

choices



Retiree Benefits

2020 - 2021
Montana University System

MUS Annual Enrollment - April 22, 2020 - May 15, 2020

Please Read

Retiree Annual Enrollment Benefits Presentation

Live, interactive webcast: Friday, April 17, 2020, 2:00 p.m.

Access from the MUS **Choices** website Home page at www.choices.mus.edu

On-Demand Benefits Presentation

Available on April 22, 2020 at www.choices.mus.edu

Beginning 7/1/20, the Montana University System will be moving to one Medical Plan option. All enrollees will be **automatically enrolled** in the current Medical Plan coverage level with the new Medical Plan third-party administrator, BlueCross BlueShield of Montana (BCBSMT). To see if your provider is an In-Network BCBSMT provider, please check their website at www.bcbsmt.com/find-a-doctor-or-hospital. Enrollees who were not enrolled on the BCBSMT Medical Plan prior to 7/1/20, will receive new Medical Plan ID cards. As of 7/1/20, your providers will need a copy of your new Medical Plan ID card to ensure that claims are submitted to the correct plan for processing.

If you do not submit a hardcopy Retiree Enrollment Form during the annual enrollment period, you and your covered dependents will **automatically** be re-enrolled in your current dental and/or vision hardware benefits.

- If you **do not** want to make any enrollment or benefit changes (with the exception of the new Medical Plan administrator (see above)), to your MUS **Choices** Retiree Benefit Plan, you **do not** need to submit a Retiree Enrollment Form.
- If you are making enrollment or benefit changes to your MUS **Choices** Retiree Benefit Plan, you **must** return your completed Retiree Enrollment Form with your changes to your campus Human Resources/ Benefits office **no later than May 15, 2020**.
- If you choose to decline any of your MUS **Choices** Retiree Benefit Plan coverage(s), you **must** return your completed Retiree Enrollment Form declining coverage(s) to your campus Human Resources/Benefits office **no later than May 15, 2020**.

The Montana University System direct bill Retirees will continue to submit their monthly premium payments directly to Businessolver. Businessolver offers online payments (accessed from the MUS Choices Home page at www.choices.mus.edu), scheduled automated clearing house (ACH) transactions, or physical coupons.

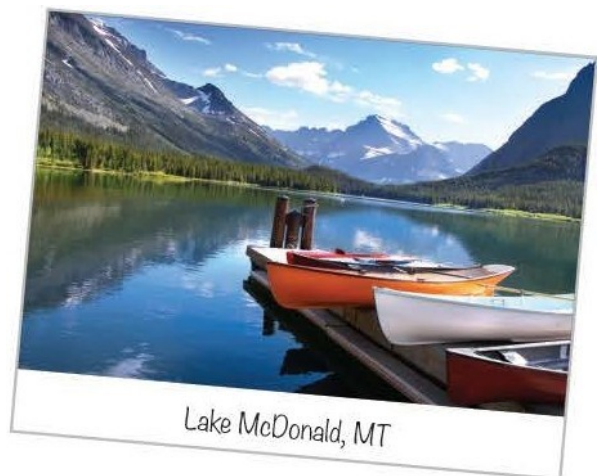
| Campus Human Resources/Benefits Offices | | |
|---|--|--------------|
| MSU - Bozeman | 920 Technology Blvd, Ste. A, Bozeman, MT 59717 | 406-994-3651 |
| MSU - Billings | 1500 University Dr., Billings, MT 59101 | 406-657-2278 |
| MSU - Northern | 300 West 11th Street, Havre, MT 59501 | 406-265-3568 |
| Great Falls College - MSU | 2100 16th Ave. S., Great Falls, MT 59405 | 406-268-3701 |
| UM - Missoula | 32 Campus Drive, LO 252, Missoula, MT 59812 | 406-243-6766 |
| Helena College - UM | 1115 N. Roberts, Helena MT 59601 | 406-447-6925 |
| UM -Western | 710 S. Atlantic St., Dillon, MT 59725 | 406-683-7010 |
| MT Tech - UM | 1300 W. Park St., Butte, MT 59701 | 406-496-4380 |
| OCHE, MUS Benefits Office | 560 N. Park Ave, Helena, MT 59620 | 877-501-1722 |
| Dawson Community College | 300 College Dr., Glendive, MT 59330 | 406-377-9430 |
| Flathead Valley Community College | 777 Grandview Dr., Kalispell, MT 59901 | 406-756-3981 |
| Miles Community College | 2715 Dickinson St., Miles City, MT 59301 | 406-874-6292 |

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FlatheadRiver - MT



Lake McDonald, MT

Choices Enrolling as a Retiree

To select **Choices** benefit options as a Retiree, you must complete and return a Retiree Enrollment Form to your campus Human Resources/Benefits office to make your benefit elections:

- a. within 63 days of retirement and becoming eligible for Retiree benefits. **If you do not enroll within the 63-day enrollment period, you will permanently forfeit your eligibility for all Retiree insurance coverage.**
- b. during annual enrollment by the stated deadline. **If you do not make any benefit changes, you will automatically be enrolled in your current benefit elections or to the stated default coverage if your existing plan(s) is/are changing.**
- c. when you have a mid-year qualifying event (marriage, birth or adoption of a child, loss or gain of eligibility for other health insurance coverage - voluntarily canceling other health insurance does not constitute loss of eligibility) and want to make an allowed mid-year change in benefit elections. **This change must be made within 63 days of the event. Documentation to support the change will be required.**

No Retreat Rights:

If you decline Retiree Medical, Dental, and/or Vision Hardware plan coverage(s), you and your eligible dependents will permanently forfeit your coverage(s) and will **NOT** be allowed to enroll in the future.

If you are declining coverage for your eligible dependents (including your legal spouse), as those persons are defined by the Montana University System (MUS) Summary Plan Description (SPD) because they are currently covered by another health insurance plan, you may be able to enroll your eligible dependents for coverage under the MUS Plan in the future, provided that you request such coverage within 63 days after their other coverage ends.

If you acquire an eligible dependent, as defined by the MUS Plan, as a result of marriage, birth, adoption or placement for adoption of a child under the age of 18, you may enroll your newly acquired dependent child(ren) or legal spouse for coverage under the MUS Plan, provided that such enrollment occurs within 63 days after the marriage, birth, adoption or placement for adoption.

Reminder: Enrollment for FY2021 is Closed Enrollment for spouses unless there is a qualifying event (see Summary Plan Description (SPD) for qualifying events). Eligible children under age 26 may be added during this annual enrollment period.

Step-by-Step Process for Completing Your *Choices* Retiree Enrollment Form

Step 1: Review this workbook carefully and read the back of the Retiree Enrollment Form

- Discuss this information with your spouse and/or other family members.
- Determine your benefit needs for the coming benefit year if you are enrolling during annual enrollment or for the remainder of the current benefit year if a new Retiree.

Step 2: Complete the front side of your Retiree Enrollment Form.

Your Retiree Enrollment Form should be included with this workbook. In the event your enrollment form is missing or you need another copy, please contact your campus Human Resources/Benefits Office (see inside cover).

Medical Coverage

For Medical coverage, you must be qualified to enroll (see back of enrollment form). If you do not make an election to continue your Medical coverage when you first retire, you will permanently forfeit your Medical coverage.

- Choose the coverage level you want.
- Once you have selected a coverage level, fill in the corresponding monthly premium in the space provided on the right-hand side of the enrollment form, by "Medical Premium".
- **or** check the box that declines Medical coverage entirely.

Medicare Retiree Drug Coverage

- Medicare Retirees will be automatically enrolled in the Navitus MedicareRx Plan (page 12).
- If you opt out of the Navitus MedicareRx Plan or get another Medicare Part D plan, you will lose your MUS Medical Plan benefits.

Dental Coverage

For Dental coverage, you must be qualified to enroll (see back of enrollment form). Retirees are offered enrollment in the Select Dental Plan only. If you do not make an election to continue your Dental coverage when you first retire, you will permanently forfeit your Dental coverage.

- Choose the coverage level you want.
- Once you have selected a coverage level, fill in the corresponding monthly premium in the space provided on the right-hand side of the enrollment form, by "Dental Premium",
- **or** check the box that declines Dental coverage entirely.

Vision Hardware

For Vision Hardware coverage, you must be qualified to enroll (see back of enrollment form). If you do not make an election to continue your Vision Hardware coverage when you first retire, you will permanently forfeit your Vision Hardware coverage.

- Choose the coverage level you want.
- Once you have selected a coverage level, fill in the corresponding monthly premium in the space provided on the right-hand side of the form, by "Vision Premium",
- **or** check the box that declines Vision Hardware coverage entirely.

Step 3: Demographic and Dependent Coverage Sections.

