

WELCOME TO OPEN ENROLLMENT

The Annual Open Enrollment Period is October 16 - November 3, 2023. During this time, we recommend that you review your personal information, the benefits being offered by Howard County Public School System (HCPSS), and the plans you are enrolled in, to determine if you would like to make any changes.

HCPSS is pleased to announce that we will continue to offer a comprehensive benefits programs for the 2024 Plan Year. These benefit offerings include: two health maintenance organization plans (HMOs) with Open Access Select Aetna and CareFirst Blue Cross and Blue Shield of Maryland HMO, one preferred provider organization plan (PPO) with Aetna PPO, a prescription drug program with a carrier - CVS Caremark, a dental PPO plan with CIGNA PPO, a dental maintenance organization (DMO) plan with Aetna DMO, and a vision plan with Vision Service Plan (VSP).

If you do not wish to make any changes, your current benefit elections will continue for Plan Year 2024 and you do not have to submit any paperwork to the Benefits Office. Please only submit a form if you are making changes to your benefits.

WHAT'S HAPPENING FOR PLAN YEAR 2024?

CVS Caremark will continue to manage your prescription benefits on behalf of Howard County Public School System. CVS Caremark offers affordable medication pricing, thousands of network pharmacy choices (including home delivery) and personalized support for you and your family. If you are enrolling in the Medical Plan, you will be automatically enrolled in the Pharmacy Plan administered by CVS Caremark.

Beginning January 1, 2024, the Prescription Drug Copay will be the same for both the PPO and HMO plan. We will continue to have a call center available for you and your family to address any questions related to your pharmacy needs which can be reached at (866) 561-6894. For additional information regarding the prescription plan go to www.hcpss.org/retiree-benefits

VIRTUAL BENEFITS FAIRS

HCPSS will be hosting a Virtual Benefits Fair during the Open Enrollment period to offer retirees and their families a safe alternative to meet with representatives from the Carriers and the Benefits Office. Retirees will have the opportunity to enter a Benefits virtual chat room dedicated to each of the Carriers and the Benefits Office by visiting www.employeewellnesshub.com/hcpss and following the directions for “Accessing Virtual Benefits Fairs.” Retirees will have the opportunity to meet with representatives in real time, to learn more about their benefit options, and ask benefits related questions. For additional information regarding the prescription plan, go to www.hcpss.org/retiree-benefits. Please note: the chat rooms are accessible to all HCPSS retirees and their families. These are not confidential one on one sessions, so please be mindful of disclosing any personal information. Please see below for specific virtual fair dates and times:

Thursday, October 19, 2023	10:30am -12pm, and 1 pm-4:30pm
Tuesday, October 24, 2023	10:30am -12pm, and 1 pm-4:30pm
Wednesday, November 1, 2023	10:30am -12pm and 1 pm-4:30pm

The Virtual Benefits Fair will be accessible by visiting:
www.employeewellnesshub.com/hcpss.

LEARN MORE ABOUT YOUR BENEFIT OFFERINGS

Aetna HMO and PPO Plans

TELADOC

Teladoc offers the Aetna members the ability to consult with a national network of U.S. board-certified family practitioners, PCPs, pediatricians and internists to diagnose, recommend treatment, and write short-term prescriptions for non-controlled substances, when necessary, 24 hours a day, 7 days a week. Consultations are available by telephone as well as by online video (PCP copay will apply) using [Teladoc.com](https://www.teladoc.com) or through the Teladoc Member mobile app. Teladoc can provide effective resolution to a wide range of common and routine illnesses as an option to receive urgent care services. Some of the more common illnesses that Teladoc handles are Allergies, Bronchitis, Ear Infection, Nasal congestion, and Urinary Tract infection.

DISCOUNTS ON HEARING AIDS AND VISION SERVICES FROM AETNA

Aetna members can make the most of their plan by taking advantage of several discounts and services to promote healthy living. These services include fitness and health coaches, activity trackers and blood pressure monitors, hearing aids, nutritional services and acupuncture, oral care products and kits, vision discounts, weight management programs and meal plans, and much more. For more detailed information regarding discounts from Aetna, log in to your member website at <https://www.aetnaresource.com/p/HCPSS-Open-Enrollment-2024>.

MANAGE A HEALTH CONDITION WITH AETNA HEALTH CONNECTIONSSM DISEASE MANAGEMENT PROGRAM

Our disease management program supports over 35 conditions such as diabetes, heart disease, asthma and low back pain. Let us be the coach in your corner and try one of our online programs or one on one discussions with a nurse.

CALL OUR INFORMED HEALTH LINE

Get answers to health questions anytime, day or night. You can talk with a registered nurse, 24 hours a day, toll free. While only your doctors can diagnose, prescribe, or give medical advice, our nurses can discuss a wide variety of health and wellness topics.

