

Standard CDHP: Kentucky Employees' Health Plan

Coverage Period: 01/01/2014 – 12/31/2014

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

Coverage for: Single - Family | Plan Type: CDHP



This is only a summary. If you want more detail about your coverage and costs, you can get the complete terms in the policy or plan document at kehp.ky.gov or by calling 877-597-7474.

Important Questions	Answers	Why this Matters:
What is the overall <u>deductible</u> ?	Participating providers \$1,750 person/ \$3,500 family; Non-Participating providers \$3,000 person/ \$6,000 family. In-network preventive care is not subject to the <u>deductible</u> . Plan includes an embedded HRA of \$250 single/\$500 family which can be used to reduce the <u>deductible</u> .	You must pay all the costs up to the <u>deductible</u> amount before this plan begins to pay for covered services you use. Check your policy or plan document to see when the <u>deductible</u> starts over (usually, but not always, January 1st). See the chart starting on page 2 for how much you pay for covered services after you meet the <u>deductible</u> .
Are there other <u>deductibles</u> for specific services?	No.	There are no other specific <u>deductibles</u> .
Is there an <u>out-of-pocket limit</u> on my expenses?	Yes. For participating providers \$3,500 person / \$7,000 family. For non-participating providers \$7,000 person / \$10,000 family.	The <u>out-of-pocket limit</u> is the most you could pay during a coverage period (usually one year) for your share of the cost of covered services. This limit helps you plan for health care expenses.
What is not included in the <u>out-of-pocket limit</u> ?	Premiums, balance-billed charges, and health care this plan doesn't cover.	Even though you pay these expenses, they don't count toward the <u>out-of-pocket limit</u> .
Is there an overall annual limit on what the plan pays?	No.	The chart starting on page 2 describes any limits on what the plan will pay for <i>specific</i> covered services, such as office visits.
Does this plan use a <u>network of providers</u> ?	Yes. See www.humana.com or call 877-597-7474 for a list of participating providers.	If you use an in-network doctor or other health care <u>provider</u> , this plan will pay some or all of the costs of covered services. Be aware, your in-network doctor or hospital may use an out-of-network <u>provider</u> for some services. Plans use the term in-network, <u>preferred</u> , or participating for <u>providers</u> in their <u>network</u> . See the chart starting on page 2 for how this plan pays different kinds of <u>providers</u> .

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Do I need a referral to see a <u>specialist</u> ?	No. You don't need a referral to see a specialist.	You can see the <u>specialist</u> you choose without permission from this plan.
Are there services this plan doesn't cover?	Yes.	Some of the services this plan doesn't cover are listed on page 4. See your policy or plan document for additional information about <u>excluded services</u> .



- **Copayments** are fixed dollar amounts (for example, \$15) you pay for covered health care, usually when you receive the service.
- **Coinsurance** is *your* share of the costs of a covered service, calculated as a percent of the **allowed amount** for the service. For example, if the plan's **allowed amount** for an overnight hospital stay is \$1,000, your **coinsurance** payment of 20% would be \$200. This may change if you haven't met your **deductible**.
- The amount the plan pays for covered services is based on the **allowed amount**. If an out-of-network **provider** charges more than the **allowed amount**, you may have to pay the difference. For example, if an out-of-network hospital charges \$1,500 for an overnight stay and the **allowed amount** is \$1,000, you may have to pay the \$500 difference. (This is called **balance billing**.)
- This plan may encourage you to use participating **providers** by charging you lower **deductibles**, **copayments** and **coinsurance** amounts.

Common Medical Event	Services You May Need	Your Cost If You Use a Participating Provider	Your Cost If You Use a Non-Participating Provider	Limitations & Exceptions
If you visit a health care <u>provider's</u> office or clinic	Primary care visit to treat an injury or illness	30% after deductible	50% after deductible	—————none—————
	Specialist visit	30% after deductible	50% after deductible	—————none—————
	Other practitioner office visit	30% after deductible	50% after deductible	—————none—————
	Preventive care/screening/immunization	No charge	50% after deductible	
If you have a test	Diagnostic test (x-ray, blood work)	30% after deductible	50% after deductible	—————none—————
	Imaging (CT/PET scans, MRIs)	30% after deductible	50% after deductible	—————none—————