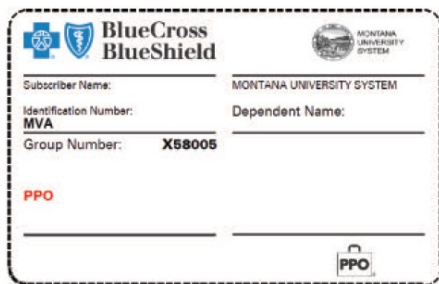
Please fill in these sections completely every time you fill out the enrollment form.

Total Your Costs: Add up the premium amounts and enter the total on the Total Monthly Premium line.

If you have not arranged with your campus Human Resources/Benefits Office for automatic payment of your premiums through your pension plan, it is strongly recommended that you consider doing so.

Medical Monthly Rates for FY2021

Sample Medical Card



**BlueCross BlueShield
of Montana**

An Independent Licensee of the Blue Cross and Blue Shield Association

1-800-820-1674 or 447-8747, www.bcbsmt.com

Non-Medicare Retirees (generally under age 65)

| Monthly Premiums | Blue Cross Blue Shield |
|---|------------------------|
| Retiree/Survivor Only | \$981 |
| Retiree + One | \$1,962 |
| Retiree + Two or More | \$2,452 |
| Retiree + Spouse (Medicare primary) | \$1,354 |
| Retiree + Spouse (Medicare primary) + Child(ren) | \$1,845 |
| Survivor + Child(ren) | \$1,471 |

Medicare enrolled Retirees (generally 65 and older)

| Monthly Premiums | Blue Cross Blue Shield |
|---|------------------------|
| Retiree/Survivor Only | \$368 |
| Retiree + One | \$1,354 |
| Retiree + Two or More | \$1,845 |
| Retiree + Spouse (Medicare primary) | \$736 |
| Retiree + Spouse (Medicare primary) + Child(ren) | \$1,219 |
| Survivor + Child(ren) | \$851 |

Medical Plan Costs

FY2021

| <i>Medical Plan Costs</i> | Medical Plan In-Network | Medical Plan Out-of-Network * |
|--|-----------------------------------|---|
| Annual Deductible Applies to all covered services, unless otherwise noted or copayment is indicated. | \$1,250/Person \$2,500/Family | Separate \$2,500/Person Separate \$5,000/Family |
| Copayment (outpatient office visits) Primary Care Physician Visit (PCP) Specialty Provider Visit | \$30 copay \$50 copay | N/A N/A |
| Coinsurance Percentages (% of allowed charges member pays) | 30% | 40% |
| Annual Out-of-Pocket Maximum (Maximum paid by member in a benefit year for covered services; includes deductibles, copays and coinsurance) | \$4,350/ Person \$8,700/Family | Separate \$6,000/ Person Separate \$12,000/ Family |

* Services from an Out-of-Network provider have separate deductibles, % coinsurance, and Out-of-Pocket maximums. An Out-of-Network provider can balance bill the difference between the allowed amount and the charge.



Paradise Valley, MT



Yellowstone National Park, MT

Examples of Medical costs to Plan and Member - Primary Care Physician Visit

(In-Network) Jack's Plan deductible is \$1,250, his coinsurance is 30%, and his out-of-pocket max is \$4,350.

July 1
Beginning plan year

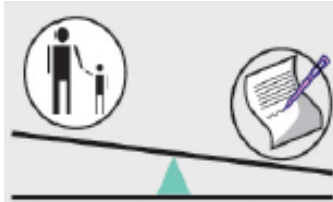


Jack pays \$30 office visit copay and 100% of allowed amount for lab charges
Plan pays remainder of office visit

Jack hasn't reached his deductible yet and he visits the doctor and has lab work. He pays \$30 for the office visit and 100% of the allowed amount for covered lab charges.

For example, Jack's doctor visit totals \$1,000. The office visit is \$150 and labwork is \$850. The Plan allows \$100 for the office visit and \$400 for the labwork. Jack pays \$30 for the office visit and \$400 for the labwork. The Plan pays \$70 for the office visit and \$0 for the labwork. The In-Network provider writes off \$500.

more costs



Jack pays \$30 office visit copay and 30% of allowed amount for lab charges
Plan pays remainder of office visit and 70% of allowed amount

Jack has seen the doctor several times and reaches his \$1,250 In-Network deductible. His plan pays \$30 for the office visit and 30% of the allowed amount for labwork and the Plan pays the remainder of the office visit + 70% of the allowed amount. **For example**, Jack's doctor visit totals \$1,000. The office visit is \$150 and labwork is \$850. The Plan allows \$100 for the office visit and \$400 for the labwork. Jack pays \$30 for the office visit and \$120 for the labwork. The Plan pays \$70 for the office visit and \$280 for the labwork. The In-Network provider writes off \$500.

June 30
End of plan year



Jack pays 0%
Plan pays 100% allowed amount

Jack reaches his \$4,350 out-of-pocket maximum. Jack has seen his doctor often and paid \$4,350 total (deductible + coinsurance + copays). The Plan pays 100% of the allowed amount for covered charges for the remainder of the benefit year. **For example**, Jack's doctor visit totals \$1,000. The office visit is \$150 and labwork is \$850. The Plan allows \$100 for the office visit and \$400 for the labwork. Jack pays \$0 and the Plan pays \$500. The In-Network provider writes off \$500

(Out-of-Network) Jack's Plan deductible is \$2,500, his coinsurance is 40%, and his out-of-pocket max is \$6,000.

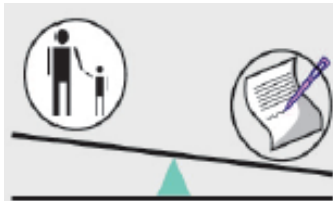
July 1
Beginning plan year



Jack pays 100%
Plan pays 0%

Jack hasn't reached his deductible yet and he visits the doctor. He pays 100% of the provider charge. Only allowed amounts apply to his deductible. **For example**, the provider charges \$1,000. The Plan allowed amount is \$500. \$500 applies to Jack's Out-of-Network deductible. Jack must pay the provider the full \$1,000.

more costs



Jack pays 40% + any difference between provider charge and plan allowed amount.
Plan pays 60% of allowable

Jack has seen the doctor several times and reaches his \$2,500 Out-of-Network deductible. His plan pays some of the costs of his next visit. He pays 40% of the allowed amount and any difference between the provider charge and the Plan allowed amount. The Plan pays 60% of the allowed amount. **For example**, the provider charges \$1,000. The Plan allowed amount is \$500. Jack pays 40% of the allowed amount (\$200) + the difference between the provider charge and the Plan allowed amount (\$500). Jack's total responsibility is \$700. The Plan pays 60% of the allowed amount (\$300).

June 30
End of plan year



Jack pays any difference between provider charge and plan allowed amount (balance bill)
Plan pays 100% allowed amount

Jack reaches his \$6,000 out-of-pocket maximum. Jack has seen his doctor often and paid \$6,000 (deductible + coinsurance). The Plan pays 100% of the allowed amount for covered charges for the remainder of the benefit year. Jack pays the difference between the provider charge and the allowed amount. **For example**, the provider charges \$1,000. The Plan allowed amount is \$500. Jack pays \$500 and the Plan pays \$500.

| <i>Medical Plan Services</i> | In-Network Copay/Coinsurance | Out-of-Network Coinsurance |
|--|---|--|
| Hospital Inpatient Services Pre-Certification of non -emergency inpatient hospitalization is strongly recommended | | |
| Room Charges | 30% | 40% |
| Ancillary Services | 30% | 40% |
| Surgical Services (See Summary Plan Description for surgeries requiring prior authorization) | 30% | 40% |
| Hospital Outpatient Services | | |
| Outpatient Services | 30% | 40% |
| Outpatient Surgi-Center | 30% | 40% |
| Physician/Professional Provider Services (not listed elsewhere) | | |
| Primary Care Physician (PCP) Office Visit - Includes Naturopathic visits | \$30 copay/visit for office visit only - lab, x-ray & other procedures are subject to deductible/coinsurance | 40% Note: There is no network for Naturopaths, so they are treated as in-network, however, the member may be balance billed the difference between the allowed amount and the provider charge. |
| Specialty Provider Office Visit | \$50 copay/visit for office visit only - lab, x-ray & other procedures are subject to deductible/coinsurance | 40% |
| Inpatient/Outpatient Physician Services | 30% | 40% |
| Lab/Ancillary/Misc. Charges | 30% | 40% |
| Eye Exam (preventive or medical) | 0% one/yr | 40% one/yr |
| Second Surgical Opinion | 0%/visit for office visit only - lab, x-ray & other procedures are subject to deductible/coinsurance | 40% |
| Emergency Services | | |
| Ambulance Services for Medical Emergency | \$200 copay/transport | \$200 copay/transport |
| Emergency Room Facility Charges | \$250 copay/visit for room charges only - lab, x-ray & other procedures are subject to deductible/coinsurance (waived if immediately admitted to hospital) | \$250 copay/visit for room charges only - lab, x-ray & other procedures are subject to deductible/coinsurance (waived if immediately admitted to hospital) |
| Professional Charges | 30% | 30% |
| Urgent Care Services | | |
| Facility/Professional Charges | \$75 copay/visit for room charges only - lab, x-ray & other procedures are subject to deductible/coinsurance | \$75 copay/visit for room charges only - lab, x-ray & other procedures are subject to deductible/coinsurance |
| Lab & Diagnostic Charges | 30% | 30% |

