THESE BENEFITS ARE EFFECTIVE MARCH 1, 2015 THROUGH FEBRUARY 29, 2016. If there is any variation between the information provided in this Guide, the Plan Document, or the Group Contracts, the Plan Document and Group Contracts will prevail. This guide briefly describes, in non-technical language, the benefits offered to you and your family. It is not intended to modify the group policies and/or contracts between the carriers and the county.

You may obtain a detailed description of coverage provisions including the Summary of Benefits Coverage (SBC) and the Glossary of Terms—both of which are available in English and Spanish versions—and/or Summary Plan Document (SPD) from Human Resources & Risk Management (HRRM) Employee Benefits. They are also available on the HRRM website at harriscountytx.gov/hrrm.

All documents are available electronically and you may obtain a printed copy upon request, at no charge. Reference Page 1 for additional information about the SBC.
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MONTHLY PREMIUM RATES 36
The Summary of Benefits Coverage (SBC), provided separately from the Resource Guide, summarizes the key features of our medical plans including: covered benefits, cost-sharing, coverage limitations, and exceptions.

The Glossary of Health Coverage and Medical Terms will help you understand some of the most common language used in health insurance documents.

Both the Summary of Benefits Coverage (SBC) for the Base, HAMP, & Plus Plans, and the Glossary of Health Coverage and Medical Terms are available in English and Spanish versions on the Harris County website at harriscountytx.gov/hrrm, or you may obtain a printed copy upon request. To obtain a printed copy of the SBC or the Glossary of Health Coverage and Medical Terms at no charge, contact the Benefits Division at 713.274.5500 or toll free 866.474.7475 and it will be sent to you within seven days.

2015 - 2016 PLAN CHANGES

STEP THERAPY precertification is required for certain angiotensin receptor blocker (ARB drugs), angiotensin converting enzyme inhibitor (ACE inhibitors), statin (cholesterol), and diabetic prescriptions.

In compliance with the Affordable Care Act, the Maximum Out-of-Pocket for in-network services Individual/Family are now: Base Plan $6,600/$13,200; Healthy Actions Medical Plan (HAMP) $6,100/$12,200; and Plus Plan $5,600/$11,200. The deductible, coinsurance, and medical and prescription drug copays will be applied to the maximum out-of-pocket.

Block Vision is now Superior Vision of Texas - the only thing that has changed is the name. Vision benefits remain the same.

POSTPONEMENT OF EXPECTED PREMIUM INCREASE

On September 23, 2014 Commissioners Court approved an increase in department funding to finance the expected increase in medical plan costs over the next plan year. Rates charged to employees and retirees who pay a portion of their coverage, as well as costs for dependent coverage, were expected to increase 3%. With the implementation of a recommended step-therapy program for certain heart, statin (cholesterol), and diabetes prescription drugs, we believe that increase could be delayed with the potential of plan cost savings from these programs. Other quality based programs such as pharmacy advisor, migraine management and Heart Care for Life were implemented as well.

Harris County’s medical plan will continue to implement any necessary benefit and administrative changes as required by the Affordable Care Act (ACA) and to conform to healthcare industry standards.

THIS NOTICE DESCRIBES HOW MEDICAL INFORMATION ABOUT YOU MAY BE USED AND DISCLOSED AND HOW YOU CAN REQUEST ACCESS TO THIS INFORMATION. PLEASE REVIEW IT CAREFULLY.

OUR “NOTICE OF PRIVACY PRACTICES”

This Notice is for participants and beneficiaries in the Plan. As a participant or beneficiary of the Plan, you are entitled to receive this Notice of the Plan’s privacy procedures with respect to your health information that the Plan creates or receives (your “Protected Health Information” or “PHI”). Our “Notice of Privacy Practices” was updated to comply with new changes to the Health Information Portability and Accountability Act (“HIPAA”) effective as of March 26, 2013.

This Notice is intended to inform you about how we will use or disclose your PHI, your privacy rights with respect to PHI, our duties with respect to your PHI, your right to file a complaint with us or with the Secretary of the United States Health and Human Services (“HHS”), and how to contact our office for further information about our privacy practices. This Notice and the most updated “Notice of Privacy Practices” will be posted at harriscountytx.gov/hrrm or you may request a copy by calling 713.274.5500.
Our program allows you to customize your benefits package to best suit your needs and the needs of your family. Open enrollment is your opportunity to make allowable changes in your benefits for the forthcoming year.

**Your Options...**
- ☑ Change your medical and/or dental plan
- ☑ Add and/or drop dependents
- ☑ Purchase or discontinue Optional Life insurance or Optional LTD
- ☑ Flexible Spending Account enrollment/disenrollment

To complete the process, sign your confirmation form and return it to your Benefit Coordinator/Payroll Clerk with the necessary documentation.

Open enrollment for the 2015/2016 plan year will be conducted from January 1 through January 31, 2015. Please contact your department’s Benefit Coordinator for your department’s deadline. Changes become effective March 1, 2015. You should carefully consider the insurance plans available to you and your dependents.

All employees are automatically enrolled in the Base Medical, DHMO Dental, and Vision plans. Medical and dental plans each offer two options. Select your plan, then choose whether to enroll your eligible dependents. Reference pages 19-21 for medical plan details and pages 27-30 for dental plan details. Everyone in your family must choose the same plan.

We recommend you consider purchasing Optional LTD and Life insurance to enhance financial security in the event of an unexpected life change.

Harris County determines benefits, eligibility, and contributions for employees and their dependents subject to amendment and discontinuance at any time.

Choices made during open enrollment will remain in place until the following enrollment period.

Employees who fail to return their completed form will be defaulted to their benefit selections made for the 2014-2015 plan year.

LIFE & AD&D/LONG-TERM DISABILITY (LTD)

All full-time employees are automatically enrolled for Basic Life and LTD coverage. Employees may purchase Optional Life up to three times their annual salaries. Optional LTD is also available for purchase. Reference pages 32-34 for plan details.

Failure to drop dependents when required under this health plan may be considered INSURANCE FRAUD and may result in a referral to the District Attorney’s office for investigation. Any employee committing insurance fraud will be liable to reimburse the County for any claims activity.

Any questions concerning effective dates can be directed to your department’s Benefits Coordinator/Payroll Clerk.
Employees may experience life changes during the calendar year, and a change form is required. Qualified Status Changes include:

- Birth of your child
- Adoption or placement of a foster child
- Marriage, divorce, or death
- Spouse and/or dependent gains or loses coverage through employment
- Significant change in the financial terms of health benefits provided through a spouse’s employer or another carrier
- Unpaid leave of absence taken by employee or spouse
- Changing a dependent care provider or having a significant increase or decrease in provider payment
- Gain or loss of eligibility for Medicare or Medicaid
- Loss of State Children’s Health Insurance Program (SCHIP), but not gain of SCHIP benefits

Upon receipt of a Medical Support Order from the Texas Attorney General or presiding court, or upon receipt of any similar such legal mandate by a court or agency having jurisdiction over the County, the County must comply with any such directive, subject to the terms of our plans. Such directives may not be overturned except through revised documentation received from the applicable agency overturning any prior directives.

**Spouse:** A filed copy of a Formal Marriage License or Certificate of Informal Marriage.

**Children:** A birth certificate listing the employee as the parent. A certificate of birth facts may be submitted up to age of five; however, a birth certificate is required for age five and up. Coverage is available up to age 26.

**Legal Custody or Guardianship:** Court documents, signed by a judge, granting permanent legal custody or permanent legal guardianship to employee. Coverage is available up to age 18.

**Stepchildren:** A birth certificate or other court document listing the employee’s spouse as parent of the child, and the marriage license of the employee and parent of the child. Coverage is available up to age 26.

**Grandchildren:**

- Certification of Financial Dependency form (obtain from department Benefit Coordinator),
- Birth certificate of the grandchild, and
- Birth certificate of the grandchild’s mother or father.
- Coverage is available up to age 26.
- The grandchild must be related to the employee by birth or adoption and cannot be your spouse’s grandchild.

**NOTE:** Grandchild must be claimed as a dependent on the employee’s Federal Tax return every year to remain on the plan. A Grandchild Audit occurs in June of each year.

**Adopted Children:** Certified copy of court order or paperwork placing child in your home.

**Foster Children:** Foster care placement agreement between the employee and the Texas Department of Family & Protective Services or its subcontractor.
CHOOSING THE BEST PLAN FOR YOU AND YOUR
DEPENDENTS should be based on several things such as your personal medical condition and usage of services, financial situation, and your level of comfort with coinsurance vs. copayments. **Copayments do not apply to the annual deductible.** The following definitions may assist you in the decision-making process.

**Copayment:** the predetermined dollar amount you will pay for a service (examples: physician office visits, walk-in clinics, urgent care, emergency room, physical therapy, counseling).

**Coinsurance:** percentage employee is responsible for paying up to a specific dollar amount per calendar year. Covered services are paid from 50%-100% depending on the plan selected, service rendered, and place of service.

**Deductible:** initial out-of-pocket costs that must be paid before the plan begins to pay benefits (Base Plan In-Network $500; HAMP In-Network $250; and Plus Plan In-Network $0).

The **Base** and **HAMP** plans have set copayments for some in-network services, but require coinsurance for ambulance, durable medical equipment, hearing aids, complex imaging, home health care, hospice, inpatient hospitalization, outpatient surgery, physician hospital services, private-duty nursing, and skilled nursing facility. The **Base** plan also has a $500 per individual in-network deductible with an individual maximum out-of-pocket limit of $6,600 per calendar year. The **HAMP** has a $250 per individual in-network deductible with an individual maximum out-of-pocket of $6,100 per calendar year. The deductible and coinsurance only apply where services are not indicated as set copayments.

The **Plus** plan has set copayments for most in-network services; however, this plan has a higher monthly premium contribution. The individual maximum out-of-pocket limit is $5,600 per calendar year.

Your Aetna Choice POS II Plans do not require you to select a network primary care physician (PCP), although selecting a PCP is encouraged. These plans also allow you to self-refer to a specialist. Your choice of provider dictates the amount you will pay in copayments, coinsurance and/or deductibles.

---

**OUT-OF-NETWORK COVERAGE**

**Harris County has limits on authorized costs associated with Out-of-Network facilities/providers.** In an effort to maximize the highest level of benefit coverage, advise your participating physician to refer you only to in-network facilities and providers with Aetna. This will result in savings for both you and the county.

To help curb excessive out-of-network facility/provider costs, the county has established a Limited Out-of-Network reimbursement that limits the Plan’s exposure to unreasonable costs for non-emergency services and procedures. If you use an out-of-network facility or provider, you will be responsible for paying the difference between the covered amount and the amount the facility charges. Non-covered expenses will not apply to your out-of-pocket maximum.

**It is YOUR responsibility to make sure your physician, facility, or hospital is in-network or you will pay out-of-network costs. You can help keep costs down by using in-network providers. For information on participating providers, go to www.aetna.com and select “Find a Doctor, Pharmacy or Facility.”**

**NOTE THE FOLLOWING:**

♦ There are no out-of-network benefits for health care services provided by North Cypress Medical Center. The only exceptions are for true emergency care provided in the emergency department and emergency in-patient admissions.

♦ If you are currently on dialysis, coverage is provided in-network ONLY.

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**In need of LAB SERVICES?**

You **must** obtain your lab services through an Aetna approved lab such as **Quest Diagnostics.** If you fail to do so, the services will be paid as an out-of-network benefit subject to deductibles and coinsurance.
Begin your journey to better health and wellness! Harris County Employee Wellness provides both onsite and web-based services that will help you improve your overall health!

**GET ACTIVE**
Participate in community events, onsite exercise classes, Live Healthy Harris County challenges, and the HC Employee 5K. Take advantage of gym membership discounts with the YMCA and GlobalFit.

**STAY WELL**
Enroll in programs such as Naturally Slim that can help you stay well and better manage your condition.

**KNOW YOUR RISK**
Take your online health assessment to learn your overall risk, or visit the Wellness Clinic at 1310 Prairie Street to have a routine mammography and/or your annual physical.

**BE INFORMED**
Take a hands-on cooking class to learn a new, healthy recipe or watch a wellness class online! Get one-on-one health coaching services with the RD on the Go program.

**CELEBRATE SUCCESS**
Harris County has been recognized annually for its efforts in improving employee wellness. Share your own health accomplishments to help inspire and motivate others!

Find out more about all programs and services offered by Harris County Employee Wellness!

Visit wellathctx.com

Want a program or class offered at your facility? Contact your Department Wellness Champion!

Find your department champion at wellathctx.com

Questions?
Call: 713.274.5500
Email: wellness@bmd.hctx.net
Social Media: /wellhtctx
To be eligible for the 2016-2017 Healthy Actions Medical Plan, you must complete these 3 Steps between October 1, 2014 and September 30, 2015.

1. Take the online Health Assessment. Go to aetna.com and login to Aetna Navigator. Not registered? Use the "Register" link to get started. Look for the "I want to" menu on the left side of your home page. Click "Take a Health Assessment."

2. Get an annual routine physical, well woman exam, OR County-coordinated wellness screening. You may either visit your own primary care physician or go to “Know Your Risk” to find information on upcoming onsite physical events (County-hosted) and the 2015 Wellness Screening program.

