

# BENEFITS INFORMATION FOR PART-TIME EMPLOYEES



# BENEFITS SALARY

**We are pleased to offer a benefits program for Part-time employees. If you are a Part-time employee with a pay code of B, E, F, or L, you are eligible to participate.**

**You may enroll in the Cigna LocalPlus healthcare plan and/or Flexible Benefits for you and/or your eligible dependents. Benefits will be effective the first of the following month. The cost of these benefits will NOT be deducted from your paycheck.**

**If you enroll in the Cigna LocalPlus healthcare plan, you will be able to enroll in plan of your choice during the following year after satisfying 12 months of continuous employment in a benefits-eligible position.**



# HOW TO ENROLL

## **HEALTHCARE:**

To obtain a healthcare benefits enrollment package, contact the Office of Risk and Benefits Management at 305-995-2883, Monday – Friday, 8:00 a.m. – 4:30 p.m. Return your completed enrollment form and first monthly premium payment made payable to: M-DCPS at PO Box 12241, Miami, FL 33101. M-DCPS will send a monthly billing invoice for your healthcare coverage.

## **FLEXIBLE BENEFITS:**

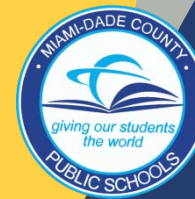
To obtain a flexible benefits enrollment package, contact FBMC at 855-MDC-PS4U (855-632-7748), Monday – Friday, 7:00 a.m. - 7:00 p.m. Return the completed form with your first monthly premium payment made payable to: FBMC Benefits Management, Inc. FBMC Benefits Management will send a monthly invoice for your flexible benefits.





# LOCALPLUS PLAN

Coverage		
	In-Network	Out-of-Network
Deductible (Individual/Family)	\$750/\$1,500	\$1,500/\$3,000
Coinsurance	30%	50%
Maximum Out of Pocket (co-pays, deductibles & co-insurance)	\$4,000/\$8,000	\$8,000/\$16,000
Primary Care Physician	\$20 (\$10 UHealth Medical Facility)	50%
CCN Specialist Office Visit	\$50	50%
Physical, Speech & Occupational Therapies	\$35	50%
Convenience Care Centers	\$10	50%
Urgent Care	\$55	\$55
Emergency Room	\$300/ \$150	
<b>Prescription Drug Benefits (no out-of-network coverage)</b>		
Prescription Drug Deductible (Ind/Fam)	N/A	
Retail Drug Network	Walgreens, CVS (including Target and Navarro), Wal-Mart, Publix, & some independent pharmacies	
Generic	\$15	
Brand	\$40	
Non-Preferred Brand	You pay 50% (\$100 min/ \$150 max)	
Mail Order Prescription (90-day supply)		
Generic Seven Drug Classes	\$0	
Generic	\$15	
Brand	\$40	
Non-Preferred Brand	You pay 50% (\$100 min/ \$150 max)	



# RETAIL PHARMACY NETWORK

What pharmacies participate in the Retail Pharmacy Network?



# KNOW BEFORE YOU GO

Lower

Cost and time

Greater

Cigna Telehealth Connection	Convenience Care clinic	Doctor's office	Urgent care center	Emergency room
<p>Access telehealth services to treat minor medical conditions. Connect with a board-certified doctor via video or phone when where and how it works best for you. Visit the website or call to register.<sup>1</sup></p> <p><b>AmwellforCigna.com</b>  <b>855-667-9722</b>  <b>MDLIVEforCigna.com</b>  <b>888-726-3171</b></p>	<p>Treats minor medical concerns. Staffed by nurse practitioners and physician assistants. Located in retail stores and pharmacies. Often open nights and weekends.</p>	<p>The best place to go for routine or preventive care, to keep track of medications, or for a referral to see a specialist.</p>	<p>For conditions that aren't life threatening. Staffed by nurses and doctors and usually have extended hours.</p>	<p>For immediate treatment of critical injuries or illness. Open 24/7. If a situation seems life-threatening, call 911 or go to the nearest emergency room.</p> <p>"Freestanding" emergency room (ER) locations are becoming more common in many areas. Because these ERs are not inside hospitals, they may look like urgent care centers. When you receive care at an ER, you're billed at a much higher cost than at other health care facilities.</p>