Reminder: Deductible applies to all covered services unless otherwise indicated or a copay applies. Out-of-Network providers can balance bill the difference between their charge and the allowed amount

Schedule of Medical Benefits

FY2021

| <i>Medical Plan Services</i> | In-Network Copay/Coinsurance | Out-of-Network Coinsurance |
|--|--|--|
| Maternity Services | | |
| Hospital Charges | 30% | 40% |
| Physician Charges (delivery & inpatient) | 30% (waived if enrolled in WellBaby Program within first trimester) | 40% |
| Prenatal Office Visits | \$30 copay/visit (waived if enrolled in WellBaby Program within first trimester) | 40% |
| Preventive Services | | |
| Preventive screenings/immunizations (adult & Well-Childcare) Refer to pages 10 & 11 for listing of Preventive Services covered at 100% of the allowed amount and for age recommendations. | 0% (limited to services listed on pgs 10 & 11. Other preventive services subject to deductible and coinsurance) | 40% |
| Mental Health/Chemical Dependency Services | | |
| Inpatient Services (Pre-Certification is recommended) | 30% | 40% |
| Outpatient Services (this is a combined max of 4 visits at \$0 copay for mental health and chemical dependency services) | First 4 visits \$0 copay, then \$30 copay/visit | 40% |
| Psychiatrist | \$50 copay/visit | 40% |
| Rehabilitative Services Physical, Occupational, Speech, Cardiac, Respiratory, Pulmonary, and Massage Therapy, Acupuncture and Chiropractic | | |
| Inpatient Services (Pre-Certification is recommended) | 30% Max: 30 days/yr | 40% Max: 30 days/yr |
| Outpatient Services (this is a combined max of 30 visits for all rehab services) | \$30 copay/visit Max: 30 visits/yr | 40% Max: 30 visits/yr Note: There is no network for Acupuncture & Massage Therapy, so they are treated as In-Network however, the member may be balance billed the difference between the allowed amount and the provider charge. |

Reminder: Deductible applies to all covered services unless otherwise indicated or a copay applies. Out-of-Network providers can balance bill the difference between their charge and the allowed amount

| <i>Medical Plan Services</i> | In-Network Copay/Coinsurance | Out-of-Network Coinsurance |
|--|---|---------------------------------------|
| Extended Care Services | | |
| Home Health Care (Prior Authorization is recommended) | \$30 copay/visit Max: 30 visits/yr | 40% Max: 30 visits/yr |
| Hospice | 30% Max: 6 months | 40% Max: 6 months |
| Skilled Nursing Facility (Prior Authorization is recommended) | 30% Max: 30 days/yr | 40% Max: 30 days/yr |
| Miscellaneous Services | | |
| Allergy Shots | \$50 copay/visit Office visit only. If no office visit, deductible & coinsurance waived | 40% |
| Durable Medical Equipment, Prosthetic Appliances & Orthotics (Prior Authorization is required for amounts greater than \$2,500) | 30% Max: \$200 for foot orthotics | 40% Max: \$200 for foot orthotics |

Reminder:

Deductible applies to all covered services unless otherwise indicated or a copay applies. Out-of-Network providers can balance bill the difference between their charge and the allowed amount.

Schedule of Medical Benefits

FY2021

| <i>Medical Plan Services</i> | In-Network Copay/Coinsurance | Out-of-Network Coinsurance |
|--|--|--|
| Miscellaneous Services cont. | | |
| PKU Supplies (Includes treatment & medical foods) | 0% (no deductible) | 40% |
| Dietary/ Nutritional Counseling | First 8 visits \$0 copay, then \$30 copay/visit | 40% |
| Obesity Management (Prior Authorization required) | 30% Must be enrolled in Take Control for non-surgical treatment | 40% |
| TMJ (Prior Authorization recommended) | 30% Surgical treatment only | 40% |
| Organ Transplants | | |
| Transplant Services (Prior Authorization required) | 30% | 40% |
| Travel | | |
| Travel for patient only - If services are not available in local area (Prior Authorization required) | 0% up to \$1,500/yr. -up to \$5,000/transplant | 0% up to \$1,500/yr. -up to \$5,000/transplant |
| Wellness Program | | |
| Preventive Health Screenings Healthy Lifestyle Ed. & Support | see pg 21 | |
| WellBaby | | |
| Take Control Diabetes, Weight Loss, High Cholesterol, High Blood Pressure, Tobacco User | | |

Reminder:

Deductible applies to all covered services unless otherwise indicated or a copay applies. Out-of-Network providers can balance bill the difference between their charge and the allowed amount.

Preventive Services

1. What Services are Preventive

The MUS medical plan provides preventive care coverage that complies with the federal health care reform law, the Patient Protection and Affordable Care Act (PPACA). Services designated as preventive care include:

- periodic wellness visits,
- certain designated screenings for symptom free or disease-free individuals, and
- designated routine immunizations.

When preventive care is provided by **In-Network providers**, services are reimbursed at 100% of the allowed amount, without application of deductible, coinsurance, or copay. Services from an Out-of-Network provider have a 40% coinsurance and a separate deductible and out-of-pocket maximum. An Out-of-Network provider can balance bill the difference between the allowed amount and the charge.

The PPACA has used specific resources to identify the preventive services that require coverage: U.S. Preventive Services Task Force (USPSTF) A and B recommendations and the Advisory Committee on Immunization Practices (ACIP) recommendations adopted by the Center for Disease Control (CDC). Guidelines for preventive care for infants, children, and adolescents, supported by the Health Resources and Services Administration (HRSA), come from two sources: Bright Futures Recommendations for Pediatric Health Care and the Uniform Panel of the Secretary's Advisory Committee on Heritable Disorders in Newborns and Children.

U.S. Preventive Services Task Force: www.uspreventiveservicestaskforce.org

Advisory Committee on Immunization Practices (ACIP): www.cdc.gov/vaccines/acip/

CDC: www.cdc.gov

Bright Futures: www.brightfutures.org

Secretary Advisory Committee: www.hrsa.gov/about/organization/committees.html

2. Important Tips

1. Accurate coding for preventive services by your health care provider is the key to accurate reimbursement by your health care plan. All standard correct medical coding practices should be observed.

2. Also of importance is the **difference** between a "screening" test and a diagnostic, monitoring or surveillance test. A "screening" test done on an asymptomatic person **is** a preventive service, and is considered preventive even if the test results are positive for disease, but future tests would be diagnostic, for monitoring the disease or the

risk factors for the disease. A test done because symptoms of disease are present **is not** a preventive screening and is considered diagnostic.

3. Ancillary services directly associated with a "screening" colonoscopy are also considered preventive services. Therefore, the procedure evaluation office visit with the doctor performing the colonoscopy, the ambulatory facility fee, anesthesiology (if necessary), and pathology will be reimbursed as preventive, provided they are submitted with accurate preventive coding.



Pablo, MT

See next page for listing of covered Preventive Services.