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If you need drugs to treat your illness or condition More information about <u>prescription drug coverage</u> is available at 877-597-7474.	Generic drugs	30% after deductible (retail and mail order)	50% after deductible	90 day supply for maintenance drugs at participating pharmacies and mail order.
	Preferred brand drugs	30% after deductible (retail and mail order)	50% after deductible	90 day supply for maintenance drugs at participating pharmacies and mail order.
	Non-preferred brand drugs	30% after deductible (retail and mail order)	50% after deductible	90 day supply for maintenance drugs at participating pharmacies and mail order.
	Specialty drugs	Same as Non-Specialty		No coverage for specialty drugs when at the Emergency Room for non-emergency services.
If you have outpatient surgery	Facility fee (e.g., ambulatory surgery center)	30% after deductible	50% after deductible	—————none—————
	Physician/surgeon fees	30% after deductible	50% after deductible	—————none—————
If you need immediate medical attention	Emergency room services	30% after deductible		Non-emergency services are not covered.
	Emergency medical transportation	30% after deductible		—————none—————
	Urgent care	30% after deductible		—————none—————
If you have a hospital stay	Facility fee (e.g., hospital room)	30% after deductible	50% after deductible	—————none—————
	Physician/surgeon fee	30% after deductible	50% after deductible	—————none—————
If you have mental health, behavioral health, or substance abuse needs	Mental/Behavioral health outpatient services	30% after deductible	50% after deductible	- Behavioral Health Residential services or Half-way house services are not covered. - Autism Respite Services limited to \$375 a month.
	Mental/Behavioral health inpatient services	30% after deductible	50% after deductible	
	Substance use disorder outpatient services	30% after deductible	50% after deductible	
	Substance use disorder inpatient services	30% after deductible	50% after deductible	
If you are pregnant	Prenatal and postnatal care	30% after deductible	50% after deductible	—————none—————

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	Delivery and all inpatient services	30% after deductible	50% after deductible	—————none—————
If you need help recovering or have other special health needs	Home health care	30% after deductible	50% after deductible	- Limited to 60 visits - Pre-auth may be required. Failure to do so will cause claims to be denied.
	Rehabilitation services	30% after deductible	50% after deductible	Physical, occupational, speech, cognitive and cardiac is limited to 30 visits per each therapy.
	Habilitation services	30% after deductible	50% after deductible	- Limited to 30 visits - Pre-auth may be required. Failure to do so will cause claims to be denied.
	Skilled nursing care	30% after deductible	50% after deductible	- Limited to 30 visits - Pre-auth is required. Failure to do so will cause claims to be denied.
	Durable medical equipment	30% after deductible	50% after deductible	Pre-auth is required. Failure to do so will cause claims to be denied
	Hospice service	30% after deductible	50% after deductible	Pre-auth is required. Failure to do so will cause claims to be denied
	If your child needs dental or eye care	Eye exam	Not Covered	Not Covered
Glasses		Not Covered	Not Covered	
Dental check-up		Not Covered	Not Covered	

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Excluded Services & Other Covered Services:

Services Your Plan Does NOT Cover (This isn't a complete list. Check your policy or plan document for other excluded services.)

- Acupuncture
- Long-term care
- Routine eye care (Adult and child, excludes vision screenings)
- Cosmetic surgery
- Non-emergency care when traveling outside the U.S.
- Routine foot care
- Dental care (Adult and child)
- Private-duty nursing
- Weight loss programs
- Infertility treatment

Other Covered Services (This isn't a complete list. Check your policy or plan document for other covered services and your costs for these services.)

- Bariatric surgery (Requires pre-auth)
- Cosmetic Surgery (Requires prior auth, Services will only be considered if due to a bodily injury or illness and functional impairment is present.)
- Hearing aids (Limited to 1 per ear every 3 years through the age of 17)
- Chiropractic Care (Limited to 26 visits and no more than 1 visit per day)

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Your Rights to Continue Coverage:

If you lose coverage under the plan, then, depending upon the circumstances, Federal and State laws may provide protections that allow you to keep health coverage. Any such rights may be limited in duration and will require you to pay a **premium**, which may be significantly higher than the premium you pay while covered under the plan. Other limitations on your rights to continue coverage may also apply.