3. Complete THREE different actions from the following:
   - Have one routine dental cleaning. If you are on the DHMO plan, please submit the HAMP Form and supporting documentation for credit.
   - Have one routine vision exam.
   - Participate in one Live Healthy Harris County challenge (must complete the challenge to receive credit).
   - Take 2 hours of County-coordinated wellness training classes (online or onsite).
   - Complete 2 hours of health/nutrition coaching sessions in the RD on the Go program (2, 1-hour sessions).

The Healthy Actions Medical Plan (HAMP) will give you a higher level of insurance benefits with lower out-of-pocket costs—all for the same rate as the Base Plan. You get better coverage for the same monthly cost, simply by taking a few actions to benefit your health!

Find information and a quick overview video online at wellathctx.com

- Steps to Wellness are tracked by the Benefits Office (within Human Resources & Risk Management).
- To submit proof you completed your routine dental cleaning, routine vision exam, or annual physical/well woman exam, please use the 2016-17 HAMP Form that can be downloaded at wellathctx.com. This form is ONLY necessary if you do not see your steps posted within 90 days of the date you completed them.
- If you are on the DHMO plan and would like your routine dental cleaning to be applied, you must submit the 2016-17 HAMP Form with supporting documentation.
Get preferred rates at your choice of over 10,000 gyms in the GlobalFit network.

You also get:
- FREE guest pass at most gyms
- Flexible membership options
- Easy billing through your bank account or credit card

Save on home exercise equipment
Build your home gym with discounts on elliptical trainers and treadmills. Also available are resistance bands, mats, yoga accessories, and more.

Choose from GlobalFit's national network of gyms. To find a participating gym in your area, visit globalfit.com/fitness.

You can view details about any gym, including rates and amenities, and register for membership online or by calling GlobalFit toll free at 800.298.7800. A GlobalFit representative can answer your questions, send you a free guest pass, and help you join the gym of your choice.

Examples of some of the gyms in the metro Houston area include 24-Hour Fitness, Jazzercise, Curves, Anytime Fitness and many other independent local gyms.

Join the YMCA for a discounted rate!
Harris County is now a Corporate Member of the YMCA of Greater Houston, which entitles you to some GREAT BENEFITS at any YMCA in Greater Houston!

Benefits of Corporate Membership
- Your joining fee will be waived! That's a savings of up to $100!
- Pay nothing when you join! Your first month will be free, up to 30 days!
- Membership rates can be based on household income for those who qualify.
- City-wide membership so you can access the YMCA close to work as well as close to home!

PLUS, 10% off all programs! From Personal Training to Massage Therapy to Sports Leagues, Summer Camp, and Swim Lessons, you'll get an additional 10% off the Corporate City-wide Facility Member Program Rate as a Citywide Corporate Member.

Visit wellathctx.com and select “Get Active” for more information on free services!
This program is designed to help you or your eligible family member(s) learn more about your conditions and work closely with your doctor to improve your health and quality of life. Educational information is provided, and for high-risk members, access to a registered nurse “Health Coach” is offered. To learn more about Disease Management programs, login to aetna.com, select “Health Programs,” then “Disease Management Program.” No computer...no problem! Just call (866) 269-4500 to get started in disease management.

If you receive a call or letter from Aetna, please return their call or contact them as requested.

ALL INFORMATION IS CONFIDENTIAL WITH AETNA

Aetna Compassionate Care℠

This is a comprehensive program to provide expanded benefits, nurse support, and information to employees and their families who are facing end-of-life and palliative care issues. Case management and bereavement services are covered up to twelve (12) months.

Palliative care aims to relieve physical symptoms of disease and provides emotional and spiritual support to patients and family members. Respite care provides short-term services to seriously ill individuals and relieves primary care givers of some of the burden.

For more information visit: aetnacompassionatecareprogram.com

Simple Steps To A Healthier Life® Program

When you feel good, it’s easier to enjoy the people and things you love most. Simple Steps To A Healthier Life is an interactive online health and wellness program that can help you improve or maintain your health in ways that fit your lifestyle.

You start by taking an online Health Assessment that will help identify some of your health needs. Questions focus on health habits and all answers are kept secure and confidential. You’ll get free online wellness coaching programs through HealthMedia® and learn strategies to fit healthy living into your busy life, at your own pace.

### Online programs to help YOU reach YOUR goals

| Manage your weight: Reach your goal weight, and boost how active you are with Balance™. | Sleep better: Beat sleepless nights with strategies from Overcoming™ Insomnia. |
| Deal with stress: Find out where your tension comes from, and get proven strategies to stay calm under pressure with Relax™. | Quit Smoking: Get a quit plan that uses your strengths to help you get past old roadblocks with Breathe™. |
| Eat healthier: Get counseling one-on-one to learn better eating habits for life with Nourish™. | Be happier: Whether you have the blues or it's something more serious, you can get confidential help that gets results with Overcoming™ Depression. |
SOMETIMES A PHONE CALL MAKES ALL THE DIFFERENCE IN THE WORLD and personalized help makes it easier for you to be healthy and well. That’s why your Aetna program offers phone support from a caring registered nurse. Help is available when you need that support the most or when you just need a little advice.

For special situations, we know the health care system can be complicated. Just think of all the times you spoke with someone knowledgeable in health care issues, and how it put your mind at ease. Times when you are:

⇒ Planning for or coming home from a hospital stay
⇒ Managing a medical condition, like asthma or diabetes
⇒ Coordinating complex medical treatment among different doctors, hospitals, labs and other health care providers

WHAT IS CASE MANAGEMENT AND DO I REALLY NEED IT?

Your conversation is private:

♦ It’s in your best interest to talk openly with your program nurse.
♦ Rest assured that everything you discuss is confidential.
♦ Aetna never shares your information with anyone, including your employer.
♦ Be sure to answer the phone when Aetna calls.
♦ It’s a phone call that can make a big difference.

QUIT TOBACCO WITH THE AETNA HEALTHY LIFESTYLE COACHING PROGRAM

Break the habit of using tobacco for good! The Healthy Lifestyle Coaching Tobacco Free program is at no cost to you or your covered members. The program includes:

• Telephonic coaching sessions with an experienced wellness coach
• Access to online peer support available 24/7 (monitored by a wellness coach)
• Educational materials
• Extra support to address personal concerns, like maintaining your weight and managing stress
• Up to TWO, 90-day prescriptions for smoking cessation medication
• Extra Rewards: Free 8-week supply of nicotine replacement therapy is yours for completing 3 sessions with a coach. Or you may choose a $25 Corporate Rewards gift card instead. At your 6-month coaching session, you will automatically earn a $25 gift card.

Get started today! Call 866.213.0153 or log in to aetna.com and complete your health assessment.

DiabetesAmerica is your “one-stop-shop” for diabetes care. It provides comprehensive diabetes care, management, and education services at a single location with no office visit copay.

DiabetesAmerica services include:

• Physician care
• Certified diabetes education
• Certified diabetes nutritional counseling
• Exercise and lifestyle counseling and support
• Case management and monitoring
• Telephonic support/website access
• Eye, foot, and cardiovascular screenings
• Onsite labs
• Annual retinal exam
• Free glucose monitor

For locations, information, and appointments, call 866.693.4223 or visit diabetesamerica.com.
Every mother expects to have a healthy baby. It doesn’t matter if you’ve been through this before—every pregnancy is different. Enrolling in the Beginning RightSM maternity program provided by Aetna ensures you will have access to vital prenatal and postnatal information! This benefit is available for you and your covered dependents. Use it throughout the pregnancy and after your baby is born.

Learn what’s best for a healthy pregnancy:
- Receive materials on prenatal care, labor and delivery, newborn care, and more.
- Get information for Dad or partner.
- To help prevent/decrease the risk of your baby’s stay in a Neonatal Intensive Care Unit (NICU), take the pregnancy risk survey and find out if you have any issues or risk factors that could affect your pregnancy and/or your baby’s health. Also, you’ll receive a small gift if you take the survey by your 16th week of pregnancy.

Get special attention when you need it most! If you have issues or risk factors that need special attention, Aetna nurses will provide you personal case management and find ways to lower your risks.

If you or a covered member of your family is pregnant, contact Aetna to pre-certify the pregnancy at 1-800-CRADLE-1 (1-800-272-3531).

A comprehensive list of participating providers is available at aetna.com.

Contracted providers may have more than one office and it is possible that one or more offices are not considered “in-network.” To avoid additional cost, please make sure that the provider you are seeing is “in-network” at the location of your visit.

If a provider orders a test or procedure for you, be sure to ask if it is experimental or investigational.

Some procedures must be pre-certified!

What is Aexcel®?

Aexcel is a designation for specialists in Aetna’s performance network that have met certain standards for clinical performance and efficiency. These standards include managing Aetna patient volume, adhering to clinical guidelines, external recognition, and board certification information specific to the physician’s Aexcel specialty, and demonstrating overall effectiveness in the delivery of care. Aexcel specialists are available in the following categories of care:

- Cardiology
- Cardiothoracic Surgery
- Gastroenterology
- Neurology
- Neurosurgery
- General Surgery
- Cardiology
- Obstetrics/Gynecology
- Orthopedic Surgery
- Gastroenterology (ENT)
- Plastic Surgery
- Neurology
- Urology
- Plastic Surgery
- Vascular Surgery

For example, if you obtain specialty services from a Cardiologist or Neurologist, etc., or any other Aexcel specialty, you will have a $40 copay on the Base Plan, a $35 copay on the HAMP, and a $30 copay on the Plus Plan. However, if you seek specialty services through an Aexcel specialty category such as cardiology and do not see an Aexcel designated cardiologist, your copay on the Base Plan is $50, on the HAMP is $45, and on the Plus Plan is $40.

Since Aexcel only applies to twelve specialties, if you are enrolled in the BASE PLAN or HAMP and you see a specialist who is not in one of the twelve categories, you will pay the lower specialist office visit copay of $40 (Base) or $35 (HAMP). In the PLUS PLAN, only the providers in the twelve specialties that are Aexcel designated are subject to the lower copay of $30.

Using Aexcel-designated providers will save you $10 per visit on copays. To find an Aexcel specialist, login to aetna.com and select “Find a doctor, pharmacy or facility.” Aexcel specialists are indicated with a blue star.
Aetna InteliHealth® is an exclusive resource that can be accessed online to find up-to-date health information and resources including:

- Information on diseases & conditions
- Articles on lifestyle improvement
- Gender and age-specific health issues
- Medication information
- Health assessments
- Quizzes
- Medical dictionary
- Health calculators (BMI, etc.)
- Current health research news
- “How-to” slide shows
- Emailed health updates

To access, login to aetna.com and begin learning everything you ever wanted to know about health and medical conditions.

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**Informed Health® Line** gives you easy access to credible health information. All Informed Health Line services are available 24 hours a day, 365 days a year, on demand from your touch-tone phone. If you prefer to view health information online, simply login to aetna.com, select “Health Programs,” then click on the link for the Healthwise® Knowledgebase.

<table>
<thead>
<tr>
<th>24-Hour Nurse Line</th>
<th>Speak with a registered nurse who has experience in a variety of health topics at any time of the day.*</th>
</tr>
</thead>
<tbody>
<tr>
<td>Audio Health Library</td>
<td>Phone in and choose from thousands of common health topics. Easily transfer to the Nurse Line for questions.</td>
</tr>
<tr>
<td>Healthwise® Knowledgebase</td>
<td>Search for detailed information about health conditions, medical tests and procedures, medications, and treatment options.</td>
</tr>
</tbody>
</table>

*Informed Health Line Nurses cannot diagnose, prescribe, or give any medical advice. Contact your physician with any questions or concerns regarding your health care needs.

To reach the 24-Hour Nurse Line or Audio Health Library call 800.556.1555.

---

**Professional Care Management**

**Aetna Resources for Living℠**

Do you have an adult loved one who might need a little more care? Now you can get expert help.

Professional Care Management: A valuable benefit to have at no cost.

Professional Care Management costs can range from $85-$200 an hour and are often not covered by insurance or Medicare.

We can help put your mind at ease

Each year, you can get up to six hours of free guidance from highly-trained Professional Care Managers (PCMs) to help a care recipient you are responsible for. Here’s what the PCM can do for you:

**Home Assessment.** After a visit with you and your loved one, the PCM will give you a written plan tailored for your loved one’s present and future needs. This will cover:

- Physical and mental condition
- Housing and support needs
- Support systems (friends, neighbors, emergency services, and more)
- Legal, financial, and insurance needs

Your care plan will include steps you can take to make things better. It’ll also give you resources to help along the way.

**Facility Review.** The PCM will tour selected care facilities to give you an idea of the level of quality you can expect from them.

**Hospital visits and aftercare assessments.** The PCM will visit your loved ones while still in the hospital to perform a needs assessment. Often the PCM will also look into the home or facility where your loved one will be going for aftercare.

**Ongoing care coordination.** To support your loved one’s needs, the PCM can make appointments, call for medical services, pay bills, set up community services, and more.

**Easy to get started**

One confidential call is all it takes to get started. A specialist will work with you to schedule an appointment with a PCM that’s convenient for you and your family members.

Call 866.849.8229 or visit mylifevalues.com (username & password: EAP4HCTX)
Confidential assistance is available 24 hours a day, 7 days a week when using Aetna Resources For Living (formerly Employee Assistance Plan, a.k.a. EAP).