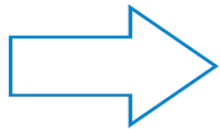


# 90-DAY PRESCRIPTION FILLS (CVS RETAIL OR CIGNA EXLUCSIVE HOME DELIVERY)

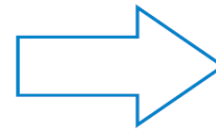
- Cigna 90 Now Broad Retail Network provides an increase in pharmacy access
- Two months co-payment for a 90 day fill
- Maintenance medications have to be filled in a 90-day supply at a CVS pharmacy or Cigna Home Delivery Pharmacy<sup>SM,\*</sup>



Get a 90-day  
prescription for  
your  
maintenance  
medication



Take your  
prescription to a  
CVS pharmacy or  
contact Cigna Home  
Delivery Pharmacy



Receive your  
medication in a 90-  
day supply for  
convenience

# 2019 FLEXIBLE BENEFITS

Benefits-eligible employees may purchase any of the offered flexible benefits for you and your eligible dependents on a pre or post-tax basis through payroll deductions. Benefits become effective the first of the following month.

## Dental Options

### DHMO Plans:

**Delta Care USA Dental DHMO Plans – Standard and High**  
**UnitedHealth care Solstice Dental DHMO Plans – Standard and High**

### Indemnity Plans:

**Delta Dental PPO Plans – Standard and High**  
**UnitedHealth care PPO Plans – Standard and High**

## Vision Options

**UnitedHealth care Vision Plan**





# 2019 FLEXIBLE BENEFITS

## Legal Plans

**ARAG Legal Plan and ARAG Senior Advocate  
Met Law Legal Plan and Met Law Senior Plan**

## Identity Theft Protection

**Offered by ID Watchdog**

## Hospital Indemnity

**Offered by Cigna**

## Disability Plans

**Offered by The Hartford**



# 2019 FLEXIBLE BENEFITS

## Voluntary Life Insurance

Offered by MetLife

## Accidental Death and Dismemberment

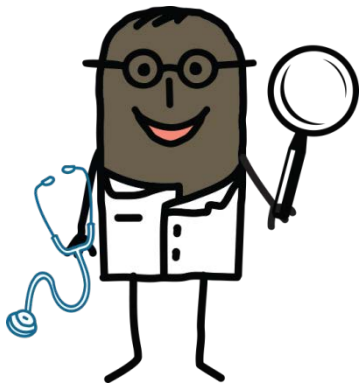
Offered by Metropolitan Life Insurance Company

(Employees represented by AFSCME are not eligible to purchase this benefit)

## Flexible Spending Accounts (FSAs)

Medical and Dependent Care FSA

Offered by TASC



# DEPENDENT ELIGIBILITY DOCUMENTATION

- **Dependent Social Security Numbers are required during the enrollment process**
- **Dependent documentation must be provided when requested. Failure to submit this required documentation will result in termination of your dependent coverage**
- **Domestic partner of the same-sex and legally married are able to be added on a tax-free basis with a marriage certificate**