Covered Preventive Services

Note: When preventive care is provided by **In-Network providers**, services are reimbursed at 100% of the allowed amount, without application of deductible, coinsurance, or copay. Services from an Out-of-Network provider have a 40% coinsurance and a separate deductible and out-of-pocket maximum. An Out-of-Network provider can balance bill the difference between the allowed amount and the charge.

| | |
|---|--|
| Periodic Exams Appropriate screening tests per Bright Futures and other sources (previous page) | |
| Well-Child Care Infant through age 17 | <ul style="list-style-type: none"> - Age 0 months through 4 yrs (up to 14 visits) - Age 5 yrs through 17 yrs (1 visit per benefit plan year) |
| Adult Routine Exam Exams may include screening/counseling and/or risk factor reduction interventions for depression, obesity, tobacco use/abuse, drug and/or alcohol use/abuse | <ul style="list-style-type: none"> - Age 18 yrs through 65+ (1 visit per benefit plan year) |
| Preventive Screenings | |
| Bacteriuria Screening | <ul style="list-style-type: none"> - Pregnant Women |
| Breast Cancer Screening (mammography) | <ul style="list-style-type: none"> - Women 40+ (1 per benefit plan year) |
| Cervical Cancer Screening (PAP) | <ul style="list-style-type: none"> - Women age 21 - 65 (1 per benefit plan year) |
| Cholesterol Screening | <ul style="list-style-type: none"> - Men age 35+ (age 20-35 if risk factors for coronary heart disease are present) - Women age 45+ (age 20-45 if risk factors for coronary heart disease are present) |
| Colorectal Cancer Screening age 50 - 75 | <ul style="list-style-type: none"> - Fecal occult blood testing; 1 per benefit plan year OR - Sigmoidoscopy; every 5 yrs OR - Colonoscopy; every 10 yrs |
| Prostate Cancer Screening (PSA) age 50+ | <ul style="list-style-type: none"> - Fecal occult blood testing; 1 per benefit plan year OR - Sigmoidoscopy; every 5 yrs OR - Colonoscopy; every 0 yrs |
| Osteoporosis Screening | <ul style="list-style-type: none"> - Post-menopausal women 65+, or 60_ with risk factors (1 bone density x-ray (DXA)) |
| Abdominal Aneurysm Screening | <ul style="list-style-type: none"> - Men age 65-75 who have ever smoked (1 screening by ultrasound per plan year) |
| Diabetes Screening | <ul style="list-style-type: none"> - Adults with high blood pressure |
| HIV Screening | <ul style="list-style-type: none"> - Pregnant women and others at risk |
| RH Incompatibility Screening | <ul style="list-style-type: none"> - Pregnant women |
| Routine Immunizations | |
| Diphtheria, tetanus, pertussis (DTaP) (Tdap)(TD), Haemophilus influenza (HIB), Hepatitis A & B, Human Papillomavirus (HPV), Influenza, Measles, Mumps, Rubella (MMR), Meningococcal, Pneumococcal (pneumonia), Poliovirus, Rotavirus, Varicella (smallpox), Zoster (shingles) | |
| Influenza and Zoster (Shingles) vaccinations are reimbursed at 100% via the Navitus Pharmacy benefit. | |
| For recommended immunization schedules for all ages, visit the CDC website at www.cdc.gov/vaccines/index.html | |

Prescription Drug Plan



(Included in Medical Plan)

Your prescription drug coverage is managed by Navitus Health Solutions.

Who is eligible?

The Prescription Drug Plan (POP) is a benefit for all benefits eligible Montana University System employees, retiree enrollees and their eligible dependents. Any member enrolled in the medical plan will automatically receive Navitus Health Solutions prescription drug coverage. There is no separate premium and no deductible for prescription drugs.

To determine your drug tier level and copay amount before going to the pharmacy, consult the Drug Schedule of Benefits, log into the Navitus Member Portal at www.navitus.com, or call Navitus Customer Care (see next page for numbers).

The Navitus Drug Formulary List and Pharmacy Directory can be found online at www.navitus.com. You will need to register on the Navitus Navi-Gate for Members web portal to access the MUS-specific drug formulary (preferred drug list), drug tier level, and pharmacy directory. If you have questions regarding the drug formulary list or pharmacy directory, please contact Navitus Customer Care.

How do I fill my prescriptions?

Prescription drugs may be obtained through the Plan at either a local retail pharmacy (up to a 34 or 90-day supply) or through a mail order pharmacy (90-day supply). Members who use maintenance medications can experience a significant cost-savings when filling their prescriptions for a 90-day supply.

Retail Pharmacy Network

NOTE: CVS/ Target pharmacies are not part of the Montana University System Pharmacy Plan network. If you choose to use these pharmacies, you will be responsible for all charges. This is not applicable to Navitus MedicareRx enrollees.

Mail Order Pharmacies

Ridgeway, Costco, and miRx Pharmacies administer the mail order pharmacy program. If you are new to the mail order program, you can register online (see contact details on next page).

Specialty Pharmacy

The preferred Specialty Pharmacy is Lumicera Health Services. Lumicera helps members who are taking prescription drugs that require special handling and/or administration to treat certain chronic illnesses or complex conditions by providing services that offer convenience and support. Ordering new prescriptions with this specialty pharmacy is simple, just call a Patient Care Specialist to get started at 1-855-847-3553.

You can also find a list of Lumicera specialty pharmacy Frequently Asked Questions (FAQs) at www.lumicera.com/Patients/FAQ.aspx.



Medicare Part D Plan

The Medicare Retiree Prescription Drug Plan, Navitus MedicareRx, is a Medicare Part D prescription drug plan (PDP). Like all Medicare Part D plans, this Medicare prescription drug plan is approved by Medicare and run by a private company.

- Enrollment in another Medicare Part D drug plan is not permitted.
- MUS Medicare primary Retiree Plan members cannot be covered on another MUS Medicare primary Retiree Plan as a spouse (dual enrollment).
- Medicare eligible retiree members must be enrolled in both Medicare Part A and B to be eligible for this drug plan and to remain on the Montana University System medical benefit plan.

Prescription Drug Plan

| Drug Schedule of Benefits Tier Level | Retail (up to 34-day supply) | Retail/Mail Order (90-day supply) |
|---|--|--|
| Tier \$0 (certain preventive medications (ACA, certain statins, metformin and omeprazole)) | \$0 Copay | \$0 Copay |
| Tier 1 {low cost, high-value generics and select brands that provide high clinical value} | \$15 Copay | \$30 Copay |
| Tier 2 (preferred brands and select generics that are less cost effective) | \$50 Copay | \$100 Copay |
| Tier 3 (non-preferred brands and generics that provide the least value because of high cost or low clinical value, or both) | 50% Coinsurance (Does not apply to the Out-of-Pocket maximum) | 50% Coinsurance (Does not apply to the Out-of-Pocket maximum) |
| Tier 4 (Specialty) (specialty medications for certain chronic illnesses or complex diseases) \$200 copay if filled at preferred Specialty pharmacy 50 % co insurance , if filled at a non-preferred Specialty pharmacy (Does not apply to the Out-of-Pocket maximum) | N/A | NIA |
| Out-of-Pocket Maximum | Individual: \$2,150 per year Family: \$4,300 per year | |

Questions?

Navitus Customer Care
call 24 Hours a Day | 7 Days a wk

Commercial (Non-Medicare Retirees)

Customer Care: 866-333-2757
Member Portal: www.navitus.com

MedicareRx (Medicare Retirees)

Customer Care: 866-270-3877
Member Portal: www.medicarerx.navitus.com

Lumicera Health Services

Customer Care: 1-855-847-3553
Monday - Friday 8 a.m. to 6 p.m.

Costco

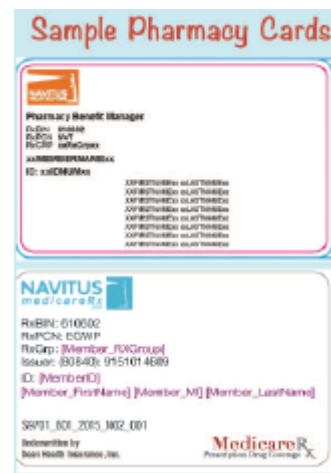
1-800-607-6861
or go to www.pharmacy.costco.com
Monday - Friday 5 a.m. to 7 p.m. PST

Ridgeway:

1-800-630-3214
or go to www.ridgeway.pharmacy/
Monday -Thursday 9 a.m. to 5 p.m.
MST

miRx:

1-866-894-1496
or go to www.mirxpharmacy.com
Monday - Friday 8 a.m. to 6 p.m. MST



Dental Plan (optional)



Choices offers one Dental plan option for Retirees and their eligible dependents: **Select Plan**

Continuation of enrollment in the Dental plan is a one-time opportunity for Retirees (and their eligible dependents) at retirement. Coverage is permanently forfeited if the Retiree fails to continue enrollment, cancels Dental coverage, or fails to pay premiums. Note: A spouse reaching age 65 is not a qualifying event for re-enrolling in Dental coverage.

| Select Plan - Enhanced Coverage | |
|---|---|
| Monthly Dental Rates | <ul style="list-style-type: none"> Retiree/Survivor Only \$52 Retiree & Spouse \$94 Retiree/Survivor & Child(ren) \$94 Retiree & Family \$156 |
| Maximum Annual Benefit | <ul style="list-style-type: none"> \$2,000 per covered individual |
| Diagnostic & Preventive Services | <ul style="list-style-type: none"> Initial and Periodic oral exam Cleaning Complete series of intraoral X-rays Topical application of fluoride <p>Note: The above services <u>do not</u> count towards the \$2,000 annual maximum (see below).</p> |
| Basic Restorative Services | <ul style="list-style-type: none"> Amalgam filling Endodontic treatment Periodontic treatment Oral surgery Removal of impacted teeth |
| Major Dental Services | <ul style="list-style-type: none"> Crown Root canal Complete lower and upper denture Dental implant Occlusal guards <p>Available to covered children and adults</p> |
| Orthodontia | <ul style="list-style-type: none"> \$1,500 lifetime benefit/individual |



Select Plan Benefit Highlights:

Diagnostic & Preventive Services

The **Choices Select Plan** allows MUS Plan members to obtain diagnostic & preventive services without those costs applying to the annual \$2,000 maximum.