This is a service provided as part of your benefits to you or any member of your household at no additional cost. You can turn to Resources for Living (EAP) for help with anything that interferes with your job or personal life such as:

- Stress management
- Substance abuse/misuse
- Burnout
- Child and elder care
- Depression
- Legal concerns
- Coping with change
- Family or parenting issues
- Work/life balance
- Marital/relationship problems
- Anxiety
- Anger management
- Financial issues
- Self-esteem

Aetna Resources For Living understands that some days it can be tough to manage the competing priorities in our lives and keep them running smoothly. Sometimes life can become work and work can become your life. Either way, they are there to help you balance the two. Maybe you just need someone to talk to about a recent transition or conflict at work, or maybe you’re looking for some guidance with your personal relationships...

**Benefits of Resources For Living:**

- 8 FREE face-to-face counseling sessions per issue, per year
- Free initial legal consultation and discounts on continuing legal consultation services
- Free initial financial consultation
- Online discounts and access to a full range of web-based tools and resources
- Most importantly, all information is confidential between Aetna Resources for Living and you!

**WHAT ARE YOU WAITING FOR?**

Visit mylifevalues.com and enter
Username: EAP4HCTX
Password: EAP4HCTX

or call 866.849.8229

ASSISTANCE IS JUST A PHONE CALL OR CLICK AWAY FOR FREE SERVICES!

Most people think of an EAP as a place to call when they have a crisis or an urgent need for emotional or mental health support. Resources For Living removes the stigma that often comes with the term EAP and continues to provide that same level of support while adding assistance with all of the following:

- Work/life balance
- Improved lifestyle
- Better physical and mental health
- Total well-being
You can make history by putting the Aetna® Personal Health Record to work for you. This secure, private, online resource makes it easy for you to view, access, and manage your health information—and share it with your doctors.

- Keep your health information in one place—it’s always available for you to access in an emergency.
- Share your history with your doctor by printing your record and taking it to your next visit!
- **Maintain or even improve your health.** Based on your health profile provided by insurance claims and information you enter yourself, the Personal Health Record generates personalized health-related alerts and reminders that can help you address your health needs in a timely manner.
- With your user name and password, you control who sees your information. You may add information to the record at any time.
- It’s easy to get started! Just create a user name and password on the secure Aetna Navigator member website at aetna.com.

**Make History**

**SM - Personal Health Record**

**Using Aetna Navigator® has never been easier!**

County employees using a county computer can log on to the employee information page for the Aetna Navigator Tutorial.

1. Type hicintranet.net
2. Select “Employee Information”
3. Select “Helpful Employee Links”
4. Select the “Aetna Navigator Tutorial” and become the expert!

Interested in obtaining a complete listing of Aetna participating providers? Log on to aetna.com and select “Find a doctor,” then select your provider category. You can search by city, state, zip, specialty, hospital affiliation, provider name, gender, language, and education.

**WELLNESS & TECHNOLOGY**

**WE HAVE AN "APP" FOR THAT!**

The Aetna Mobile app is available for Android™smartphones, iPhone®, iPod touch®, iPad™, and BlackBerry® Curve™ models. The Aetna application or "app" enhances the capabilities of Aetna Mobile Web by leveraging key Android smartphone functions. Similar to the Aetna app for iPhone and Blackberry users, the Aetna apps are free and allow members to:

- Search for a doctor or facility based on their current location and get turn-by-turn directions with the built-in Global Positioning System (GPS)
- View their Aetna ID card information
- Check the status of recent claims
- Access their Personal Health Record to view items like "Alerts & Reminders, Emergency Information, Medications and Tests & Procedures" while on the go
- Get a drug cost estimate before a prescription is filled
- View their coverage and benefits, including account balances

To download the app...

- Android™ users go to the Marketplace and search for “Aetna” to download the app.
- iPhone®, iPod touch®, and iPad™ users can simply tap the App Store logo, then type “Aetna Mobile” in the search box.
- BlackBerry® Curve™ users go to the BlackBerry App World™ storefront and download the Aetna mobile app.
### RECOMMENDED PREVENTIVE HEALTH/SCREENING/VACCINE

<table>
<thead>
<tr>
<th>Vaccine/Screening</th>
<th>Frequency/Details</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Hepatitis B (HepB)</strong></td>
<td>3-4 doses—1 dose at birth; 1 dose 1-2 months later; 1 dose at 4 months of age; and 1 dose between 16-18 months</td>
</tr>
<tr>
<td><strong>Hepatitis A (HepA)</strong></td>
<td>2 doses—1 dose between 12 and 23 months of age and 1 dose at least 6 months later</td>
</tr>
<tr>
<td><strong>Rotavirus</strong></td>
<td>2-3 doses—1 dose at 2, 4, and 6 months of age</td>
</tr>
<tr>
<td><strong>Diphtheria-Tetanus-Pertussis (DTaP)</strong></td>
<td>5 doses—1 dose each at 2, 4, and 6 months of age; 1 dose between 15 and 18 months of age; and 1 dose between 4 and 6 years of age</td>
</tr>
<tr>
<td><strong>Inactivated Polio (IPV)</strong></td>
<td>4 doses—1 dose each at 2 and 4 months of age; 1 dose between 6 and 18 months of age; and 1 dose between 4 and 6 years of age</td>
</tr>
<tr>
<td><strong>H. Influenza Type B (Hib) (may be combined with DTaP) &amp; Pneumococcal Conjugate (PCV)</strong></td>
<td>4 doses—1 dose each at 2, 4, and 6 months of age; and 1 dose between 12 and 15 months of age</td>
</tr>
<tr>
<td><strong>Measles-Mumps-Rubella (MMR) &amp; Chicken Pox (Varicella)</strong></td>
<td>2 doses—1 dose between 12 and 15 months of age; and 1 dose between 4 and 6 years of age</td>
</tr>
<tr>
<td><strong>Influenza</strong></td>
<td>Every flu season—beginning at 6 months of age</td>
</tr>
<tr>
<td><strong>Meningococcal</strong></td>
<td>1 dose between 11 and 12 years of age</td>
</tr>
<tr>
<td><strong>Tetanus-Diphtheria-Pertussis (Tdap)</strong></td>
<td>1 dose between 11 and 12 if the childhood DTP/DTap series is complete and has not received Td booster</td>
</tr>
<tr>
<td><strong>Human Papillomavirus (HPV)</strong></td>
<td>3 doses (females) between 11 and 12 years; second dose 2 months later; third dose 6 months after 1st dose</td>
</tr>
<tr>
<td><strong>Blood Pressure</strong></td>
<td>Every 2 years—18 years of age and older</td>
</tr>
<tr>
<td><strong>Body Mass Index (BMI)</strong></td>
<td>Periodically—18 years of age and older</td>
</tr>
<tr>
<td><strong>Cholesterol</strong></td>
<td>Government guidelines state that healthy adults who are age 20 years or older should have a cholesterol test done once every 5 years.</td>
</tr>
<tr>
<td><strong>Glucose (diabetes blood sugar test)</strong></td>
<td>Beginning at age 45, then every 3 years unless you have other risk factors, then testing should occur every year</td>
</tr>
<tr>
<td><strong>Mammogram</strong></td>
<td>Every 1-2 years—women 40 years of age and older</td>
</tr>
<tr>
<td><strong>Cervical Cancer</strong></td>
<td>Every 1-2 years—Beginning at 21 years of age or earlier if sexually active; if 30 years of age and older, either a Pap Smear every 2-3 years after 3 consecutive normal results or HPV DNA test plus a Pap smear every 3 years if results of both tests are negative. Women 70 years of age and older may stop screening.</td>
</tr>
<tr>
<td><strong>Chlamydia</strong></td>
<td>Routinely—women 24 years of age and younger if sexually active</td>
</tr>
<tr>
<td><strong>Osteoporosis (Bone Density Test)</strong></td>
<td>Routinely—women 65 years of age and older</td>
</tr>
<tr>
<td><strong>Prostate Cancer</strong></td>
<td>Between 50-75 years of age—yearly screening with high-sensitivity fecal occult blood testing, or sigmoidoscopy every 5 years with high-sensitivity fecal occult blood testing every 3 years</td>
</tr>
<tr>
<td><strong>Colonoscopy</strong></td>
<td>Men and women beginning at age 50, once every 10 years</td>
</tr>
<tr>
<td><strong>Depression/Alcohol Misuse/ Tobacco Use</strong></td>
<td>Routinely—18 years of age and older</td>
</tr>
<tr>
<td><strong>Tetanus-Diphtheria-Pertussis (Td/Tdap)</strong></td>
<td>1 dose Td booster every 10 years</td>
</tr>
<tr>
<td><strong>Pneumococcal</strong></td>
<td>1 dose—65 years of age and older</td>
</tr>
<tr>
<td><strong>Zoster (shingles)</strong></td>
<td>1 dose—60 years of age and older</td>
</tr>
</tbody>
</table>

**NOTE:** Preventive health, screening and vaccines are a covered benefit on our plans based on frequency and age-specific guidelines indicated.
Don’t use an Emergency Room when a visit to a physician’s office, walk-in clinic, or urgent care center is adequate! Use the lowest level of care appropriate for your immediate need.

$50 for Urgent Care
Urgent care facilities generally result in shorter wait times, lower expenses, and less out-of-pocket cost for our employees since the copayment is $50 per visit versus the hospital emergency room copayment of $300.

Urgent care facilities fill a critical need for patients when they are seeking immediate care that is not life-threatening and their general practitioner is unavailable. If a patient feels like their situation is life-threatening, then they should seek help in the appropriate setting or call 9-1-1. Employees should continue to coordinate their care with the advice of their primary care physicians.

Advantages: Lower copayment & shorter wait time!

$20-$25 for Walk-in Clinic
Some of the facilities listed on the following pages are considered “walk-in clinics” and they are marked with an asterisk (*) and shaded gray. These clinics generally offer services similar to urgent care centers and are staffed by nurse practitioners. Your copay at the walk-in clinics is only $25 on the Base/HAMP Plans and $20 on the Plus Plan.

$50 for Urgent Care
Urgent care facilities generally result in shorter wait times, lower expenses, and less out-of-pocket cost for our employees since the copayment is $50 per visit versus the hospital emergency room copayment of $300.

$300 for EMERGENCY CARE
PURPOSE: Necessary life-threatening treatment that could place a patient’s health in serious jeopardy, serious impairment to bodily function, or serious dysfunction of any body organ or part.

DISADVANTAGES:
⇒ Higher copayment of $300 per visit
⇒ Higher cost to the health plan
⇒ Extended wait time based on severity of the issue

WHAT ARE STANDALONE ERs?
Many standalone emergency care centers are located near shopping centers for easy consumer accessibility and convenience; however, they charge double or triple the amount of a physician’s office or urgent care center and are NOT designed to treat life-threatening illness.

Your copayment will be $300 and you may have to pay additional fees for transport and admission to a hospital. We urge our employees and their dependents to be responsible, educated health care consumers when determining the appropriate treatment facility.

HOSPITAL ADMISSION & EMERGENCY ROOM INFORMATION
If a member is admitted to an out-of-network hospital through the emergency room, clinicians from Aetna’s Utilization Management area will confirm the admission was clinically necessary. If it is determined the admission is not a true emergency, it will be covered at the out-of-network benefit level. This means you will have to pay a larger portion of the bill at the out-of-network hospital.

Occasionally members brought to the emergency room are not always admitted, but placed under observation. Coverage for observation in a hospital emergency room is limited to 24 hours. At such time, the member must either be admitted or discharged, but cannot remain in holding in the emergency room or the balance may be billed by the provider.