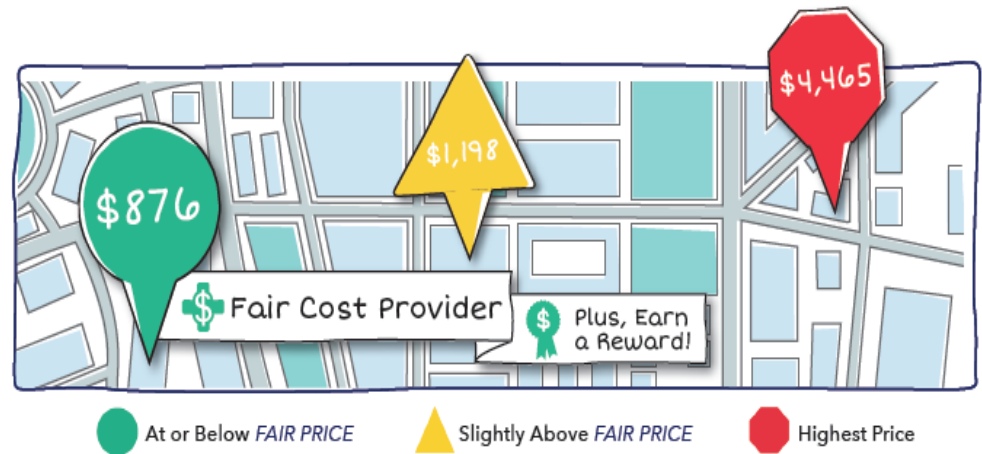


# HEALTHCARE BLUEBOOK TRANSPARENCY TOOL

Online and mobile tool that quickly helps you find cost and quality information by ranking local providers in an easy-to-read color system.

Knowing *how much* your care cost is just as helpful as finding the right provider.

Healthcare Bluebook is available to you as part of your benefits plan for those enrolled in a Cigna plan.



**Make informed decisions with a potential cost savings by using the Transparency Tool**





# HEALTHCARE BLUEBOOK TRANSPARENCY TOOL



## Earn up to a \$500 Reward!

No form to fill out, no receipts to turn in. It's simple! Have questions?  
Call 888-316-5217

Just follow the steps below, which differ by procedure:

### OUTPATIENT

#### \$35 Reward:

CT Scans      MRIs

#### \$50 Reward:

Removal of Adenoids      Cholecystectomy (Laparoscopic)  
Tonsillectomy      Ear Tube Replacement  
Cataract Surgery      Lithotripsy

#### \$100 Reward:

Shoulder Arthroscopy      Knee Arthroscopy  
Colonoscopy      Upper Gastrointestinal Endoscopy

### INPATIENT

#### \$500 Reward

Total Hip Replacement  
Total Knee Replacement  
Spinal Fusion (Lumbar/Cervical)  
Hysterectomy (Laparoscopic, Total  
Abdominal, Vaginal, Lap. Assisted)  
Benign Breast Tumor Removal





# WELL WAY

Visiting your physician for an annual physical is a great start to taking control of your health and welfare.

The mission of Miami-Dade County Public Schools Wellness Program is to:

- Increase employee awareness of benefits and personal health status.
- Maintain a workplace that encourages environmental and social support of healthy lifestyles.

What's Our Goal?

- Build a healthy community of employees and their dependents
- Change the culture of health
- Improve productivity and engagement
- Decrease organizational turnover
- Increase job satisfaction and morale
- Decrease usage of sick days
- Decrease overall healthcare cost





# WELL WAY

## Strategies that Drive Wellness Communications:

- Analyzed claim data (health/wellness)
- Field experience
- Needs of employees
- Topics set forth by National Health Observance Calendar
- Best practices recommended by healthcare carrier





# WELL WAY

## Goals:

- Increased awareness
- Increased engagement
- Target sites Well Way has never visited
- Increased financial wellness awareness
  
- Biometric/Health Risk Assessment – 60% engagement
- Preventive visit for members who have never used their benefits
- Target chronic conditions in a personalized, in-depth manner
  
- Site/District competitions (HRA completion, steps, etc.)
- Virtual walking program
- Participation at school based staff meetings





# CONTACT INFORMATION

For additional information and to schedule a personal confidential wellness session with our Wellness Educators, call **305.995.2265**.

For additional information regarding your benefits, please feel free to contact us at:

- Office of Risk and Benefits Management – **1.305.995.7129**
- Cigna Healthcare – **1.800.806.3052**
- M-DCPS/Cigna Wellness Team – **1.305.995.2265**
- Healthcare Bluebook – **1.888.316.5217**