Orthodontic Benefits

The **Choices Select Plan** allows a \$1,500 lifetime orthodontic benefit per covered individual. Benefits are paid at 50% of the allowable charge for authorized services. Treatment plans usually include an initial down payment and ongoing monthly fees. If an initial down payment is required, **Choices** will pay up to 50% of the initial payment, up to 1/3 of the total treatment charge. In addition, Delta Dental (the Dental Plan claims administrator) will establish a monthly reimbursement based on your provider's monthly fee and your prescribed treatment plan.

Delta Dental: 1-866-579-5717 www.deltadentalins.com/mus

Dental Fee Schedule

Dental claims are reimbursed based on a dental fee schedule. The following subsets of the **Choices Select Plan** fee schedule includes the most commonly used procedure codes. The fee schedule's dollar amount is the maximum reimbursement by the Plan for the specified procedure code. Covered participants are responsible for the difference(if any) between the provider's charge and the fee schedule's maximum reimbursement amount.

The CDT codes and nomenclature are copyright of the American Dental Association. The procedures described and maximum allowances indicated on this table are subject to the terms of the MUS-Delta Dental contract and Delta Dental processing policies. These allowances may be further reduced due to maximums, limitations, and exclusions.

Please refer to the SPD for complete information (see pg. 23 for availability).

| Procedure Code | Description | Fee Schedule |
|----------------|---|--------------|
| D0120 | Periodic oral evaluation - established patient | \$40.00 |
| D0140 | Limited oral evaluation - problem focused | \$58.00 |
| D0145 | Oral evaluation for a patient under three years of age and counseling with primary caregiver | \$40.00 |
| D0150 | Comprehensive oral evaluation - new or established patient | \$65.00 |
| D0160 | Detailed and extensive oral evaluation - problem focused, by report | \$139.00 |
| D0170 | Re-evaluation - limited, problem focused (established patient; not post-operative visit) | \$44.00 |
| D0180 | Comprehensive periodontal evaluation - new or established patient | \$72.00 |
| D0190 | Screening of a patient | \$28.00 |
| D0191 | Assessment of a patient | \$28.00 |
| D0210 | Intraoral - complete series of radiographic images | \$110.00 |
| D0220 | Intraoral - periapical first radiographic image | \$26.00 |
| D0230 | Intraoral - periapical each additional radiographic image | \$20.00 |
| D0240 | Intraoral - occlusal radiographic image | \$25.00 |
| D0250 | Extra-oral - 2D projection radiographic image created using a stationary radiation source, and detector | \$58.00 |
| D0270 | Bitewing - single radiographic image | \$22.00 |
| D0272 | Bitewings - two radiographic images | \$37.00 |
| D0273 | Bitewings - three radiographic images | \$45.00 |
| D0274 | Bitewings - four radiographic images | \$53.00 |
| D0277 | Vertical bitewings - 7 to 8 radiographic images | \$73.00 |
| D0310 | Sialography | \$411.00 |
| D0320 | Temporomandibular joint arthrogram, including injection | \$622.00 |
| D0321 | Other temporomandibular joint radiographic images, by report | \$224.00 |
| D0322 | Tomographic survey | \$355.00 |
| D0330 | Panoramic radiographic image | \$91.00 |
| D1110 | Prophylaxis - adult | \$83.00 |
| 01120 | Prophylaxis- child | \$58.00 |
| D1206 | Topical application of fluoride varnish | \$31.00 |
| D1208 | Topical application of fluoride - excluding varnish | \$28.00 |
| D1351 | Sealant - per tooth | \$45.00 |
| D1352 | Preventive resin restoration in a moderate to high caries risk patient - permanent tooth | \$54.00 |
| D1510 | Space maintainer - fixed, unilateral - per quadrant | \$239.00 |
| 01516 | Space maintainer - fixed - bilateral, maxillary | \$388.00 |
| D1517 | Space maintainer - fixed - bilateral, mandibular | \$388.00 |

Dental Fee Schedule

| Procedure Code | Description | Fee Schedule |
|----------------|---|--------------|
| 01520 | Space maintainer - removable, unilateral - per quadrant | \$393.00 |
| 01526 | Space maintainer - removable - bilateral, maxillary | \$538.00 |
| 01527 | Space maintainer - removable - bilateral, mandibular | \$538.00 |
| 01551 | Re-cement or re-bond bilateral space maintainer - maxillary | \$63.00 |
| 01552 | Re-cement or re-bond bilateral space maintainer - mandibular | \$63.00 |
| 01553 | Re-cement or re-bond unilateral space maintainer - per quadrant | \$63.00 |
| 01556 | Removal of fixed unilateral space maintainer - per quadrant | \$63.00 |
| 01557 | Removal of fixed bilateral space maintainer - maxillary | \$63.00 |
| 01558 | Removal of fixed bilateral space maintainer - mandibular | \$63.00 |
| 01575 | Distal shoe space maintainer - fixed, unilateral - per quadrant | \$239.00 |
| 02140 | Amalgam - one surface, primary or permanent | \$93.00 |
| 02150 | Amalgam - two surfaces, primary or permanent | \$118.00 |
| 02160 | Amalgam - three surfaces, primary or permanent | \$147.00 |
| 02161 | Amalgam - four or more surfaces, primary or permanent | \$176.00 |
| 02330 | Resin-based composite - one surface, anterior | \$98.00 |
| 02331 | Resin-based composite - two surfaces, anterior | \$132.00 |
| 02332 | Resin-based composite - three surfaces, anterior | \$156.00 |
| 02335 | Resin-based composite - four or more surfaces or involving incisal angle (anterior) | \$192.00 |
| 02391 | Resin-based composite - one surface, posterior | \$116.00 |
| 02392 | Resin-based composite - two surfaces, posterior | \$148.00 |
| 02393 | Resin-based composite - three surfaces, posterior | \$187.00 |
| 02394 | Resin-based composite - four or more surfaces, posterior | \$220.00 |
| 02510 | Inlay - metallic - one surface | \$292.00 |
| 02520 | Inlay - metallic - two surfaces | \$344.00 |
| 02542 | Onlay - metallic - two surfaces | \$419.00 |
| 02610 | Inlay - porcelain/ceramic - one surface | \$292.00 |
| 02620 | Inlay - porcelain/ceramic - two surfaces | \$335.00 |
| 02642 | Onlay - porcelain/ceramic - two surfaces | \$453.00 |
| 02650 | Inlay - resin-based composite - one surface | \$292.00 |
| 02651 | Inlay - resin-based composite - two surfaces | \$335.00 |
| 02662 | Onlay - resin-based composite - two surfaces | \$371.00 |
| 02740 | Crown - porcelain/ceramic substrate | \$480.00 |
| 02750 | Crown - porcelain fused to high noble metal | \$459.00 |
| 02751 | Crown - porcelain fused to predominantly base metal | \$410.00 |
| 02780 | Crown - ¾ cast high noble metal | \$516.00 |
| 02783 | Crown - ¾ porcelain/ceramic | \$477.00 |
| 02790 | Crown - full cast high noble metal | \$468.00 |
| 02930 | Prefabricated stainless steel crown - primary tooth | \$186.00 |
| 02931 | Prefabricated stainless steel crown - permanent tooth | \$222.00 |
| 02932 | Prefabricated resin crown | \$221.00 |