This summary is intended for reference purposes only, and medical conditions vary by individual. Always use your best judgment when seeking treatment for you and your family.
### URGENT CARE CENTERS & WALK-IN CLINICS in the Greater Houston Area

#### North (Montgomery County)

<table>
<thead>
<tr>
<th>Clinic Name</th>
<th>Address</th>
<th>Phone</th>
</tr>
</thead>
<tbody>
<tr>
<td>MinuteClinic* (CVS)</td>
<td>25110 Grogans Mill Rd., Spring</td>
<td>(866) 389-2727</td>
</tr>
<tr>
<td>Nextcare Urgent Care</td>
<td>15320 Hwy 105 W #120, Montgomery</td>
<td>(936) 582-5660</td>
</tr>
<tr>
<td>Nextcare Urgent Care</td>
<td>1331 Northpark Dr., Kingwood</td>
<td>(281) 359-5330</td>
</tr>
<tr>
<td>Oaks Urgent Care</td>
<td>25410 IH 45 North, Spring</td>
<td>(281) 363-5600</td>
</tr>
<tr>
<td>RediClinic* (H-E-B)</td>
<td>2108 North Frazier, Conroe</td>
<td>(936) 494-4350</td>
</tr>
<tr>
<td>Take Care* (Walgreens)</td>
<td>24917 FM 1314 Road, Porter</td>
<td>(866) 825-3227</td>
</tr>
<tr>
<td>Texas Family Medical &amp; Minor</td>
<td>1331 Northpark Drive, Kingwood</td>
<td>(281) 359-5330</td>
</tr>
<tr>
<td>Emergency Care</td>
<td>Urgent Care for Kids</td>
<td>(281) 367-0010</td>
</tr>
</tbody>
</table>

#### E/NE (Liberty County)

<table>
<thead>
<tr>
<th>Clinic Name</th>
<th>Address</th>
<th>Phone</th>
</tr>
</thead>
<tbody>
<tr>
<td>Quality Care Plus</td>
<td>2718A North Main Street, Liberty</td>
<td>(936) 336-3616</td>
</tr>
</tbody>
</table>

#### North/NW/NE (Harris County)

<table>
<thead>
<tr>
<th>Clinic Name</th>
<th>Address</th>
<th>Phone</th>
</tr>
</thead>
<tbody>
<tr>
<td>Champions Urgent Care</td>
<td>4950 FM 1960 West, Suite A6</td>
<td>(281) 444-1711</td>
</tr>
<tr>
<td>Concentra Health Services, Inc.</td>
<td>401 Greens Road, Houston</td>
<td>(281) 873-0111</td>
</tr>
<tr>
<td>Convenient Urgent Care</td>
<td>411 W Parker Road, Houston</td>
<td>(713) 691-3300</td>
</tr>
<tr>
<td>Doctors Express Urgent Care</td>
<td>10850 Louetta Rd #1500, Houston</td>
<td>(281) 320-2338</td>
</tr>
<tr>
<td>CyFair Urgent Care</td>
<td>9110 Barker Cypress Rd., Cypress</td>
<td>(281) 517-9900</td>
</tr>
<tr>
<td>Excel Urgent Care</td>
<td>25801 U.S. Hwy. 290, Cypress</td>
<td>(281) 304-1100</td>
</tr>
</tbody>
</table>

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<thead>
<tr>
<th>Clinic Name</th>
<th>Address</th>
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</tr>
</thead>
<tbody>
<tr>
<td>MinuteClinic* (CVS)</td>
<td>8000 N Sam Houston Pkwy E, Humble</td>
<td>(866) 389-2727</td>
</tr>
<tr>
<td>Medsprings Urgent Care</td>
<td>1450 Kingwood Drive, Kingwood</td>
<td>(832) 548-4420</td>
</tr>
<tr>
<td>Next Level Urgent Care</td>
<td>15882 Champion Forest Drive, Spring</td>
<td>(281) 809-6615</td>
</tr>
<tr>
<td>Nextcare Urgent Care</td>
<td>10906 FM 1960 Road West</td>
<td>(281) 477-7490</td>
</tr>
<tr>
<td>Only Choice Urgent Care</td>
<td>11515 FM 1960 WC, Huffman</td>
<td>(281) 324-1550</td>
</tr>
<tr>
<td>Night Light Pediatric Urgent Care</td>
<td>19708 NW Frwy #500, Houston</td>
<td>(713) 957-2020</td>
</tr>
<tr>
<td>RediClinic* (H-E-B)</td>
<td>28520 Tomball Pkwy., Tomball</td>
<td>(281) 255-3085</td>
</tr>
<tr>
<td>Take Care* (Walgreens)</td>
<td>1215 W 43rd St, Houston</td>
<td>(866) 825-3227</td>
</tr>
<tr>
<td>Westfield Urgent Care</td>
<td>2010 FM 1960 East, Houston</td>
<td>(281) 821-8200</td>
</tr>
</tbody>
</table>

#### North/NW/NE (Harris County)

<table>
<thead>
<tr>
<th>Clinic Name</th>
<th>Address</th>
<th>Phone</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kingwood Urgent Care &amp; Special Clinic</td>
<td>2601 W Lake Houston Pkwy, Kingwood</td>
<td>(281) 360-7502</td>
</tr>
<tr>
<td>Medsprings Urgent Care</td>
<td>1450 Kingwood Drive, Kingwood</td>
<td>(832) 548-4420</td>
</tr>
<tr>
<td>Minute Clinic* (CVS)</td>
<td>8000 N Sam Houston Pkwy E, Humble</td>
<td>(866) 389-2727</td>
</tr>
<tr>
<td>Medsprings Urgent Care</td>
<td>1450 Kingwood Drive, Kingwood</td>
<td>(832) 548-4420</td>
</tr>
<tr>
<td>Minute Clinic* (CVS)</td>
<td>8000 N Sam Houston Pkwy E, Humble</td>
<td>(866) 389-2727</td>
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<tr>
<td>Medsprings Urgent Care</td>
<td>1450 Kingwood Drive, Kingwood</td>
<td>(832) 548-4420</td>
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<tr>
<td>Minute Clinic* (CVS)</td>
<td>8000 N Sam Houston Pkwy E, Humble</td>
<td>(866) 389-2727</td>
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<tr>
<td>Medsprings Urgent Care</td>
<td>1450 Kingwood Drive, Kingwood</td>
<td>(832) 548-4420</td>
</tr>
<tr>
<td>Minute Clinic* (CVS)</td>
<td>8000 N Sam Houston Pkwy E, Humble</td>
<td>(866) 389-2727</td>
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<tr>
<td>Medsprings Urgent Care</td>
<td>1450 Kingwood Drive, Kingwood</td>
<td>(832) 548-4420</td>
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<tr>
<td>Minute Clinic* (CVS)</td>
<td>8000 N Sam Houston Pkwy E, Humble</td>
<td>(866) 389-2727</td>
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<tr>
<td>Medsprings Urgent Care</td>
<td>1450 Kingwood Drive, Kingwood</td>
<td>(832) 548-4420</td>
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<td>Minute Clinic* (CVS)</td>
<td>8000 N Sam Houston Pkwy E, Humble</td>
<td>(866) 389-2727</td>
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<tr>
<td>Medsprings Urgent Care</td>
<td>1450 Kingwood Drive, Kingwood</td>
<td>(832) 548-4420</td>
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<tr>
<td>Minute Clinic* (CVS)</td>
<td>8000 N Sam Houston Pkwy E, Humble</td>
<td>(866) 389-2727</td>
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<tr>
<td>Medsprings Urgent Care</td>
<td>1450 Kingwood Drive, Kingwood</td>
<td>(832) 548-4420</td>
</tr>
</tbody>
</table>

### IMPORTANT INFORMATION...

Walk-in clinics are marked with an asterisk (*) and shaded gray. Your copay at the walk-in clinics is only $25 on the Base Plan and $20 on the HAMP and Plus Plan.
<table>
<thead>
<tr>
<th>URGENT CARE CENTERS &amp; WALK-IN CLINICS in the Greater Houston Area</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>East (Jefferson County)</strong></td>
</tr>
<tr>
<td>Doctors Express of the Beaumont Area, P.A.</td>
</tr>
<tr>
<td>Mid County Urgent Care</td>
</tr>
<tr>
<td>MinuteClinic* (CVS)</td>
</tr>
<tr>
<td><strong>East/Southeast/South (Harris County)</strong></td>
</tr>
<tr>
<td>Baytown Urgent Care Limited</td>
</tr>
<tr>
<td>Beamer Urgent Care</td>
</tr>
<tr>
<td>Concentra Health Services, Inc.</td>
</tr>
<tr>
<td>East Houston Urgent Care</td>
</tr>
<tr>
<td>Immediate Medical Care</td>
</tr>
<tr>
<td>MinuteClinic* (CVS)</td>
</tr>
<tr>
<td>Normandy Urgent Care</td>
</tr>
<tr>
<td>Primary Urgent Care</td>
</tr>
<tr>
<td>RediClinic* (H-E-B)</td>
</tr>
<tr>
<td>Take Care* (Walgreens)</td>
</tr>
<tr>
<td><strong>Southeast/South (Galveston County)</strong></td>
</tr>
<tr>
<td>Calder Urgent Care</td>
</tr>
<tr>
<td>Immediate Medical Care</td>
</tr>
<tr>
<td>RediClinic* (H-E-B)</td>
</tr>
<tr>
<td>West Isle Urgent Care</td>
</tr>
<tr>
<td><strong>South/Southwest (Brazoria County)</strong></td>
</tr>
<tr>
<td>Immediate Medical Care</td>
</tr>
<tr>
<td>Minute Clinic* (CVS)</td>
</tr>
<tr>
<td>Options Urgent Care &amp; Wellness Center</td>
</tr>
<tr>
<td>Pearland Healthcare Center</td>
</tr>
<tr>
<td>Prime Urgent Care</td>
</tr>
<tr>
<td>RediClinic* (H-E-B)</td>
</tr>
<tr>
<td>Take Care* (Walgreens)</td>
</tr>
</tbody>
</table>

**IMPORTANT INFORMATION...**

Walk-in clinics are marked with an asterisk (*) and shaded gray. Your copay at the walk-in clinics is only $25 on the Base Plan and $20 on the HAMP and Plus Plan.
# URGENT CARE CENTERS & WALK-IN CLINICS in the Greater Houston Area

## Central / Southwest (Harris County)

<table>
<thead>
<tr>
<th>Location</th>
<th>Address</th>
<th>Phone Numbers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Concentra Health Services, Inc.</td>
<td>9321 Kirby, Houston 6545 SW Frwy, Houston 2004 Leeland, Houston</td>
<td>(713) 797-0991 (713) 995-6998 (713) 223-0838</td>
</tr>
<tr>
<td>Doctors Express of the Beaumont Area, P.A.</td>
<td>5568 Weslayan St, Houston</td>
<td>(713) 666-7050</td>
</tr>
<tr>
<td>Doctors Express Urgent Care</td>
<td>107 Yale St #200, Houston</td>
<td>(713) 861-6060</td>
</tr>
<tr>
<td>Houston Medical Care</td>
<td>5568 Weslayan Street</td>
<td>(832) 260-0650</td>
</tr>
<tr>
<td>Medsprings Urgent Care</td>
<td>1917 W Gray St, Houston</td>
<td>(832) 260-0670</td>
</tr>
<tr>
<td>Memorial Urgent Care</td>
<td>14629 Memorial Dr, Houston</td>
<td>(281) 589-8500</td>
</tr>
<tr>
<td>Minute Clinic* (CVS)</td>
<td>5402 Westheimer Rd #K, Houston 3939 Bellaire Blvd, Houston 1003 Richmond Ave, Houston</td>
<td>(866) 389-2727 (866) 389-2727 (866) 389-2727</td>
</tr>
<tr>
<td>RediClinic* (H-E-B)</td>
<td>2660 Fountainview, Houston</td>
<td>(713) 343-2699</td>
</tr>
<tr>
<td>Take Care* (Walgreens)</td>
<td>1919 W Gray Street, Houston 5200 Westheimer Road, Houston 2808 N Gessner Road, Houston</td>
<td>(713) 526-3621 (713) 623-0643 (713) 460-0535</td>
</tr>
</tbody>
</table>

## West/Southwest (Fort Bend County)

<table>
<thead>
<tr>
<th>Location</th>
<th>Address</th>
<th>Phone Numbers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Excel Urgent Care</td>
<td>6840 Hwy 6, Missouri City</td>
<td>(281) 403-3660</td>
</tr>
<tr>
<td>Medsprings Urgent Care</td>
<td>1403 Hwy 6 #100, Sugar Land 6501 S Fry Road, Katy</td>
<td>(832) 260-0640 (832) 260-0670</td>
</tr>
<tr>
<td>Next Level Urgent Care</td>
<td>16902 SW Frwy #108, Sugar Land 8720 Hwy 6 S #400, Missouri City</td>
<td>(832) 342-9205 (832) 342-9204</td>
</tr>
<tr>
<td>Night Light After Hours Pediatrics</td>
<td>15551 SW Frwy, Sugar Land</td>
<td>(281) 325-1010</td>
</tr>
</tbody>
</table>

## West/Southwest (Fort Bend County)

<table>
<thead>
<tr>
<th>Location</th>
<th>Address</th>
<th>Phone Numbers</th>
</tr>
</thead>
<tbody>
<tr>
<td>RediClinic* (H-E-B)</td>
<td>6711 South Fry Road, Katy 8900 Hwy 6, Missouri City 19900 Hwy 59, Sugar Land 23675 Nelson Way, Katy</td>
<td>(281) 395-5080 (281) 778-0622 (281) 341-8330 (281) 347-7700</td>
</tr>
<tr>
<td>Southwest Urgent Care</td>
<td>19875 SW Frwy #100, Sugar Land</td>
<td>(281) 545-2323</td>
</tr>
<tr>
<td>Take Care* (Walgreens)</td>
<td>6768 Hwy 6 South, Houston</td>
<td>(281) 530-9768</td>
</tr>
<tr>
<td>Texas Children's Urgent Care</td>
<td>9727 Spring Green Blvd #900, Katy</td>
<td>(281) 789-6300</td>
</tr>
<tr>
<td>Urgent Care for Kids</td>
<td>23730 Westheimer Pkwy #N, Katy</td>
<td>(281) 392-3033</td>
</tr>
</tbody>
</table>