For more information on your rights to continue coverage, contact the plan at 877-597-7474. You may also contact your state insurance department, the U.S. Department of Labor, Employee Benefits Security Administration at 1-866-444-3272 or www.dol.gov/ebsa, or the U.S. Department of Health and Human Services at 1-877-267-2323 x61565 or www.cciio.cms.gov.

Your Grievance and Appeals Rights:

If you have a complaint or are dissatisfied with a denial of coverage for claims under your plan, you may be able to **appeal** or file a **grievance**. For questions about your rights, this notice, or assistance, you can contact:

Humana Grievance and Appeals

P.O. Box 14546

Lexington, KY 40512-4546

877-597-7474

Does this Coverage Provide Minimum Essential Coverage?

The Affordable Care Act requires most people to have health care coverage that qualifies as “minimum essential coverage.” **This plan or policy does provide minimum essential coverage.**

Does this Coverage Meet the Minimum Value Standard?

The Affordable Care Act establishes a minimum value standard of benefits of a health plan. The minimum value standard is 60% (actuarial value). **This health coverage does meet the minimum value standard for the benefits it provides.**

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

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About these Coverage Examples:

These examples show how this plan might cover medical care in given situations. Use these examples to see, in general, how much financial protection a sample patient might get if they are covered under different plans.



This is not a cost estimator.

Don't use these examples to estimate your actual costs under this plan. The actual care you receive will be different from these examples, and the cost of that care will also be different.

See the next page for important information about these examples.

Having a baby (normal delivery)

- Amount owed to providers: \$7,540
- Plan pays \$3,990
- Patient pays \$3,550

Sample care costs:

Hospital charges (mother)	\$2,700
Routine obstetric care	\$2,100
Hospital charges (baby)	\$900
Anesthesia	\$900
Laboratory tests	\$500
Prescriptions	\$200
Radiology	\$200
Vaccines, other preventive	\$40
Total	\$7,540

Patient pays:

Deductibles	\$1,750
Copays	\$0
Coinsurance	\$1,650
Limits or exclusions	\$150
Total	\$3,550

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

- Amount owed to providers: \$5,400
- Plan pays \$3,370
- Patient pays \$2,030

Sample care costs:

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

Patient pays:

Deductibles	\$1,750
Copays	\$0
Coinsurance	\$200
Limits or exclusions	\$80
Total	\$2,030

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Questions and answers about the Coverage Examples:

What are some of the assumptions behind the Coverage Examples?

- Costs don't include **premiums**.
- Sample care costs are based on national averages supplied by the U.S. Department of Health and Human Services, and aren't specific to a particular geographic area or health plan.
- All services and treatments started and ended in the same coverage period.
- There are no other medical expenses for any member covered under this plan.
- Out-of-pocket expenses are based only on treating the condition in the example.
- The patient received all care from in-network **providers**. If the patient had received care from out-of-network **providers**, costs would have been higher.

What does a Coverage Example show?

For each treatment situation, the Coverage Example helps you see how **deductibles**, **copayments**, and **coinsurance** can add up. It also helps you see what expenses might be left up to you to pay because the service or treatment isn't covered or payment is limited.

Does the Coverage Example predict my own care needs?

- ✗ **No.** Treatments shown are just examples. The care you would receive for this condition could be different based on your doctor's advice, your age, how serious your condition is, and many other factors.

Does the Coverage Example predict my future expenses?

- ✗ **No.** Coverage Examples are **not** cost estimators. You can't use the examples to estimate costs for an actual condition. They are for comparative purposes only. Your own costs will be different depending on the care you receive, the prices your **providers** charge, and the reimbursement your health plan allows.

Can I use Coverage Examples to compare plans?

- ✓ **Yes.** When you look at the Summary of Benefits and Coverage for other plans, you'll find the same Coverage Examples. When you compare plans, check the "Patient Pays" box in each example. The smaller that number, the more coverage the plan provides.

Are there other costs I should consider when comparing plans?

- ✓ **Yes.** An important cost is the **premium** you pay. Generally, the lower your **premium**, the more you'll pay in out-of-pocket costs, such as **copayments**, **deductibles**, and **coinsurance**. You should also consider contributions to accounts such as health savings accounts (HSAs), flexible spending arrangements (FSAs) or health reimbursement accounts (HRAs) that help you pay out-of-pocket expenses.

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