Dental Fee Schedule

| Procedure Code | Description | Fee Schedule |
|----------------|---|--------------|
| D2933 | Prefabricated stainless steel crown with resin window | \$222.00 |
| D2940 | Protective restoration | \$70.00 |
| D2950 | Core buildup, including any pins when required | \$151.00 |
| D3110 | Pulp cap - direct (excluding final restoration) | \$44.00 |
| D3220 | Therapeutic pulpotomy (excluding final restoration) - removal of pulp coronal to the dentinocemental junction and application of medicament | \$110.00 |
| D3330 | Endodontic therapy, molar tooth (excluding final restoration) | \$789.00 |
| D3346 | Retreatment of previous root canal therapy - anterior | \$747.00 |
| D3347 | Retreatment of previous root canal therapy - premolar | \$828.00 |
| D3410 | Apicoectomy - anterior | \$606.00 |
| D3425 | Apicoectomy - molar (first root) | \$597.00 |
| D3430 | Retrograde filling - per root | \$148.00 |
| D4210 | Gingivectomy or gingivoplasty - four or more contiguous teeth or tooth bounded spaces per quadrant | \$358.00 |
| D4249 | Clinical crown lengthening - hard tissue | \$455.00 |
| D4260 | Osseous surgery (including elevation of a full thickness flap and closure) - four or more contiguous teeth or tooth bounded spaces per quadrant | \$784.00 |
| D4270 | Pedicle soft tissue graft procedure | \$620.00 |
| D4341 | Periodontal scaling and root planing - four or more teeth per quadrant | \$154.00 |
| D4342 | Periodontal scaling and root planing - one to three teeth per quadrant | \$105.00 |
| D4346 | Scaling in presence of generalized moderate or severe gingival inflammation - full mouth, after oral evaluation | \$83.00 |
| D4355 | Full mouth debridement to enable a comprehensive oral evaluation and diagnosis on a subsequent visit | \$93.00 |
| D4910 | Periodontal maintenance | \$94.00 |
| D5110 | Complete denture - maxillary | \$608.00 |
| D5120 | Complete denture - mandibular | \$662.00 |
| D5130 | Immediate denture - maxillary | \$666.00 |
| D5140 | Immediate denture - mandibular | \$666.00 |
| D5211 | Maxillary partial denture - resin base (including retentive/clasping materials, rests, and teeth) | \$436.00 |
| D5212 | Mandibular partial denture - resin base (including retentive/clasping materials, rests, and teeth) | \$436.00 |
| D5213 | Maxillary partial denture - cast metal framework with resin denture bases (including retentive/clasping materials, rests and teeth) | \$690.00 |
| D5214 | Mandibular partial denture - cast metal framework with resin denture bases (including retentive/clasping materials, rests and teeth) | \$650.00 |
| D5225 | Maxillary partial denture - flexible base (including any clasps, rests and teeth) | \$488.00 |
| D5226 | Mandibular partial denture - flexible base (including any clasps, rests and teeth) | \$488.00 |
| D5411 | Adjust complete denture - mandibular | \$32.00 |
| D5611 | Repair resin partial denture base, mandibular | \$89.00 |
| D5612 | Repair resin partial denture base, maxillary | \$89.00 |
| D5640 | Replace broken teeth - per tooth | \$76.00 |
| D5650 | Add tooth to existing partial denture | \$114.00 |
| D5660 | Add clasp to existing partial denture - per tooth | \$160.00 |
| D5710 | Rebase complete maxillary denture | \$320.00 |
| D5711 | Rebase complete mandibular denture | \$320.00 |

Dental Fee Schedule

| Procedure Code | Description | Fee Schedule |
|----------------|---|--------------|
| 05720 | Rebase maxillary partial denture | \$314.00 |
| 05721 | Rebase mandibular partial denture | \$360.00 |
| 02933 | Prefabricated stainless steel crown with resin window | \$312.30 |
| 02940 | Protective restoration | \$309.58 |
| 02950 | Core buildup, including any pins when required | \$306.86 |
| 05851 | Tissue conditioning, mandibular | \$51.00 |
| 05863 | Overdenture - complete maxillary | \$930.00 |
| 06010 | Surgical placement of implant body: endosteal implant | \$855.00 |
| 06210 | Pontic - cast high noble metal | \$521.00 |
| 06212 | Pontic - cast noble metal | \$365.00 |
| 06214 | Pontic - titanium and titanium alloys | \$528.00 |
| 06240 | Pontic - porcelain fused to high noble metal | \$459.00 |
| 06241 | Pontic - porcelain fused to predominantly base metal | \$391.00 |
| 06242 | Pontic - porcelain fused to noble metal | \$463.00 |
| 06740 | Retainer crown - porcelain/ceramic | \$492.00 |
| 06750 | Retainer crown - porcelain fused to high noble metal | \$456.00 |
| 06752 | Retainer crown - porcelain fused to noble metal | \$490.00 |
| 06790 | Retainer crown - full cast high noble metal | \$498.00 |
| 06791 | Retainer crown - full cast predominantly base metal | \$402.00 |
| 06794 | Retainer crown - titanium and titanium alloys | \$548.00 |
| 07111 | Extraction, coronal remnants - primary tooth | \$65.00 |
| 07140 | Extraction, erupted tooth or exposed root (elevation and/or forceps removal) | \$102.00 |
| 07210 | Extraction, erupted tooth requiring removal of bone and/or sectioning of tooth, and including elevation of mucoperiosteal flap if indicated | \$178.00 |
| 07220 | Removal of impacted tooth - soft tissue | \$211.00 |
| 07230 | Removal of impacted tooth - partially bony | \$257.00 |
| 07240 | Removal of impacted tooth - completely bony | \$316.00 |
| 07850 | Surgical dissection, with/without implant | \$1,500.00 |
| 07860 | Arthrotomy | \$1,500.00 |
| 07960 | Frenulectomy - also known as frenectomy or frenotomy - separate procedure not incidental to another procedure | \$217.00 |
| 07971 | Excision of pericoronal gingiva | \$120.00 |
| 09110 | Palliative (emergency) treatment of dental pain - minor procedure | \$69.00 |
| 09120 | Fixed partial denture sectioning | \$86.00 |
| 09222 | Deep sedation/general anesthesia - first 15 minutes | \$280.00 |
| 09223 | Deep sedation/general anesthesia - each subsequent 15 minute increment | \$107.00 |
| 09239 | Intravenous moderate (conscious) sedation/analgesia - first 15 minutes | \$252.00 |
| 09243 | Intravenous moderate (conscious) sedation/analgesia - each subsequent 15 minute increment | \$111.00 |
| 09310 | Consultation- diagnostic service provided by dentist or physician other than requesting dentist or physician | \$67.00 |
| 09942 | Repair and/or relines of occlusal guard | \$38.00 |
| 09944 | Occlusal guard - hard appliance, full arch | \$254.00 |
| 09945 | Occlusal guard - soft appliance, full arch | \$64.00 |
| 09946 | Occlusal guard - hard appliance, partial arch | \$127.00 |
| 09950 | Occlusion analysis- mounted case | \$187.00 |
| 09951 | Occlusal adjustment- limited | \$51.00 |
| 09952 | Occlusal adjustment - complete | \$406.00 |

Delta Dental Fee examples

How to select a Delta Dental dentist that will best suit your needs and your pocket book! Understand the difference between a PPO and Premier dentist.

Finding a Delta Dental Dentist

The MUS Dental Plan utilizes a fee schedule so you know in advance exactly how much the Plan will pay for each covered service. It is important to understand that a dentist's charges may be greater than the Plan benefit amount, resulting in balance billing. While you have the freedom of choice to visit any licensed dentist under the Plan, you may want to consider visiting a Delta Dental dentist to reduce your Out-of-Pocket costs.

When a dentist contracts with Delta Dental, they agree to accept Delta Dental's allowed fee as full payment. This allowed fee may be greater than the MUS Plan benefit fee schedule amount in which case, the dentist may balance bill you up to the difference between the allowed fee and the MUS Plan benefit fee schedule amount.

Montana University System plan members will usually save when they visit a Delta Dental dentist. Delta Dental Preferred Provider Organization (PPO) dentists agree to lower levels of allowed fees and therefore offer the most savings. Delta Dental Premier dentists also agree to a set level of allowed fees, but not as low as with a PPO dentist. Therefore, when visiting a Premier dentist, MUS members usually see some savings, just not as much as with a PPO dentist. The best way to understand the difference in fees is to view the examples below. Then go to: www.deltadentalins.com/MUS and use the *Find a Dentist* search to help you select a dentist that is best for you!

The following claim example for an adult cleaning demonstrates how lower out-of-pocket patient costs can be achieved when you visit a Delta Dental dentist (**Select** Plan coverage). The example compares the patient's share of costs at each network level below:

| Adult Cleaning | PPO Dentist | Premier Dentist | Out-of-Network Dentist |
|--|-------------|-----------------|------------------------------------|
| What the dentist bills | \$87 | \$87 | \$87 |
| Dentists allowed fee with Delta Dental | \$57 | \$71 | No fee agreement with Delta Dental |
| MUS Plan benefit allowed amount | \$83 | \$83 | \$83 |
| What you pay | \$0 | \$0 | \$4 |

The following claim example for a crown demonstrates how lower out-of-pocket patient costs can be achieved when you visit a Delta Dental dentist (**Select** Plan coverage). The example compares the patient's share of costs at each network level below:

| Crown | PPO Dentist | Premier Dentist | Out-of-Network Dentist |
|--|-------------|-----------------|------------------------------------|
| What the dentist bills | \$1,000 | \$1,000 | \$1,000 |
| Dentists allowed fee with Delta Dental | \$694 | \$822 | No fee agreement with Delta Dental |
| MUS Plan benefit allowed amount | \$423 | \$423 | \$423 |
| What you pay | \$271 | \$399 | \$577 |

Vision Hardware Plan (optional)

Choices offers a Vision Hardware plan for Retirees and their eligible dependents.