## West (Harris County)

<table>
<thead>
<tr>
<th>Location</th>
<th>Address</th>
<th>Phone Numbers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Concentra Health Services, Inc.</td>
<td>1000 N Post Oak Rd 4G-100, Houston 12345 Katy Frwy, Houston</td>
<td>(713) 686-4868 (281) 679-5600</td>
</tr>
<tr>
<td>Entrust Immediate Care</td>
<td>9778 Katy Frwy #100, Houston</td>
<td>(713) 468-7845</td>
</tr>
<tr>
<td>Excel Urgent Care</td>
<td>19450 Katy Frwy, Houston</td>
<td>(281) 829-9900</td>
</tr>
<tr>
<td>Family Plus Urgent Care</td>
<td>15881 FM 529, Suite A, Houston</td>
<td>(832) 427-1871</td>
</tr>
<tr>
<td>Katy Urgent Care Partners</td>
<td>21700 Kingsland Blvd., Ste. 104, Katy</td>
<td>(281) 829-6570</td>
</tr>
<tr>
<td>Medsprings Urgent Care</td>
<td>14045 Memorial Drive, Houston</td>
<td>(832) 548-4410</td>
</tr>
<tr>
<td>Minute Clinic* (CVS)</td>
<td>3103 N. Fry Road, Katy 5603 FM 1960 W, Houston</td>
<td>(866) 389-2727 (866) 389-2727</td>
</tr>
<tr>
<td>RediClinic* (H-E-B)</td>
<td>9710 Katy Frwy, Houston</td>
<td>(713) 932-8800</td>
</tr>
<tr>
<td>Take Care* (Walgreens)</td>
<td>411 South Mason Rd., Katy</td>
<td>(281) 579-0910</td>
</tr>
<tr>
<td>Texas Children’s Urgent Care</td>
<td>12850 Memorial Dr #210, Houston</td>
<td>(832) 827-4000</td>
</tr>
<tr>
<td>West Oaks Urgent Care</td>
<td>2150 South Hwy. 6, Suite 100</td>
<td>(281) 496-4948</td>
</tr>
</tbody>
</table>

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The urgent care centers and walk-in clinics listed are current providers and may be subject to change. It is your responsibility to check the provider's status and hours of operation when you seek services.
## MEDICAL BENEFITS COMPARISON—BASE PLAN/HAMP VS. PLUS PLAN

<table>
<thead>
<tr>
<th>PLAN FEATURES/SERVICES</th>
<th>BASE PLAN/HAMP PREFERRED BENEFITS (In-Network)</th>
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<th>BASE PLUS PLAN PREFERRED BENEFITS (In-Network)</th>
<th>BASE PLUS PLAN NON-PREFERRED BENEFITS (Out-of-Network)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Plan Deductible per Individual /Family (Per Calendar Year)</strong></td>
<td>BASE: $500/$1,500 HAMP: $250/ $750</td>
<td>$1,000 Individual $3,000 Family</td>
<td>None</td>
<td>$1,000 Individual $3,000 Family</td>
</tr>
<tr>
<td><strong>Maximum Out-of-Pocket—including deductible, coinsurance, medical and Rx copays (Per Individual/Family Per Calendar Year)</strong></td>
<td>BASE: $6,600/$13,200 HAMP: $6,100/$12,200</td>
<td>$9,000 Individual $27,000 Family</td>
<td>$5,600 Individual $11,200 Family</td>
<td>$9,000 Individual $27,000 Family</td>
</tr>
<tr>
<td><strong>Lifetime Maximum</strong></td>
<td>Unlimited except where otherwise indicated</td>
<td>$1,000,000</td>
<td>Unlimited except where otherwise indicated</td>
<td>$1,000,000</td>
</tr>
<tr>
<td><strong>Acupuncture</strong></td>
<td>Up to $500 per calendar year (no deductible or coinsurance applies)</td>
<td>Up to $500 per calendar year (no deductible or coinsurance applies)</td>
<td>Up to $500 per calendar year (no deductible or coinsurance applies)</td>
<td>Up to $500 per calendar year (no deductible or coinsurance applies)</td>
</tr>
<tr>
<td><strong>Alcohol &amp; Drug Abuse Services—Inpatient</strong></td>
<td>80% after deductible</td>
<td>50% after deductible</td>
<td>$500 per confinement copay</td>
<td>60% after deductible</td>
</tr>
<tr>
<td><strong>Alcohol &amp; Drug Abuse Services—Outpatient</strong></td>
<td>100% after $40 copay</td>
<td>50% after deductible</td>
<td>100% after $40 copay</td>
<td>60% after deductible</td>
</tr>
<tr>
<td><strong>Allergy Testing—including serum, injections, and injectable drugs (Allergy Specialist only)</strong></td>
<td>100% after $40 office visit copay (waived for injection if no office visit charge)</td>
<td>50% after deductible</td>
<td>100% after $40 office visit copay (waived for injection if no office visit charge)</td>
<td>60% after deductible</td>
</tr>
<tr>
<td><strong>Ambulance</strong></td>
<td>90% after deductible</td>
<td>90% after deductible</td>
<td>100% coverage</td>
<td>100% coverage</td>
</tr>
<tr>
<td><strong>Basic Infertility Services—Diagnosis &amp; Treatment</strong></td>
<td>Payable as any other covered expense; 50% coverage for insemination; fertility drugs excluded</td>
<td>Payable as any other covered expense; 50% coverage for insemination; fertility drugs excluded</td>
<td>Payable as any other covered expense; 50% coverage for insemination; fertility drugs excluded</td>
<td>Payable as any other covered expense; 50% coverage for insemination; fertility drugs excluded</td>
</tr>
<tr>
<td><strong>Chiropractic</strong></td>
<td>$40 copay, up to $600 per calendar year (no deductible or coinsurance applies)</td>
<td>50% after deductible; up to $600 per calendar year (no deductible or coinsurance applies)</td>
<td>$30 copay, up to $600 per calendar year (no deductible or coinsurance applies)</td>
<td>60% after deductible; up to $600 per calendar year (no deductible or coinsurance applies)</td>
</tr>
<tr>
<td><strong>Complex Imaging—including MRI, PET, CT scan, etc. (pre-certification required)</strong></td>
<td>90% after deductible</td>
<td>50% after deductible</td>
<td>$100 copay</td>
<td>60% after deductible</td>
</tr>
<tr>
<td><strong>Diagnostic X-ray and Laboratory</strong></td>
<td>100% coverage</td>
<td>50% after deductible</td>
<td>100% coverage</td>
<td>60% after deductible</td>
</tr>
<tr>
<td><strong>Durable Medical Equipment</strong></td>
<td>90% after deductible</td>
<td>50% after deductible</td>
<td>100% coverage</td>
<td>60% after deductible</td>
</tr>
</tbody>
</table>

**NOTE:** Limits for the Base/HAMP and Base Plus Plans are combined for both preferred and non-preferred benefits. Please reference your Plan Document for a complete listing of covered services, reimbursement amounts, limitations, and exclusions.
# MEDICAL BENEFITS COMPARISON—BASE PLAN/HAMP VS. PLUS PLAN

<table>
<thead>
<tr>
<th>PLAN FEATURES/SERVICES</th>
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<th>BASE PLUS PLAN PREFERRED BENEFITS (In-Network)</th>
<th>BASE PLUS PLAN NON-PREFERRED BENEFITS (Out-of-Network)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Emergency Room</td>
<td>$300 copay, waived if admitted</td>
<td>$300 copay, waived if admitted</td>
<td>$300 copay, waived if admitted</td>
<td>$300 copay, waived if admitted</td>
</tr>
<tr>
<td>Hearing Aids—one pair every 36 months with a maximum benefit of $1,500</td>
<td>80% coverage, no deductible</td>
<td>80% after deductible</td>
<td>80% coverage, no deductible</td>
<td>80% after deductible</td>
</tr>
<tr>
<td>Home Health Care (100 visits per calendar year)</td>
<td>90% after deductible</td>
<td>50% after deductible</td>
<td>100% coverage</td>
<td>60% after deductible</td>
</tr>
<tr>
<td>Hospice Care—Inpatient &amp; Outpatient</td>
<td>90% after deductible</td>
<td>50% after deductible</td>
<td>90% after $250 deductible</td>
<td>60% after deductible</td>
</tr>
<tr>
<td>Hospital Services—Inpatient</td>
<td>80% after deductible</td>
<td>50% after deductible</td>
<td>$500 per confinement copay*</td>
<td>60% after deductible</td>
</tr>
<tr>
<td>Hospital Services—Outpatient</td>
<td>80% after deductible</td>
<td>50% after deductible</td>
<td>100% after $300 copay for surgical procedures, 100% coverage for non-surgical</td>
<td>60% after deductible</td>
</tr>
<tr>
<td>Maternity (coverage includes voluntary sterilization)</td>
<td>Payable as any other covered expense</td>
<td>Payable as any other covered expense</td>
<td>Payable as any other covered expense</td>
<td>Payable as any other covered expense</td>
</tr>
<tr>
<td>Mental Health—Inpatient coverage</td>
<td>80% after deductible</td>
<td>50% after deductible</td>
<td>100% after $500 per confinement copay</td>
<td>60% after deductible</td>
</tr>
<tr>
<td>Mental Health—Outpatient coverage</td>
<td>100% after $30 copay</td>
<td>50% after deductible</td>
<td>100% after $30 copay</td>
<td>60% after deductible</td>
</tr>
<tr>
<td>Outpatient surgery (facility) (Except in physician’s office when office visit copay applies)</td>
<td>80% after deductible</td>
<td>50% after deductible</td>
<td>100% after $300 copay</td>
<td>60% after deductible</td>
</tr>
<tr>
<td>Physician Hospital Services</td>
<td>80% after deductible</td>
<td>50% after deductible</td>
<td>100% coverage</td>
<td>60% after deductible</td>
</tr>
<tr>
<td>Preventive Care** (Routine physicals, immunizations, and tests)</td>
<td>100% coverage</td>
<td>50% after deductible</td>
<td>100% coverage</td>
<td>60% after deductible</td>
</tr>
</tbody>
</table>

*For inpatient maternity, copayment applies to mother and each child delivered.

**PREVENTIVE CARE**—In accordance with the Affordable Care Act (ACA), preventive care services include age appropriate or risk status screenings, standard immunizations recommended by the American Committee on Immunization Practices, and all United States Preventive Services Task Force A and B recommendations. Examples of these services include well-child immunizations and exams, well-man and woman exams, and screenings as adopted by HHS guidelines.

NOTE: Limits for the Base/HAMP and Base Plus Plans are combined for both preferred and non-preferred benefits. Please reference your Plan Document for a complete listing of covered services, reimbursement amounts, limitations, and exclusions.
# MEDICAL BENEFITS COMPARISON—BASE PLAN/HAMP VS. PLUS PLAN

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<th>BASE PLUS PLAN PREFERRED BENEFITS (In-Network)</th>
<th>BASE PLUS PLAN NON-PREFERRED BENEFITS (Out-of-Network)</th>
</tr>
</thead>
</table>
| Primary Care Physician Visits (excludes Mental Health/Alcohol/Drug) | **BASE:** $25 copay  
**HAMP:** $20 copay | 50% after deductible  
100% after $20 copay | 60% after deductible |  |
| Specialist Office Visits  
Participating Aexcel providers  
Non-Aexcel participating providers | **BASE:** $40 copay  
**HAMP:** $35 copay  
**BASE:** $50 copay  
**HAMP:** $45 copay | 50% after deductible  
100% after $30 copay  
100% after $40 copay | 60% after deductible |  |
| Private Duty Nursing—Outpatient (70 shifts per calendar year — requires precertification)* | 90% after deductible | 50% after deductible  
100% coverage | 50% after deductible |  |
| Residential Treatment Facility | 80% after deductible | 50% after deductible  
$500 copay | 60% after deductible |  |
| Routine Gynecological Care Exam Coverage is limited to one routine OB/Gyn exam per calendar year including charges for one pap smear and related fees. | 100% coverage | 50% after deductible  
100% coverage | 60% after deductible |  |
| Routine Mammography—Ages 35-40 one baseline; age 40+, one every calendar year | 100% coverage | 50% after deductible  
100% coverage | 60% after deductible |  |
| Short-Term Rehabilitation—physical, speech, & occupational therapy (60 visits per calendar year) | 100% after $25 copay | 50% after deductible  
100% after $20 copay | 60% after deductible |  |
| Skilled Nursing Facility (up to 100 days per calendar year and requires precertification)* | 90% after deductible | 50% after deductible  
100% coverage | 60% after deductible |  |
| Urgent Care Provider | 100% after $50 copay | 50% after deductible  
100% after $50 copay | 60% after deductible |  |
| Walk-in Clinics | **BASE:** $25 copay  
**HAMP:** $20 copay | 50% after deductible  
100% after $20 copay | 60% after deductible |  |
| Women’s Health—includes well woman exam, screening, testing, contraceptives, breast feeding supplies/support* | 100% coverage | 50% after deductible  
100% coverage | 60% after deductible |  |

### Price-A-Drug

BEFORE YOU GO TO THE PHARMACY OR MAIL YOUR PRESCRIPTION TO AETNA RX HOME DELIVERY, CHECK PRICE-A-DRUG AT aetna.com. Price-A-Drug provides cost information for prescriptions at both retail and mail order so you can determine the least expensive method prior to having the prescription filled.

You can also use this online feature to obtain information about less expensive bioequivalent or therapeutic alternatives, or contact Aetna Member Services at 713.274.5500 or toll free 800.279.2401.

### Harris County Prescription Drug Benefits

<table>
<thead>
<tr>
<th></th>
<th>Percentage You Pay</th>
<th>Minimum Copay</th>
<th>Maximum Copay</th>
</tr>
</thead>
<tbody>
<tr>
<td>RETAIL</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Generic</td>
<td>25%</td>
<td>$5</td>
<td>$35</td>
</tr>
<tr>
<td>Brand</td>
<td>30%</td>
<td>$25</td>
<td>$100</td>
</tr>
<tr>
<td>Specialty</td>
<td>30%</td>
<td>$50</td>
<td>$200</td>
</tr>
<tr>
<td>MAIL ORDER</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Generic</td>
<td>25%</td>
<td>$10</td>
<td>$70</td>
</tr>
<tr>
<td>Brand</td>
<td>30%</td>
<td>$50</td>
<td>$200</td>
</tr>
</tbody>
</table>

### THIS IS A MANDATORY GENERIC PLAN

Prescriptions written for a brand medication will be dispensed as a generic, if available (or becomes available while the Rx is active). If a brand medication is necessary, the doctor must write/sign DAW (dispense as written) or brand necessary on the prescription. If this is not on the script and a generic is available, the member will receive the generic medication.

