Peralta Community College District
Coverage Period: 07/01/2016 – 06/30/2017
PPO Traditional Plan Employee Benefit Plan (includes Union #1021 and Confidentials)
Summary of Benefits and Coverage: What this Plan Covers & What it Costs   **Coverage for:** Single + 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 **web.peralta.edu/benefits** or by calling **1-510-466-7229**. You may also access the Uniform Glossary at **www.cciio.cms.gov**.

Important Questions	Answers	Why this Matters:
What is the overall deductible?	**$100** person/**$300** family (3 individuals) Doesn't apply to emergency room services, ambulance services, the prescription drug program and the following **preferred provider** services: office visits, chiropractic care and preventive care. Copays and **coinsurance** don't count toward the **deductible**.	You must pay all the costs up to the **deductible** amount before this plan begins to pay for covered services you use. Check your policy or plan document to see when the **deductible** 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 **deductible**.
Are there other deductibles for specific services?	No.	You don't have to meet **deductibles** for specific services, but see the chart starting on page 2 for other costs for services this plan covers.
Is there an out-of-pocket limit on my expenses?	Yes. **Preferred Providers**: **$300** person/**$900** family (3 individuals) **Nonpreferred Providers**: **$1,000** person/**$3,000** family **Prescription Drugs from Participating Pharmacies**: **$6,300** person/**$12,300** family	The **out-of-pocket limit** 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 out-of-pocket limit?	Penalties for failure to pre-certify services, drug copays from non-participating pharmacies, premiums, balance-billed charges and health care this plan doesn't cover.	Even though you pay these expenses, they don't count toward the **out-of-pocket limit**.
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 *specific* covered services, such as office visits.

Questions: Call **1-510-466-7229** or visit us at **web.peralta.edu/benefits**. 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.cciio.cms.gov** or call 1-877-267-2323 ext. 61565 to request a copy.

Important Questions	Answers	Why this Matters:
Does this plan use a network of providers?	Yes. See www.anthem.com/ca or call 1-866-280-4120 for a list of participating providers.	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 specialist?	No. You don't need a referral to see a specialist.	You can see the **specialist** 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 **excluded services**.

- **Copayments** 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 a **nonpreferred provider** charges more than the **allowed amount**, you may have to pay the difference. For example, if a **nonpreferred provider** 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 **preferred providers** by charging you lower **deductibles**, **copayments** and **coinsurance** amounts.

Common Medical Event	Services You May Need	Your Cost If You Use a Preferred Provider	Your Cost If You Use a Nonpreferred Provider	Limitations & Exceptions
If you visit a health care provider's office or clinic	Primary care visit to treat an injury or illness	$15 copay	20% coinsurance	None
	Specialist visit	$15 copay	20% coinsurance	None
	Other practitioner office visit	$15 copay	20% coinsurance	None
	Preventive care/screening/immunization	No charge	Well Child Care: Not covered; Adult Preventive Care: 20% coinsurance	Coverage is limited to 1 mammogram/ calendar year age 35 & over, 1 gyn exam & pap smear/calendar year and 1 PSA test/calendar year age 40 & over.
If you have a test	Diagnostic test (x-ray, blood work)	No charge	20% coinsurance	None
	Imaging (CT/PET scans, MRIs)	No charge	20% coinsurance	None