Continuation of enrollment in the Vision Hardware plan is a one-time opportunity for Retirees (and their eligible dependents) at retirement. Coverage is permanently forfeited if the Retiree fails to continue enrollment, cancels Vision Hardware coverage, or fails to pay premiums. **Note:** A spouse reaching age 65 is not a qualifying event for re-enrolling in Vision Hardware coverage.

Using Your Vision Hardware Benefit

Quality vision care is important to your eye wellness and overall health care. Accessing your Vision Hardware benefit is easy. Simply select your provider, purchase your hardware and submit your claim form to Blue Cross Blue Shield of Montana for processing. The optional vision coverage is a hardware benefit only. Eye Exams, whether preventive or medical, are covered under the medical benefit plan. See pg. 6 Eye Exam (preventive & medical). Please refer to the Summary Plan Description (SPD) for complete vision hardware benefits and plan exclusions (see pg. 23 for availability).

| Monthly Vision Hardware Rates | |
|-------------------------------|---------|
| Retiree/Survivor Only | \$10.70 |
| Retiree & Spouse | \$20.20 |
| Retiree/Survivor & Child(ren) | \$21.26 |
| Retiree & Family | \$31.18 |

Sample Vision Hardware Card



| Service/Material | Coverage |
|--|--|
| <p>Eyeglass Frame and Lenses:</p> <p>Frame: One frame per benefit period, in lieu of contact lenses</p> <p>Lenses: One pair of lenses per benefit period, in lieu of contact lenses</p> | <p>Up to \$300 allowance toward the purchase of eyeglass frame and prescription lenses, including single vision, bifocal, trifocal, progressive lenses; ultraviolet treatment; tinting; scratch-resistant coating; polycarbonate; anti-reflective coating.</p> <p>The Plan participant may be responsible for charges at the time of purchase.</p> |
| <p>Contact Lenses:</p> <p>One purchase per benefit period, in lieu of eyeglass frame and lenses</p> | <p>Up to \$150 allowance toward contact lens fitting and the purchase of conventional, disposable or medically necessary* contact lenses.</p> <p>The Plan participant may be responsible for charges at the time of purchase.</p> |

*Contact lenses that are required to treat medical or abnormal visual conditions, including but not limited to eye surgery (i.e., cataract removal), visual perception in the better eye that cannot be corrected to 20/70 through the use of eyeglasses, and certain corneal or other eye diseases.

Filing a claim:

When a Plan participant purchases vision hardware, a walk-out statement should be provided by the Provider. This walk-out statement should be submitted to Blue Cross and Blue Shield of Montana for reimbursement.

Go to: www.choices.mus.edu/forms.html and select the Vision Hardware Claim Form.

MUS Wellness Program (optional)



The Montana University System (MUS) Benefit Plan offers Wellness services to covered adult medical plan members (employees, retirees, spouses, COBRA enrollees, and covered dependent children over the age of 18).

Preventive Health Screenings

WellCheck

Each campus offers preventive health screenings for adult medical plan members called WellChecks. A free basic blood panel and biometric screening are provided at WellCheck, with optional additional tests available at discounted prices. Representatives from MUS Wellness are also present at most WellChecks to answer wellness related questions. Adult medical plan members over the age of 18 are eligible for two free WellChecks per plan year (July 1 - June 30). Go to www.wellness.mus.edu/WellCheck.html for more information regarding WellCheck dates and times in your area.

Online Registration

Online registration is required for all participants for WellCheck appointments. To register go to: my.itstartswithme.com.

Lab Tests -


Log on to your [It Starts With Me](http://my.itstartswithme.com) account for a complete listing of tests available at WellCheck: my.itstartswithme.com

Flu Shots

Are offered FREE in the fall, subject to national vaccine availability. Go to www.wellness.mus.edu/WellCheck.html for more information.

STAY CONNECTED

 For education and updates visit our Blog: www.montanamovesandmeals.com

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[@montanameals](http://twitter.com)

 Like us on facebook:
www.facebook.com/MUSwellness

Healthy Lifestyle Education & Support

Quick Help Program

If you have a quick question regarding health, fitness, or nutrition related topics, send us an email at: wellness@montana.edu . We'll do our best to provide the information you need, or point you in the right direction if we don't have an answer ourselves!

The information given through the Quick Help Program does not provide medical advice, is intended for general educational purposes only, and does not always address individual circumstances.

WellBaby

WellBaby is a pregnancy benefit designed to help you achieve a healthier pregnancy. Enroll during your first trimester to take advantage of all the program benefits. For more information call 406-660-0082 or visit wellness.mus.edu/WellBaby.html

Take Control Program

Take Control is a healthcare company that believes living well is within everyone's reach. Take Control offers comprehensive and confidential education and support for the following medical conditions: Diabetes, Overweight, Tobacco User, High Blood Pressure, High Cholesterol, WellBaby member.

Services provided include health coaching, fitness center or fitness class reimbursement, copay waivers for diabetic supplies and many more.

For details, visit wellness.mus.edu/TakeControl.html or contact Take Control at 1-800-746-2970 or visit www.takecontrolmt.com.

**Available to
Non-Medicare retirees only**



Visit the MUS Wellness website for more information: www.wellness.mus.edu

Vision Hardware Plan *(optional)*

Provided by UNUM Life Insurance Co.

1-800-224-4165

www.unuminfo.com/MontanaU/index.aspx

| Options | Choices |
|-----------------------------|---|
| Care Type | |
| Plan 1 | Facility (nursing home or assisted living) |
| Plan 2 | Facility+ Professional Home Care (Provided by a licensed home health organization) |
| Plan 3 | Facility + Professional Home Care + Total Home Care (Care provided by anyone, including family members) |
| Monthly Benefit | |
| Nursing Home | \$1,000-\$6,000 |
| Assisted Living | 60% of the selected nursing home amount |
| Home Care | 50% of the selected nursing home amount |
| Duration | |
| 3 years | 3 years Nursing Home |
| 6 years | 6 years Nursing Home |
| Unlimited | Unlimited Nursing Home |
| Inflation Protection | |
| Yes | 5% compounded annually |
| No | No protections will be provided |

Unexpected events, such as accidents or illness, can catch us off guard at any age, any time. This can often lead to financial and emotional hardship. Many believe that our medical plan covers long term care situations when, in most cases, it may not, as those plans are designed to pay for specific care for acute conditions, not for long term care for daily living. We may be left thinking we should have planned better. The Long Term Care (LTC) plan is designed to pick up where our medical plan leaves off. You may never need long term care, however, if you experience an unexpected event, it is the type of care you may need if you couldn't independently perform the basic daily activities, such as bathing, dressing, continence and eating, or if you suffered from a cognitive impairment, such as

Alzheimer's disease. This year about 12 million men and women will need long term care. A study by the US Department of Health and Human Services indicates that 70% of individuals over age 65 will require some type of long term care during their lifetime. The Montana University System (MUS) offers the opportunity to purchase Long Term Care Insurance directly from Unum Life Insurance Company of America.

Who is Eligible

Employees, retirees, and all family members are eligible for the Long Term Care Insurance Plan. This plan may be elected, changed, or dropped at any time.



New employees can enroll in LTC within 30 days of employment

without demonstrating evidence of insurability. Continuing employees, retirees, and all family members can enroll in the MUS group LTC insurance with medical underwriting at any time.

If you or your family members would like to enroll in the Long Term Care Plan, contact your campus Human Resources/ Benefits Office.

Additional Benefit Plan Information

Self Audit Award Program: Be sure to check all bills and EOBs from your medical providers to make sure that charges have not been duplicated or billed for services you did not receive. **When you detect billing errors that result in a claims adjustment, the MUS Plan will share the savings with you!** You may receive an award of 50 percent of the savings, up to a maximum of \$1,000.

The Self Audit Award Program is available to all plan members who identify medical billing errors which:

- Have not already been detected by the medical plan's claims administrator or reported by the provider;
- Involve charges which are allowable and covered by the MUS Plan, and
- Total \$50 or more in errant charges.

To receive the Self Audit Award, the member must:

- Notify the medical plan claims administrator of the error before it is detected by the administrator or the health care provider,
- Contact the provider to verify the error and work out the correct billing, and
- Have copies of the correct billing sent to the medical plan claims administrator for verification, claims adjustment and calculation of the Self Audit Award.