If the member or physician requests brand name when a generic is available, the member pays the brand copay plus the difference between the generic price and the brand price.

#### Aetna Rx Step Program

Precertification is required for angiotensin receptor blocker (ARB drugs), angiotensin converting enzyme inhibitor (ACE inhibitors), statin (cholesterol), and diabetic prescriptions.

With step-therapy, certain medications will be excluded from coverage unless one or more “prerequisite therapy” medications are tried first, or unless the prescriber obtains a medical exception.

The plan will not cover certain step-therapy drugs if your prescriber does not prescribe a prerequisite drug first or fails to obtain a medical exception unless the corresponding prerequisite therapy drug(s) are used first.

Prerequisite therapies and any medical exception prescriptions will be subject to dose and quantity recommendations outlined by the manufacturer.

#### Maintenance Prescriptions

If you recently filled a maintenance prescription, and your physician changed/increased your dosage, or if you are just reordering the maintenance medication and you are sending in a new prescription, you must have used 2/3 of your prescription prior to mailing in your new prescription.

#### The County’s Prescription Drug Benefit Excludes Bulk Chemicals

- All compound drugs made with bulk chemicals included on Aetna’s Bulk Chemical Exclusion List as amended and administered for Harris County will be excluded from coverage.
- Covered compound drugs will require a brand level member copay responsibility.

#### Specialty Medications and/or Self Injectable Drugs

These are available only for a 30-day supply through the Aetna Specialty Pharmacy OR an Aetna designated and approved provider after the third fill at a retail pharmacy.
TAKING A TRIP?
If you know you will run out of your prescription medication, and it is too soon to refill prior to your departure, call Aetna Pharmacy Management (APM) for a “Vacation Override” at 800.238.6279. You will need to provide your departure date and return date to the representative. Medication can be picked up as early as 3 days prior to your vacation departure date. In most instances you will receive a maximum three-month supply of medication.

Filing paper claims for your prescriptions? Talk to your pharmacist about calling Aetna Pharmacy Management for assistance in submitting your claim electronically, especially if you have two insurance carriers.

Multiple Prescriptions: If you submit new prescriptions all on one script, and not all are available at one time, the order could be delayed by 24-48 hours. If the remaining prescription(s) are not available within the 7-10 day processing period, the order will then be split into 2 separate orders in an effort to avoid further delay.

Faxing prescriptions: Physicians can fax prescriptions for mail order processing. The prescription must be submitted on the physician’s office letterhead and must include the member’s name and Aetna identification number. Prior to processing faxed prescription(s), the member must have completed and submitted an ARxHD registration form. Members cannot fax prescriptions for filling via mail order.

Would you like to save money on your prescriptions?
The Save-A-Copay Program is a consumer-focused, VOLUNTARY program that offers employees and/or their dependents a prescription drug copayment savings opportunity. If you are currently utilizing one of the following brand name drugs and are willing to switch to a lower cost preferred generic drug, you will have no copayments for six months! If you qualify for this program, Aetna will send a letter to you encouraging your participation.

The below list of Drug Class and Targeted Drugs is subject to change without notice.

<table>
<thead>
<tr>
<th>Drug class</th>
<th>Targeted drugs</th>
</tr>
</thead>
<tbody>
<tr>
<td>Antidepressants (SSRIs)</td>
<td>Paxil CR, Lexapro</td>
</tr>
<tr>
<td>Migraine</td>
<td>Imitrex, Maxalt, Maxalt MLT, Alsuna Injection, Amerge, Axert, Frova, Migranal, Relpax, Sumavel, Treximet, Zomig, Zomig ZMT, Cambia powder</td>
</tr>
<tr>
<td>Seizure Disorder (Anti-epileptics)</td>
<td>Topamax, Lamictal XR, Oxtellar XR</td>
</tr>
<tr>
<td>Attention Deficit Disorders (Stimulants)</td>
<td>Concerta, Focalin XR, Quillivant SUS XR, Adderall XR</td>
</tr>
<tr>
<td>Sleep Disorders (Hypnotics)</td>
<td>Ambien, Lunesta, Rozerem, Sonata, Edluar, Zolpimist Spray, Intermezzo sub</td>
</tr>
<tr>
<td>Nasal Steroids</td>
<td>Beconase AQ, Rhinocort, Flonase, Nasacort AQ</td>
</tr>
<tr>
<td>Non Sedation Antihistamines (NSAs)</td>
<td>Clarinex/D, Xyzal</td>
</tr>
<tr>
<td>Benign Prostatic Hypertrophy (BPH)</td>
<td>Flomax</td>
</tr>
<tr>
<td>Overactive Bladder (OAB)</td>
<td>Detrol, Detrol LA, Ditropan Xl, Sanctura, Sanctura XR, Toviaz</td>
</tr>
<tr>
<td>Acne</td>
<td>Retin-A, Minocin, Dynacin, Duac, Doryx, Benzefoam, Benzaclin</td>
</tr>
</tbody>
</table>

This program is available for prescriptions filled at participating retail and mail order pharmacies. When using mail order, you will not pay any copayments on two 90-day fills.

Each person’s treatment is unique. Talk to your doctor first to find out if a preferred generic drug may be right for you.

IMPORTANT PRESCRIPTION DRUG INFORMATION
DURABLE MEDICAL AND SURGICAL EQUIPMENT (DME) IS A COVERED BENEFIT

BASED ON THE FOLLOWING CONDITIONS:

No more than one item of equipment for the same or similar purpose, and the accessories needed to operate it, that is:

- made to withstand prolonged use;
- made for and mainly used in the treatment of a disease or injury;
- suited for use in the home;
- not normally of use to a person who does not have a disease or injury;
- not for exercise or training.

The accessories needed to operate your Durable Medical Equipment (DME) are covered under your DME benefit at 90% after deductible for Base Plan members and at 100% for Plus Plan members when using in-network providers.

FINANCIAL PLANNING FOR THE FUTURE IS NECESSARY FOR A COMFORTABLE RETIREMENT

What is a 457 plan and do I need it?
The 457 deferred compensation plan (deferred comp) is a voluntary retirement plan that your employer offers so you can put even more money toward retirement directly from your pay. It’s designed to be a supplement to your pension and is an additional way to invest long-term. Deferred comp can help you create a more financially secure future for you and your family. It can provide a simple approach for you to enjoy the benefits of long term investing. You’re always in control of how to use deferred comp to help achieve your goals.

How much money do you need when you retire?
The amount is different for everyone. But experts say you generally need 70 to 90 percent of your current income to maintain your current standard of living. It’s important to know the difference between what you’ll have (from your Social Security, pension, and personal savings) versus what you’ll need in retirement. Contributing to a deferred comp plan can help bridge that gap.

What are the benefits of a tax-deferred plan?
Tax deferred means your money goes into your account before taxes come out of your check. For example, let’s say you pay around 25% in income taxes. Because you contribute to your deferred comp plan pre-tax, putting $100 in your account only costs you $75 from your take-home pay. When you make withdrawals from the account in the future, you will have to pay income taxes.

Roth 457 Accounts
Harris County employees also have the opportunity to participate in Roth 457 accounts through one of Harris County’s deferred compensation vendors. When you contribute to a Roth 457, you pay taxes on the portion of your salary that goes into the plan; however, withdrawals of contributions and earnings can be tax free during retirement if certain conditions are met. If you wish, you can even split your contributions between traditional pre-tax contributions and Roth after-tax contributions.

How do you put money into your account?
Contact one of the Deferred Compensation vendors for guidance and additional information. If you decide to participate, complete the county Auditor’s Form 777—Payroll Deduction Agreement for automatic deductions from your paycheck. The minimum deduction is $25 per month.

BREASTFEEDING SUPPLIES & LACTATION SUPPORT

To receive a complimentary breast pump, you must obtain a prescription from your OB/Gyn and present it to a participating Durable Medical Equipment (DME) provider. For a list of providers, go to aetna.com.

The plan will pay for one electric breast pump in a 36-month period within 60 days of birth, 1 manual pump in a 36-month period within 12 months of birth, and one (1) set of breast pump supplies on alternate years from receipt of the pump.

Lactation Support and Counseling:
Six visits per year to a qualified lactation consultant for either individual or group classes. Any additional visits (7+) will be covered according to the plan’s provisions.
A Flexible Spending Account (FSA) is a special non-taxed account designed to save you money on health care and dependent care expenses. Section 125 of the Internal Revenue Code allows you to pay for your portion of the cost of certain employee benefits before federal income and social security taxes are withheld from your pay. That means you will pay less in taxes and have more spendable income; however, there are certain limitations. Generally, after you make your health insurance coverage decisions, you may not change your mind in the middle of the year unless there is a qualifying change in your family circumstances.

You elect an annual amount to contribute to your accounts, and these funds are transferred automatically from your paycheck into your FSA before taxes are calculated. Because this money is deducted pre-tax, you automatically save an average of 20-35% depending on your tax bracket.

You can contribute $212 per month ($2,544 per year) in your Health Care FSA for the March 1, 2015 to February 29, 2016 plan year. The minimum amount you can contribute is $25 per month. You then use the tax-free dollars you set aside to pay for eligible expenses incurred from 3/1/15—5/15/16 for out-of-pocket health, dental, and vision expenses for you, your spouse, and your dependents.

**SHOULD I ELECT TO PARTICIPATE IN A FLEXIBLE SPENDING ACCOUNT?**

<table>
<thead>
<tr>
<th>WITH FSA</th>
<th>WITHOUT FSA</th>
</tr>
</thead>
<tbody>
<tr>
<td>Annual income:</td>
<td>$35,000</td>
</tr>
<tr>
<td>Estimated health care pre-tax contributions:</td>
<td>$2,000</td>
</tr>
<tr>
<td>Form W-2 wages:</td>
<td>$33,000</td>
</tr>
<tr>
<td>Estimated Federal income tax:</td>
<td>$2,587</td>
</tr>
<tr>
<td>Estimated FICA:</td>
<td>$2,525</td>
</tr>
<tr>
<td>Health care expenses:</td>
<td>$0</td>
</tr>
<tr>
<td>Net after-tax income</td>
<td>$27,888</td>
</tr>
<tr>
<td>Your savings with the FSA</td>
<td>$513</td>
</tr>
</tbody>
</table>

**New for 2015!**

You will receive a PayFlex debit card to access your Health Care FSA funds at a pharmacy for prescription drug purchases only.

Once your account has been set up, you can order additional cards online for your spouse or dependents.

Don’t over-estimate! IRS Regulations state that any money left in the FSA at the end of the plan year plus a 2-1/2 month grace period is forfeited. Contribution changes are only permitted in the event of a qualified status change.

**Tips**

**Estimating Your Monthly Deductions**

When you enroll, it is important to carefully estimate your eligible expenses for the upcoming year. Review how much you spent for physician, prescription, dental, hospital, etc., copayments over the past year. If you haven’t kept track of your expenses, you can log in to your Aetna Navigator at aetna.com and review your claims history to provide you with the necessary information. This will help you estimate how much should be deducted from each paycheck.

Remember, even if you don’t cover your dependents on your insurance, you may still file their claims on your Health Care FSA as long as you claim them on your federal income tax return as dependents.

**Example:**

When you pay physician copayments on the Aetna medical plan, Aetna reimburses your out-of-pocket expenses after the claim is processed. If you prefer, you may elect to file all claims manually by contacting Aetna directly. You can choose to receive a check or make arrangements for direct deposit.
What if I don’t want my claims automatically reimbursed for physician and other medical copayments?
If you do not wish to have automatic reimbursement, you may go online via aetnanavigator.com or via payflexdirect.com and turn off the automatic reimbursement function within your personal FSA account, which would allow you to submit claims at your convenience.

Can I save time by having my claim reimbursements direct deposited into my bank account?
Absolutely. You may enroll by going to aetnafsa.com or by completing the direct deposit form. Reimbursement funds will appear in your bank account approximately five (5) business days from the day that Aetna processes your claim. The direct deposit will be reflected in the “check stub” portion of your Health Care FSA Explanation of Payment (EOP). The EOP will state the amount of the reimbursement, when the electronic funds transfer was made, and when the funds will be posted to your bank account.

What if I terminate my employment or retire?
Your participation in any FSA program will end. Any contributions made while you were an active employee must be spent before your plan participation ends! All claims incurred while actively at work must be filed by August 15, 2016.

Can I use my PayFlex Debit Mastercard for expenses other than prescriptions?
No, the debit card will only work at pharmacies to purchase prescription drugs.

WHAT IS A DEPENDENT CARE ACCOUNT?
The Dependent Care (DC) FSA lets you use tax-free dollars to pay for the care of your child (under age 13, or physically/mentally handicapped older dependents) and elder dependents while you are at work.

Eligible expenses include:
- Day care
- Before and after school care
- Pre-school tuition
- Babysitting
- Day camp

For a list of eligible Dependent Care expenses go to aetnafsa.com.