Common Medical Event	Services You May Need	Your Cost If You Use a Preferred Provider	Your Cost If You Use a Nonpreferred Provider	Limitations & Exceptions
If you need drugs to treat your illness or condition More information about **prescription drug coverage** is available at www.caremark.com.	Generic drugs	$15 copay for retail and $5 copay mail order/prescription		Covers up to a 30-day supply (retail prescription); 31-90 day supply (mail order prescription). If a drug is purchased from a non-participating pharmacy or from a participating pharmacy without an ID card, the covered person must pay the usual copay, plus the difference in cost between the participating and non-participating pharmacy. If there is no generic equivalent for a brand name drug, the generic copay will apply.
	Preferred brand drugs	$20 copay for retail and $5 copay mail order/prescription		
	Non-preferred brand drugs	$20 copay for retail and $5 copay mail order/prescription		
	Specialty drugs	Same as Generic drugs, Preferred brand drugs or Non-preferred brand drugs above, as applicable		
If you have outpatient surgery	Facility fee (e.g., ambulatory surgery center)	No charge	20% coinsurance	None
	Physician/surgeon fees	No charge	20% coinsurance	None
If you need immediate medical attention	Emergency room services	$35 copay	$35 copay	Copay waived if admitted.
	Emergency medical transportation	No charge	No charge	None
	Urgent care	$15 copay	20% coinsurance	None
If you have a hospital stay	Facility fee (e.g., hospital room)	No charge	20% coinsurance	Pre-certification is required. If the covered person fails to pre-certify services, covered expenses will be reduced by 25%.
	Physician/surgeon fee	No charge	20% coinsurance	None
If you have mental health, behavioral health, or substance abuse needs	Mental/Behavioral health outpatient services	$15 copay	20% coinsurance	No coverage for biofeedback.
	Mental/Behavioral health inpatient services	No charge	20% coinsurance	Pre-certification is required. If the covered person fails to pre-certify services, covered expenses will be reduced by 25%.
	Substance use disorder outpatient services	$15 copay	20% coinsurance	None
	Substance use disorder inpatient services	No charge	20% coinsurance	Pre-certification is required. If the covered person fails to pre-certify services, covered expenses will be reduced by 25%.

Common Medical Event	Services You May Need	Your Cost If You Use a Preferred Provider	Your Cost If You Use a Nonpreferred Provider	Limitations & Exceptions
If you are pregnant	Prenatal and postnatal care	No charge	20% coinsurance	None
	Delivery and all inpatient services	No charge	20% coinsurance	None
If you need help recovering or have other special health needs	Home health care	No charge	20% coinsurance	Coverage is limited to 100 visits/ calendar year.
	Rehabilitation services	No charge	20% coinsurance	None
	Habilitation services	Not covered	Not covered	No coverage for habilitation services.
	Skilled nursing care	No charge	20% coinsurance	Coverage is limited to 100 days/ calendar year.
	Durable medical equipment	No charge	20% coinsurance	None
	Hospice service	No charge	20% coinsurance	None
If your child needs dental or eye care	Eye exam	Not covered	Not covered	No coverage for eye exams under medical.
	Glasses	Not covered	Not covered	No coverage for glasses under medical.
	Dental check-up	Not covered	Not covered	No coverage for dental check-ups under medical.

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 underlined excluded services.)

- Biofeedback;
- Cosmetic surgery;
- Dental care;
- Habilitation services;
- Long-term care;
- Routine foot care;
- Weight-loss programs, and
- Well child care by a nonpreferred provider.

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.)

- Acupuncture;
- Bariatric surgery (for morbid obesity only);
- Chiropractic care;
- Hearing aids;
- Infertility treatment;
- Non-emergency care when traveling outside the U.S.;
- Private-duty nursing, and
- Routine eye care.

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 1-510-466-7229. 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, or the U.S. Department of Health and Human Services at 1-877-267-2323 ext. 61565 or 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: Peralta Community College District at 1-510-466-7229, or the Department of Labor's Employee Benefits Security Administration at 1-866-444-EBSA (3272) or www.dol.gov/ebsa/healthreform.

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 <u>does provide</u> 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 <u>does meet</u> the minimum value standard for the benefits it provides.**

———————————— *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** $7,220
- **Patient pays** $320

Sample care costs:

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
Total	**$7,540**

Patient pays:

Deductibles	$100
Copays	$20
Coinsurance	$0
Limits or exclusions	$200
Total	**$320**

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

- **Amount owed to providers:** $5,400
- **Plan pays** $5,020
- **Patient pays** $380

Sample care costs:

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

Patient pays:

Deductibles	$100
Copays	$200
Coinsurance	$0
Limits or exclusions	$80
Total	**$380**

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.

What does a Coverage Example show?

For each treatment situation, the Coverage Example helps you see how **deductibles**, **copayments**, 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 **copayments**, **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.

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