center** – The City of West Palm Beach provides employees and their dependents covered under the Cigna Open Access Plus Plan In Network (OAPIN) access to an employee health center. **Eligible Services and supplies received through the City's Employee Health Center are covered at 100% for covered employees and their dependents. There are no deductibles or copayments when utilizing eligible services rendered at the Employee Health Center.** The Employee Health Center is located at 464 Fern Street, West Palm Beach, FL 33401.

For more information about the Employee Health Center, please logon to the City's Health Center website at [www.cityfitmd.com](http://www.cityfitmd.com) or the City of West Palm Beach's website at <http://www.cityofwpb.com> or call the Human Resources Department at 561-494-1000.