Flexible Spending Accounts for the 2015-2016 plan year will not be set up and available for your use until your first paycheck of the new plan year. For bi-weekly employees, the date will be March 13, 2015. Employees paid monthly will have their accounts available on March 31, 2015. You will not receive your PayFlex card until 10 business days after your account is set up.

The Dependent Care FSA works a little differently than Health Care FSAs in that it is not “pre-funded” and is similar to a checking account.

This means that you can only be reimbursed for an amount up to the total you have deposited into your account at any given point in the year. Each time you pay your day care (or other approved provider), you can file a claim for reimbursement of funds available.

Keep in mind that any unused funds in your Dependent Care FSA do not roll over from year to year and will be forfeited if not used.

When estimating, consider things such as vacation and holidays when your child will not be in school or day care.

Dependent Care Benefits require manual claims submission either via mail or fax to Aetna’s FSA department.
OPTIONS: Harris County offers your dental benefits through UnitedHealthcare Specialty Benefits and continues to provide two dental options:

- A Dental Health Maintenance Organization (DHMO) and a Dental Preferred Provider Organization (PPO) plan.
- Either plan is available to employees at no cost.
- If you choose to enroll your dependents, you will be responsible for their portion of the monthly premium.

UNITED HEALTHCARE DENTAL PLANS - DHMO & PPO PLAN OPTIONS

<table>
<thead>
<tr>
<th>UnitedHealthcare Dental HMO*</th>
<th>UnitedHealthcare Dental PPO**</th>
</tr>
</thead>
<tbody>
<tr>
<td>No calendar year maximums; no yearly deductibles</td>
<td>$1,750 calendar year maximum; $50 yearly individual deductible ($150 for family)</td>
</tr>
<tr>
<td>Basic care provided by network general dentists selected at enrollment. Members may change their designated dentist by contacting UnitedHealthcare Dental customer service by the 20th of the month. Requested changes will be effective the first of the following month.</td>
<td>You may receive care from any licensed dentist; network dentists have agreed to accept negotiated fees as payment in full with no “balance billing.”</td>
</tr>
<tr>
<td>Each family member may select a different UnitedHealthcare Dental network general dentist (remember to include the Practice ID number when enrolling).</td>
<td>Non-network dentists could “balance bill,” which may result in higher out-of-pocket costs. For more information, see the Benefit Summary or determine out-of-pocket costs by using the online Treatment Cost Calculator.</td>
</tr>
<tr>
<td>Covered procedures and copayments are listed on the Schedule of Benefits and may be found at: yourdentalplan.com/harriscounty</td>
<td>All claims are paid based on the percentages of the Maximum Allowable Charge.</td>
</tr>
<tr>
<td>When specialty care is required, your selected general dentist and UnitedHealthcare Dental Customer Service Representative will assist in managing your referral.</td>
<td>If you require specialty care, you may see any specialty care dentist you choose. When you receive care from a network dentist, you may save on your cost of care.</td>
</tr>
<tr>
<td>No waiting periods.</td>
<td>New enrollees: 6-month waiting period on endodontic procedures and all major services (new employees and newly-added dependents of current employees).</td>
</tr>
</tbody>
</table>

Adult & child orthodontics is included in the DHMO plan. Orthodontia is not a covered benefit in the PPO plan.

No claim forms are required. Claim forms may be required when a non-network dentist is used.

*Benefits for the UnitedHealthcare Dental DHMO plans are provided by the following: UnitedHealth Group Company, National Pacific Dental, Inc.
**Benefits for the UnitedHealthcare Dental PPO plans are provided by UnitedHealthcare Insurance Company, located in Hartford, Connecticut.

QUESTIONS? UNITEDHEALTHCARE CUSTOMER SERVICE STAFF ARE AVAILABLE Monday-Friday, 7 a.m.-10 p.m. CST at 866.528.6072. Select “0” to speak to a representative.

You can check eligibility, claims, determine out-of-pocket costs using the Treatment Cost Calculator, and print or request your plan information...either online or through advanced telephone technology.

Call 866.528.6072

Register for online access at: yourdentalplan.com/harriscounty (registration and login button located at the bottom center of the home page) or call the toll-free number on your member ID card and follow the prompts for IVR (Interactive Voice Recognition) assistance.
WHICH PLAN IS BEST FOR ME?

The DHMO plan provides comprehensive dental care with defined copayments for each covered procedure. You select a participating DHMO dentist from a network of providers and follow the plan rules/guidelines for services provided.

The PPO plan offers members a choice of dentists in-network, and the option to go out-of-network for services at a higher cost share. The plan includes an annual deductible and a calendar year maximum. With this plan, you pay a higher percentage of costs for services.

Choose the plan that best suits your needs for the upcoming benefit year.

UnitedHealthcare DHMO Plan

Remember to select a dentist from the United Healthcare Dental Directory or Dentist Locator on yourdentalplan.com/harriscountry for yourself and each of your enrolled dependents. Indicate the Practice ID Number in the space on your enrollment form for each person enrolled.

You can obtain a complete Schedule of Benefits with covered procedures and copayments along with Exclusions & Limitations, available online at harriscountytx.gov/hrrm or yourdentalplan.com/harriscountry. You may also request a copy by calling customer service at the number located on your member ID card.

An Evidence of Coverage document may also be requested or viewed online and provides additional information about how to get the most from your UnitedHealthcare Dental HMO plan. Please take time to review this information before making dental benefit decisions.

DHMO members: Check out the dental health and wellness link at yourdentalplan.com/harriscountry.

UnitedHealthcare PPO Plan

There is no need to pre-select a dentist - you can receive treatment from any dentist, network or non-network. If you decide to use a network dentist, you can log on to yourdentalplan.com/harriscountry to browse the Dental Directory or Dentist Locator to help you find a dentist. When choosing a dentist, if you choose to receive care from a UnitedHealthcare Dental network dentist, you could save on your out-of-pocket costs. Network dentists have agreed to negotiated fees as payment in full with no balance billing.

Your PPO Costs

Payment of claims is based on a Maximum Allowable Charge (MAC). The Maximum Allowable Charge is set by UnitedHealthcare Dental and uses negotiated rates with network dentists. This MAC is the most that United Healthcare Dental pays for a plan’s covered dental procedure.

A Summary of Benefits includes the information about percentage of coverage by procedure category along with Exclusions & Limitations. After reviewing the plan documents, if you have any questions, a customer service representative will be happy to help you. Or, you may download a copy of the Certificate of Coverage at harriscountytx.gov/hrrm.

Included with your PPO Dental Plan:

Prenatal Dental Care Program: Women in their second and third trimesters are eligible for this program. When visiting your dentist, you need to supply the name and contact number of your OB/GYN. You will then receive additional cleanings or periodontal maintenance, at little or no cost, if the need is determined by your dentist.

Oral Cancer Screening: Individuals who are determined at-risk by their dentist and are 30 years of age or older may be eligible for this once-yearly, light-contrast screening.
How much your dental treatments will cost

*UnitedHealthcare Dental* is committed to helping make the most of your dental plan benefits, by getting actual prices for treatments based on your individual plan, comparing the rates charged by different providers, and seeing your out-of-pocket cost so you can plan ahead. We have created an easy-to-use tool: the Treatment Cost Calculator.

With the Treatment Cost Calculator, you can always make an informed choice about your dental treatments. It's easy to use and available to members 24 hours a day at [myuhcdental.com](http://myuhcdental.com).

**HERE’S HOW IT WORKS:**

1. To get started, visit [myuhcdental.com](http://myuhcdental.com) and select Plan Info > Treatment Cost Calculator.
2. At the next screen, log in with your username and password. If you haven't previously registered at [myuhcdental.com](http://myuhcdental.com), you can register now.
3. At the next screen, you’ll enter information about the practitioner performing the procedure.
   - You’ll need the following information:
     - The approximate date of the procedure
     - The Practitioner ID. To find the ID of a network practitioner, click the link to search for dentists who perform the procedure.
4. At the next screen, you’ll enter information about your procedure. Select the procedure from the list of common treatments shown. You can also enter the procedure code, if you know it, or display a list of procedure codes.
5. Your treatment cost results will be displayed, including the cost of the service based on your specific plan; the amount you’re responsible for (coinsurance); any limitations or waiting periods in your plan; and your annual deductible, which is the amount you must pay each year before your plan starts paying benefits.
6. From the treatment cost results page, you can display your dental benefits summary, which lists your plan features, including in and out-of-network coverage rates, your annual deductible, and your annual maximum.
It’s been said that people typically visit their dentist more often than they visit other doctors. It’s important to know that as health care becomes more integrated and dentists increasingly focus on more than just teeth, they are becoming indispensable members of the larger health care team.

The bacteria that inhabit the mouth, causing tooth decay and gum disease, may be found elsewhere in the body. Though there may be no pain or noticeable symptoms, this bacteria can lead to far more serious conditions. We are continuing to learn that gum disease may heighten the risk for heart disease, diabetes, pregnancy complications, and other conditions.

**FILLING OPTIONS TO CONSIDER**

“Fillings” - Amalgam is the silver filling that dentists have been using for many years to fill cavities; resin-based composite fillings are white (tooth colored). You may have heard about the safety concern of using amalgams because mercury is part of the filling material. However, the American Dental Association, the National Institutes of Health, and the U.S. Public Health Service, among others, have stated that, when combined with other metals, as it is in amalgam, it is an acceptable standard of treatment.

Because some dentists have a concern about using amalgam material, they choose to provide only composite fillings for their patients. We suggest you discuss with your dentist his or her practice policies.

“Crowns” - A crown is a metal cap that covers and strengthens a tooth. Crowns are generally necessary along with a root canal or when a standard filling is not enough support for the tooth structure. Crowns are made of different materials - metal only or a porcelain (“tooth-colored”). A crown is not just the cap that sits over the tooth...there can be other procedures and materials required, such as a gold post, a core build up, or a pin. Each one adds to the total cost.

Crown costs vary depending on the materials used and your dentist can provide an itemized treatment plan. For the DHMO plan, each covered crown is listed on your Schedule of Benefits. Check the copayment and any additional fees that are indicated [i.e. porcelain on back teeth and additional lab fees for noble (low gold) and high noble (high gold) metals].

Other procedures may be required during your treatment, such as a root canal - this adds to the cost of restoration. Under the PPO plan your benefit allowance is 50%, whether your dentist is in or out-of-network. The out-of-network dentist may balance bill for services above the maximum allowable charge fee schedule. You have greater savings when you choose a network dentist.
Vision coverage is provided automatically for you and each dependent you enroll in the medical plan.

With the vision plan, when you use participating providers you will pay lower out-of-pocket expenses and receive a higher level of benefits. You may also use out-of-network benefits; however, your benefit level is reduced - you will pay for the services and you must file a claim with Superior Vision for reimbursement.

HOW THE VISION CARE PROGRAM WORKS

Each time you need vision care, you may seek care through the Superior Vision benefit plan. Select a Superior Vision participating provider by calling customer service at 800.507.3800, or visit superiorvision.com. When you make your appointment, identify yourself as a Harris County Superior Vision Plan member. A vision examination is provided by a network optometrist or ophthalmologist once every twelve months.

At an in-network provider, members will receive a $130 retail allowance towards the cost of the frame. The Superior Vision benefit plan provides $130 toward your contact lens evaluation and fitting fee as well as the cost of contact lenses. A $300 Lasik benefits reimbursement is also available either in or out-of-network in lieu of other benefits.

COVERED SERVICES

Highlights of your vision care benefits are shown in the chart. Copayments are not applicable when utilizing out-of-network providers.

For the complete schedule of benefits, reference the Vision Plan Benefit Certificate of Coverage at harriscountytx.gov/hrrm.

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### Vision Benefit Coverage - Available In or Out-of-Network

<table>
<thead>
<tr>
<th>Service/Product</th>
<th>In-Network</th>
<th>Out-of-Network</th>
</tr>
</thead>
<tbody>
<tr>
<td>Complete Visual Exam</td>
<td>$10 copay</td>
<td>Up to $35</td>
</tr>
<tr>
<td>Materials (when purchasing eyeglasses, lenses, frames, OR contacts in lieu of eyeglasses)</td>
<td>$25 copay</td>
<td></td>
</tr>
<tr>
<td>Frames</td>
<td>$130 retail allowance after $25 materials copay</td>
<td>Up to $70</td>
</tr>
<tr>
<td>Single Vision*</td>
<td></td>
<td>Up to $25</td>
</tr>
<tr>
<td>Lined Bifocal*</td>
<td>Standard basic lens covered at 100% after $25 Materials copay</td>
<td>Up to $40</td>
</tr>
<tr>
<td>Lined Trifocal*</td>
<td></td>
<td>Up to $45</td>
</tr>
<tr>
<td>Lenticular Lenses*</td>
<td></td>
<td>Up to $80</td>
</tr>
<tr>
<td>Contact Lenses—Elective</td>
<td>$130 retail allowance after $25 Materials copay</td>
<td>Up to $80</td>
</tr>
<tr>
<td>Contact Lenses—Necessary**</td>
<td>100% after $25 Materials copay</td>
<td>Up to $150</td>
</tr>
<tr>
<td>Lasik Vision Correction***</td>
<td>$300 benefit</td>
<td>$300 retail benefit</td>
</tr>
</tbody>
</table>

* Standard basic lens coverage included in your $25 copay for glasses lenses or frames and lenses. Lens cost that exceeds the basic coverage is the member’s responsibility. Members may receive a discount of up to 20% from a participating provider’s usual and customary fees for eyewear purchases which exceed the benefit coverage.