Summary Plan Description (SPD) All Montana University System (MUS) Plan participants have the right to obtain a current copy of the Summary Plan Description (SPD). Despite the use of "summary" in the title, this document contains the full legal description of the Plan's medical, dental, vision hardware, and prescription drug benefits and should always be consulted when a specific question arises about the Plan.

Participants may request a hard copy of the SPD by contacting their campus Human Resources/ Benefits Office or the MUS Benefits Office at 1-877-501-1722. The SPD is also available online on the MUS *Choices* website at www.choices.mus.edu.

Summary of Benefits and Coverage (SBC)

The SBC is available on the MUS **Choices** website at [www.choices.mus.edu/Publication Notices.html](http://www.choices.mus.edu/Publication_Notices.html). This document, required by PPACA, will outline what the MUS Medical Plan covers and what the cost share is for the member and the Plan for covered health care services.

Eligibility and enrollment rules for coverage in the Montana University System Group Benefit Plan for participants (and their dependents) who are NOT active employees within MUS, are published in the MUS Summary Plan Description in these sections:

- Eligibility
- Enrollment, Changes in Enrollment, Effective Dates of Coverage
Leave, Layoff, Coverage Termination, Re-Enrollment, Surviving Spouse, and Retirement Options
Continuation of Coverage Rights under COBRA

Each employee and former employee is responsible for understanding rights and responsibilities for themselves and their eligible dependents for maintaining enrollment in the Montana University System Group Benefit Plan.

Retirees eligible for Medicare and paying Medicare Retiree premium rates, as published in the Choices Retiree Workbook, are required to be continuously enrolled in BOTH Medicare Part A and Medicare Part B.

Coordination of Benefits: Persons covered by a health care plan through the Montana University System AND also by another non-liability health care coverage plan, whether private, employer-based, governmental (including Medicare and Medicaid), are subject to coordination of benefits rules as specified in the Summary Plan Description, Coordination of Benefits section. Rules vary from case to case by the circumstances surrounding the claim and by the active or retiree status of the member. In no case will more than 100% of a claim's allowed amount be paid by the sum of all payments from all applicable coordinated insurance coverages.

Health Insurance Portability and Accountability Act of 1996 ("HIPAA") Notice

The Montana University System Group Benefit Plan has a duty to safeguard and protect the privacy of all plan members' personally identifiable health information that is created, maintained, sent or received by the Plan.

The HIPAA Notice can be accessed on the MUS Choices website at www.choices.mus.edu/Publication_Notices.html.

The Montana University System Group Benefit Plan contracts with individuals or entities known as Business Associates, who perform various functions on the Plan's behalf such as claims processing and other health-related services associated with the Plan, including claims administration or to provide support services, such as medical review or pharmacy benefit management services, etc.

The Montana University System's self-insured Group Benefit Plan, in administering Plan benefits, shares and receives personally identifiable medical information concerning Plan members as required by law and for routine transactions concerning eligibility, treatment, payments, wellness programs (including WellChecks), lifestyle management programs (e.g., Take Control) healthcare operations, claims processing (including review of claims payments or denials, appeals, health care fraud and abuse detection, and compliance). Information concerning these categories may be shared, without a participant's written consent, between authorized MUS Benefits Division employees and MUS Business Associates, the participant's providers or legally authorized governmental entities.

Glossary

Allowed Amount

A set dollar allowance for procedures/services that are covered by the Plan.

Balance Billing

This amount is the difference between the actual billed amount and the allowed amount for services provided by an Out-of-Network provider or the billed amount for a non-covered service.

Benefit Plan Year

The period starting July 1 and ending June 30.

Certification/Pre-Certification

A determination by the medical plan claims administrator that a specific service - such as an inpatient hospital stay - is medically necessary. Pre-Certification is done in advance of a nonemergency admission by contacting the medical plan claims administrator.

Coinsurance

A percentage of the allowed amount for covered health care services that a member is responsible for paying, after paying any applicable deductible. For example, if Jack has met his deductible for In-Network medical costs (\$1,250), he pays 30% of the allowed amount up to the Out-of-Pocket Maximum and the Plan pays 70%.

Copayment

A fixed dollar amount the member pays for a covered health care service, usually at the time the member receives the service. The Plan pays the remaining allowed amount.

Covered Charges

Charges for health care services that are determined to be medically necessary and are eligible for payment under the Plan.

Deductible

A set dollar amount that a member must pay for covered health care services before the medical plan pays. The deductible applies to the plan year (July 1 through June 30). For example, Jack's deductible is \$1,250. Jack pays 100% of the allowed amount until his deductible has been met.

Diagnostic

A type of service that includes tests or exams usually performed for monitoring a disease or condition which you have signs, symptoms, or prevailing medical history for.

Emergency Services

Evaluation and treatment of an emergency medical condition (illness, injury, or serious condition). Emergency Services are covered everywhere; however, Out-of-Network providers may balance bill the difference between the allowed amount and the charge.

Fee Schedule

A fee schedule is a complete listing of fees used by the Plan to reimburse providers and suppliers for providing selected health care services. The comprehensive listing of fee maximums is used to reimburse a provider on a fee-for-service or flat-fee basis.

In-Network Provider

A provider who has a participating contract with the medical plan claims administrator to provide health care services for Plan members and to accept the allowed amount as payment in full. Also called "preferred provider" or "participating provider". Members will pay less out-of-pocket expenses if they see an In-Network provider.

Out-of-Network Provider

Any provider who provides services to a member but does not have a participating contract with the medical plan claims administrator. Also called "non-preferred provider" or "non-participating provider". Members will pay more out-of-pocket expenses if they see an Out-of-Network provider.

Out-of-Pocket Maximum

The maximum amount of money a member pays toward the cost of covered health care services. Out-of-pocket expenses include deductibles, copayments, and coinsurance. For example, Jack reaches his \$4,350 Out-of-Pocket Maximum. Jack has seen his doctor often and paid \$4,350 total (deductible+ coinsurance + copays). The Plan pays 100% of the allowed amount for covered charges for the remainder of the plan year. Balance billing amounts (the difference between Out-of-Network provider charges and the allowed amount) do not apply to the Out-of-Pocket Maximum.

Plan

Healthcare benefits coverage offered to members through the employer to assist with the cost of covered health care services.

Preventive Services

Routine health care, including screenings and exams, to prevent or discover illnesses, disease, or other health problems.

Prior Authorization

A process that determines whether a proposed service, medication, supply, or ongoing treatment is considered medically necessary as a covered service.

PPACA

The Patient Protection and Affordable Care Act (PPACA)- also known as the Affordable Care Act or ACA- is the landmark health reform legislation passed by the 111th Congress and signed into law by President Barack Obama in March 2010. The legislation includes a long list of health-related provisions that began taking effect in 2010.

Primary Care Physician

A physician (M.D. - Medical Doctor or D.O. - Doctor of Osteopathic Medicine, nurse practitioner, clinical nurse specialist or physician assistant) who directly provides or coordinates a range of health care services for or helps access health care services for a patient.

Screening

A type of preventive service that includes tests or exams to detect the presence of something, usually performed when you have no symptoms, signs, or prevailing medical history of a disease or condition.

Specialist

A physician specialist who focuses on a specific area of medicine to diagnose, manage, prevent or treat certain types of symptoms and conditions.



Hidden Lake, MT



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Scratch Paper

RESOURCES

Montana University System Benefits Office
Office of the Commissioner of Higher Education
Toll Free 877-501-1722 * Fax (406) 449-9170
www.choices.mus.edu

MEDICAL PLAN & VISION HARDWARE PLAN

BLUE CROSS BLUE SHIELD OF MONTANA
Customer Service 1-800-820-1674 or 406-447-8747
www.bcbsmt.com

DELTA DENTAL INSURANCE COMPANY
Customer Service 1-866-579-5717
www.deltadentalins.com/MUS

Navitus - PRESCRIPTION DRUG PLAN

Commercial Plan (NON-MEDICARE RETIREES)
Customer Care 866-333-2757
Member Portal: www.navitus.com

MedicareRx Plan (MEDICARE RETIREES)
Customer Care 866-270-3877
Member Portal: www.medicarerx.navitus.com

RIDGEWAY MAIL ORDER PHARMACY - www.ridgeway.pharmacy/
Customer Service 1-800-630-3214
Fax: 406-642-6050

COSTCO MAIL ORDER PHARMACY - www.pharmacy.costco.com
Customer Service 1-800-607-6861
Fax: 1-888-545-4615

miRx MAIL ORDER PHARMACY - www.mirxpharmacy.com
Customer Service 1-866-894-1496
Fax: (406) 869-6552

LUMICERA HEALTH SERVICES -www.lumicera.com
Customer Service: 1-855-847-3553

UNUM LIFE INSURANCE - Long Term Care
Customer Service 1-800-227-4165
www.unuminfo.com/MontanaU/index.aspx