CareFirst HMO Plan

CAREFIRST BLUECROSS BLUESHIELD VIDEO VISIT

CareFirst BlueCross BlueShield Video Visit allows you and your family members to connect with a doctor whenever and wherever you want—without an appointment! Video Visit is perfect when your primary care provider (PCP) isn't available or if you don't have a PCP. You can utilize Video Visit from your computer, tablet or smartphone for health concerns including bronchitis, cough/sore throat, sinus infection, fever, cold/flu, headache, sprains/strains, and more. You can access the Video Visit platform from the CareFirst member website at www.carefirst.com/needcare. You can also download the CareFirst Video Visit app (iTunes and Android) to see a doctor on their smartphone or tablet. Before the first visit, you will need to register for an account. Upon successful registration, you will receive a welcome email with instructions on how to schedule a visit.

CAREFIRST BLUECROSS BLUESHIELD BLUE365®

With the Blue365 wellness discount program, CareFirst members receive discounts on various items such as items through Reebok, Jenny Craig and various gym memberships. To take advantage of Blue365, register at www.carefirst.com/wellnessdiscounts. Have your CareFirst member ID card handy. You are also eligible to receive vision discounts through VSP and discounts on hearing relating items through TruHearing.

CIGNA PPO Dental Plan

DISCOUNTS ON HEARING AIDS AND LASIK SERVICES FROM CIGNA

CIGNA Dental members are eligible to receive a discount from Amplifon on hearing aids. Members are able to receive an average of 62% off of the retail price for a pair of hearing aids. You will also have access to a national network of hearing aid professionals. Call (877) 822-7095 to schedule your hearing exam with a local participating provider near you or visit www.amplifonusa.com/healthyrewards.

CIGNA has partnered with LasikPlus, and other participating U.S. laser network providers, to offer members access to discounts on LASIK services. Through these partners, you can get discounts off the national average price of Traditional LASIK along with big savings on custom bladeless LASIK procedures. To learn more call (800) 870-3470 to speak to find a provider near you.

OTHER CIGNA HEALTHY REWARDS

By using your CIGNA ID card, members have access to discounts on health programs and products including Nutritional Meal Delivery Services, Fitness Memberships and Devices, Alternative Medicine, Yoga Products and Virtual Workouts. For more information on these offerings, login to www.mycigna.com or call (800) 870-3470.

VSP Vision Plan

DISCOUNTS ON HEARING AIDS FROM VSP

VSP members are eligible to receive a discount from TruHearing on hearing aids. Members can save up to \$2,400 on a pair of hearing aids with the program. You will have access to a national network of more than 4,500 licensed hearing aid professionals. Call (877) 396-7194 to schedule your hearing exam with a local participating provider.

LASER VISION CORRECTION

VSP members will receive a discount on Laser Vision Correction surgery. You can receive an average of 15% off the regular price or 5% off the promotional price; discounts only available from contracted facilities. After surgery, use your frame allowance (if eligible) for sunglasses from any VSP doctor.

You can learn more about the HCPSS benefit offerings by reviewing the enclosed Retiree Benefits Enrollment Guide and by visiting www.hcpss.org/retiree-benefits/.

HOW DO YOU MAKE CHANGES TO YOUR BENEFITS?

If you wish to make changes to your benefits, please complete the enclosed 2024 Retiree Open Enrollment Benefits Change Form and email the form to benefits@hcpss.org by November 3, 2023. You may take a photograph of the form and email it. If you do not wish to make any changes to your benefits, you do not need to take any action.

PREMIUMS/BOARD CONTRIBUTIONS

The Board strives to maintain high quality affordable health care options. Premium costs have changed for medical, dental and vision coverage for Plan year 2024- please review the rate tables in the Benefits Guide.

INSURANCE CARDS

Medical, Prescription, and Dental ID cards will be issued only if you are new to the plan or if you have changed your coverage level. There are no ID cards for the Vision Service Plan (VSP).

IMPORTANT THINGS TO REMEMBER

- Open Enrollment Period is October 16 – **November 3, 2023**.
- Please review the Retiree Open Enrollment Newsletter and the Retiree Benefit Guide for important information/changes.
- If you are not making any changes to your current benefit elections, they will continue for Plan Year 2024. **You do not have to submit any paperwork to the Benefits Office.**
- If you wish to change your current benefit elections and/or update your personal information, you must complete the enclosed 2024 Retiree Open Enrollment Benefits Change Form and email the forms to benefits@hcpss.org by **November 3, 2023**. An emailed image of the Form will be accepted.
- You **MUST** select a Primary Care Physician (PCP) for the CareFirst BlueChoice HMO Open Access.
- You **MUST** select a Primary Care Dentist (PCD) under the Aetna DMO plan upon receiving the Welcome Kit from Aetna.
- Medical, Prescription, and Dental ID cards will be issued only if you are new to the medical or dental plan or if you have changed your coverage level. There are no ID cards for the Vision Service Plan (VSP). New members will receive their prescription card in their welcome kit.
- All benefits elections take effect on January 1, 2024.

QUESTIONS?

HCPSS Benefits Support Team is available to help if you have any questions:

Monday – Friday 8:30 a.m. – 4:30 p.m. Phone : (410) 313-7333 option 1.

You may email your questions to benefits@hcpss.org. A Benefits Office representative will be in touch with you.

Drop-In Office Hours are available by appointment on Tuesdays, Wednesdays and Thursdays. Schedule an appointment by calling (410) 313-7333 option 1.