** Necessary contact lenses are determined at the provider’s discretion for one or more of the following conditions: Following cataract surgery without intraocular lens implant; to correct extreme vision problems that cannot be corrected with spectacle lenses; with certain conditions of anisometropia; with certain conditions of keratoconus. If your provider considers your contacts necessary, you should ask your provider to contact Superior Vision concerning the reimbursement that Superior Vision will make before you purchase such contacts.

***Lasik Vision Correction: Superior Vision provides each member a $300 allowance available both in and out-of-network. Superior Vision has partnered with the LCA. In-network providers may offer additional savings and financing. Call 877.557.7609 for assistance in coordinating your care.
OPTIONAL TERM LIFE INSURANCE

Employees have the option of purchasing additional Life Insurance equal to one, two, or three times their annual salary up to a maximum of $375,000. If your salary or wage changes, your insurance amount will change on the next plan year.

REMINDER: Any Pre-Tax Life Insurance provided under the County plans in excess of $50,000 is subject to annual taxation.

If you are electing to increase your optional life insurance at open enrollment, you will be required to complete an Evidence of Insurability (EOI) form.

Converting Group Term Life Insurance to Individual Insurance

Under the terms of your group life policy, some or all of your insurance coverage may be converted to permanent insurance. The right to convert to a Prudential Guaranteed Life Insurance policy is guaranteed, provided the terms as described in your Booklet-Certificate are met. A Prudential representative can assist you, without cost or obligation, with the conversion process and answer any questions you may have (800-524-0542). If you are age 76+, your only conversion option is for a Single Pay Life Policy. Your application and first premium must be submitted within the 31-day period specified in your Book-Certificate.
Why buy long-term disability coverage? Most of us live from paycheck to paycheck and cannot afford to be without some income. This coverage can help provide income to pay for your financial obligations such as: mortgage or rent, car loans, car insurance, food, utilities, medical and dental insurance, credit card payments, and taxes. This benefit will help pay all the normal monthly expenses and bills that continue even when you cannot work and are not receiving a paycheck from Harris County.

How would you provide for your family if you were unable to work due to illness or injury?

Long-Term Disability Insurance from CIGNA – affordable income protection if you are unable to work due to a covered injury or illness.

Disability insurance can help you pay your bills and maintain your standard of living if you were to become disabled due to a covered injury or illness. When you can’t work – even for a short time – your financial situation can become difficult very quickly. Disability insurance helps protect the most important asset you have — your ability to earn a paycheck.

How much disability insurance do you need?

To get an idea of how much your family would need to continue its current lifestyle, check out our Disability Income Needs Calculator, at cigna.com/our_plans/disability/calculator/income_needs_calc.html, to help you estimate your insurance needs based on your unique personal situation.

Valuable Programs and Services from CIGNA

You and your covered family members have access to the following CIGNA Programs and Services at no cost:

- **CIGNA Healthy Rewards** program provides you and your covered family members discounts on health and wellness programs and services like weight loss management, fitness, smoking cessation, and more. Enjoy instant savings of up to 60% when you take advantage of this opportunity. Visit cigna.com/rewards (Password: savings) or call: 800.258.3312.

- **CIGNA’s Will Preparation Program** offers you and your covered spouse access to a website that helps you build state-specific customized wills and other legal documents. Visit cignawillcenter.com or call: 800.901.7534.

Fast, hassle-free claim service

Prompt attention to claims actually improves results when it comes to getting people back to work. Experienced disability claim managers will work quickly and accurately to get your claim information. Through this relationship, CIGNA will work together with you and Harris County to devise the best strategy for your speedy, safe return to work.

Claim Information

It’s easy to file a claim. Simply call CIGNA’s toll-free number at 800.36.CIGNA or 800.362.4462 and a representative will walk you through the process. You can also fill out the online claim form on cigna.com.

Important reminders:

☑ Always seek appropriate medical attention immediately. Your health and safety come first.

☑ Contact your supervisor to let them know you will be absent.

☑ Call CIGNA as soon as possible.

Please have this information ready before you report a claim:

Your name, address, phone number, birth date, date of hire, Social Security Number and employer’s name, address, and phone number.

⇒ The date and cause of your disability and when you plan to return to work. If you are pregnant, give your expected delivery date.

⇒ The name, address, and phone number of each doctor you are seeing for this absence.

Optional Long-Term Disability: If you elect to enroll in this plan, premiums are automatically deducted from your paycheck on an after-tax basis.
**THE MONTHLY RATE FOR OPTIONAL LONG-TERM DISABILITY IS $.337/ $100 OF YOUR PRE-DISABILITY MONTHLY EARNINGS**

This benefit applies to covered earnings such as wages or salary, and excludes earnings received from overtime pay and other extra compensation.

<table>
<thead>
<tr>
<th>COVERAGE</th>
<th>WAITING PERIOD</th>
<th>MONTHLY BENEFIT</th>
<th>MONTHLY MINIMUM</th>
<th>MONTHLY MAXIMUM</th>
<th>MAXIMUM BENEFIT PERIOD</th>
</tr>
</thead>
<tbody>
<tr>
<td>BASIC LTD</td>
<td>180 days</td>
<td>Your employer pays a benefit amount for up to 50% of the first $10,000 of your pre-disability covered monthly earnings.</td>
<td>$100</td>
<td>$5,000</td>
<td>2 years</td>
</tr>
<tr>
<td>OPTIONAL LTD</td>
<td>90 days</td>
<td>The Voluntary LTD Coverage level allows you to change the percentage of your monthly benefit to 60% of your pre-disability covered monthly earnings.</td>
<td>The greater of $200 or 10% of your disability benefit, prior to any deductible sources of income.</td>
<td>$6,000</td>
<td></td>
</tr>
</tbody>
</table>

**Note:** Your LTD benefit may be reduced if you or your immediate family members receive or are eligible to receive deductible income as defined in the Group Policy. Examples of deductible income include sick pay, Social Security, Workers’ Compensation, and TCDRS benefits.

### DISABILITY FACTS TO PONDER
- 3 out of every 10 workers will experience an accident or illness that keeps them out of work for three months or longer.
- 43% of all 40-year olds will suffer a disability for at least 90 days prior to age 65.
- More than half of all personal bankruptcies and mortgage foreclosures are due to disability.
- In just the past hour, almost 3,000 Americans became disabled and that calculates to 49 people becoming disabled every minute.
- Every :01 second another disabling injury occurs in the US.
- More than 1 in 5 adults believe that unemployment or Social Security will cover them if they become disabled, but the average monthly SSDI benefit is only $1,004.
- Over 85% of disabling accidents and illnesses are not work related, and therefore not covered by workers’ compensation.
- Over 6.8 million workers are receiving SSDI benefits, almost half are under age 50. This represents only 13% of the over 51 million Americans classified as disabled.
**MEDICARE PARTS A & B**

Medicare becomes the primary insurer when a retiree, or a dependent of a retiree, turns 65 or becomes eligible due to disability. Harris County medical benefits then become secondary to Medicare.

The Harris County Medical Plan coordinates its benefits with Medicare Parts A & B. Since Medicare is the primary insurance, it must pay benefits first before the Harris County Medical Plan will pay benefits. The Harris County Medical Plan will pay benefits as if Medicare Part B paid first even if you are not enrolled in Medicare Part B. This will cause a gap in your coverage if you do not enroll in Medicare Part B as a retiree.

**NOTE:** If you are actively at work upon attaining the age of 65, you do not need to purchase Medicare Part B. If your spouse’s primary insurance is the Harris County plan, they do not have to purchase Medicare Part B until you retire.

*Active employees and their covered dependents who are eligible for Medicare may postpone enrolling in Medicare until the employee retires.* Each employee and/or their dependent should make this decision based on their individual situation. Medicare will pay secondary to the Harris County Medical Plan for covered services if you do choose to enroll while actively employed.

You should contact the Social Security Administration at 800.772.1213 if you have any questions concerning coordination of benefits between the Harris County Medical Plan and Medicare.

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**MEDICARE PART D**

Harris County Medicare eligible employees and retirees should NOT enroll in Part D — Medicare Prescription Drug Plan. Enrollment in a Medicare Prescription Drug Plan is voluntary, but in most cases it is **unnecessary** because the Harris County Medical Plan administered through Aetna provides more comprehensive prescription drug coverage. In addition, there is **no** coordination of benefits between Harris County’s medical plan and the Medicare Prescription Drug Plan; however, there will continue to be coordination with Medicare Parts A and B.

If you meet certain income and resource limits, Medicare’s Extra Help Program may assist you by paying some of the costs of its prescription drug coverage. You may qualify if you have up to $17,505 in yearly income ($23,595 for a married couple) and up to $13,440 in resources ($26,86080 for a married couple).

If you don’t qualify for Extra Help, your state may have programs that can help pay your prescription drug costs. Contact your State Health Insurance Assistance Program (SHIP) for more information at 800-252-3439. Remember, you can reapply for Extra Help at any time if your income and resources change.

For more information about getting help with your prescription drug costs, call Social Security at 800.772.1213 or visit [socialsecurity.gov](http://socialsecurity.gov). If you or any of your covered dependents are eligible for additional coverage through Medicaid, you should contact 800-MEDICARE (800.633.4227) or visit [medicare.gov](http://medicare.gov) to determine the best prescription drug option for you.

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**COBRA NOTIFICATION OBLIGATIONS**

The federal **Consolidated Omnibus Budget Reconciliation Act of 1985 (COBRA)** provides group health insurance continuation rights to employees, spouses, and dependent children if they lose group health insurance due to certain qualifying events. Two qualifying events under COBRA require you, your spouse, or dependent children to follow certain notification rules. **You are required to notify Harris County of a divorce or if a dependent child ceases to be a dependent child under the terms of the group health insurance plan.**

Each covered employee, spouse, or dependent child is responsible for notifying Harris County within 60 days after the date of the divorce or the date the dependent child ceased to be a dependent, as defined under the terms of the Group Health Insurance Plan. Failure to properly notify Harris County within the required 60 days will forfeit all COBRA rights that may have arisen from these two qualifying events!
Harris County continues to pay a significant portion of the cost for your health care coverage. For example, if you select coverage for yourself only, you pay no monthly premium for the Base/HAMP Medical Plan and $67.13 for the Base Plus Plan.

<table>
<thead>
<tr>
<th>Plan Type</th>
<th>Employee Only</th>
<th>Employee + Spouse</th>
<th>Employee + Child</th>
<th>Employee + Two or More</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>BASE/HAMP MEDICAL PLAN W/PPO DENTAL</strong></td>
<td>$0.00</td>
<td>$248.55</td>
<td>$223.18</td>
<td>$393.05</td>
</tr>
<tr>
<td>Employee Cost</td>
<td></td>
<td>$491.37</td>
<td>$716.78</td>
<td>$889.24</td>
</tr>
<tr>
<td>County Cost</td>
<td>$491.37</td>
<td>$742.15</td>
<td>$939.6</td>
<td>$1,282.29</td>
</tr>
<tr>
<td><strong>Total Cost</strong></td>
<td>$491.37</td>
<td>$990.70</td>
<td>$939.96</td>
<td>$1,282.29</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Plan Type</th>
<th>Employee Only</th>
<th>Employee + Spouse</th>
<th>Employee + Child</th>
<th>Employee + Two or More</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>BASE/HAMP MEDICAL PLAN W/DHMO DENTAL</strong></td>
<td>$0.00</td>
<td>$242.07</td>
<td>$216.70</td>
<td>$379.25</td>
</tr>
<tr>
<td>Employee Cost</td>
<td></td>
<td>$476.54</td>
<td>$694.31</td>
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<tr>
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<td>$476.54</td>
<td>$719.68</td>
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<td><strong>Total Cost</strong></td>
<td>$476.54</td>
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<td>$911.01</td>
<td>$961.75</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Plan Type</th>
<th>Employee Only</th>
<th>Employee + Spouse</th>
<th>Employee + Child</th>
<th>Employee + Two or More</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>PLUS MEDICAL PLAN W/PPO DENTAL</strong></td>
<td>$67.13</td>
<td>$444.52</td>
<td>$371.40</td>
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<td>Employee Cost</td>
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<td>$1,311.29</td>
<td>$1,773.08</td>
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<td>$1,311.29</td>
<td>$1,773.08</td>
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</tbody>
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<table>
<thead>
<tr>
<th>Plan Type</th>
<th>Employee Only</th>
<th>Employee + Spouse</th>
<th>Employee + Child</th>
<th>Employee + Two or More</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>PLUS MEDICAL PLAN W/DHMO DENTAL</strong></td>
<td>$67.13</td>
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<td>$685.69</td>
<td>$1,428.59</td>
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<td>$1,728.21</td>
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COMMISSIONERS COURT

Ed Emmett • County Judge
El Franco Lee • Precinct 1 Commissioner
Jack Morman • Precinct 2 Commissioner
Steve Radack • Precinct 3 Commissioner
R. Jack Cagle • Precinct 4 Commissioner

Human Resources & Risk Management
Benefits Division
1310 Prairie, Suite 400
Houston, TX  77002-2042

Call • 713.274.5500
Toll Free • 866.474.7475
Fax • 713.274.5501
Web • harriscountytx.gov/hrrm