Summary of Benefits and Coverage: What this Plan Covers & What You Pay For Covered Services
Coverage Period: 01/01/22 – 12/31/22
City of Fond du Lac **Coverage for:** Individuals & Families| **Plan Type:** PPO

The Summary of Benefits and Coverage (SBC) document will help you choose a health plan. The SBC shows you how you and the plan would share the cost for covered health care services. NOTE: Information about the cost of this plan (called the premium) will be provided separately. This is only a summary. For more information about your coverage, or to get a copy of the complete terms of coverage, www.Auxiant.com or call 1-800- 245-0533. For general definitions of common terms, such as allowed amount, balance billing, Coinsurance, Co-Payment, Deductible, provider, or other underlined terms see the Glossary. You can view the Glossary at www.Auxiant.com or call 1-800-245-0533 to request a copy.

Important Questions	Answers	Why This Matters:
What is the overall Deductible?	Network: **$[1],000**/Individual or **$2,000**/Family per Calendar Year Out-of-Network: **$2,000**/Individual or **$4,000**/Family per Calendar Year	Generally, you must pay all of the costs from providers up to the Deductible amount before this plan begins to pay. If you have other family members on the plan, they have to meet their own individual Deductible until the overall family Deductible amount has been met. Network/Out-of-Network Deductibles do not cross-satisfy one another. Any other benefit maximums cross-satisfy one another.
Are there services covered before you meet your Deductible?	**Yes**: Network preventive care, preadmission testing, and certain services through Agnesian Corporate Clinic.	This plan covers some items and services even if you haven't yet met the annual Deductible amount. But a Co-Payment or Coinsurance may apply. For example, this plan covers certain preventive services without cost-sharing and before you meet your Deductible. See a list of covered preventive services at https://www.healthcare.gov/coverage/preventive-care-benefits/.
Are there other Deductibles for specific services?	**No**.	You don't have to meet Deductibles for specific services.

What is the out-of-pocket limit for this plan?	**For Deductible, Coinsurance and Medical Co-Payments:** Network: **$3,000**/Individual or **$6,000**/Family per Calendar Year Out-of-Network: **$6,000**/Individual or **$12,000**/Family per Calendar Year **For Prescription Drug Co-Payments:** Network: **$3,600**/Individual or **$7,200**/Family per Calendar Year Out-of-Network: N/A	The out-of-pocket limit is the most you could pay in a year for covered services. If you have other family members in this plan, they have to meet their own out-of-pocket limit until the overall family out-of-pocket limit has been met. Network/Out-of-Network out-of-pocket limits do not cross-satisfy one another. Any other benefit maximums cross-satisfy one another.
Important Questions	**Answers**	**Why This Matters:**
What is not included in the out-of-pocket limit?	Cost containment penalties, ineligible charges, amounts over the usual, reasonable & customary, premiums, balanced-billed charges, and health care this plan doesn't cover.	Even though you pay these expenses, they don't count toward the out–of–pocket limit.
Will you pay less if you use a Network provider?	Yes, see the back of your ID card for more information.	This plan uses a provider Network. You will pay less if you use a provider in the plan's Network. You will pay the most if you use an Out-of-Network provider, and you might receive a bill from a provider for the difference between the provider's charge and what your plan pays (a balance bill). Be aware, your Network provider might use an Out-of-Network provider for some services (such as lab work). Check with your provider before you get services.
Do you need a referral to see a specialist?	**No**.	You can see the specialist you choose without a referral.

All **Co-Payment** and **Coinsurance** costs shown in this chart are after your **Deductible** has been met, if a **Deductible** applies.

Common Medical Event	Services You May Need	What You Will Pay		Limitations, Exceptions, & Other Important Information
		Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	
If you visit a health care provider's office or clinic	Primary care visit to treat an injury or illness	10% Coinsurance	40% Coinsurance	——————none——————
	Specialist visit	10% Coinsurance	40% Coinsurance	Included chiropractic care. Subject to review for medical necessity after 25 visits.
	Preventive care/screening/ Immunization	No Charge	40% Coinsurance	You may have to pay for services that aren't preventive. Ask your provider if the services needed are preventive. Then check what your plan will pay for. Mammograms, pap smears and prostate screening limited to 1 per Calendar Year. Includes well child blood lead tests to age 6.
If you have a test	Diagnostic test (x-ray, blood work)	10% Coinsurance	40% Coinsurance	——————none——————
	Imaging (CT/PET scans, MRIs)	10% Coinsurance	40% Coinsurance	——————none——————

* For more information about limitations and exceptions, see the plan or policy document at www.auxiant.com.

Common Medical Event	Services You May Need	What You Will Pay		Limitations, Exceptions, & Other Important Information
		Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	
If you need drugs to treat your illness or condition More information about **prescription drug coverage** is available at www.caremark.com	Generic drugs	$10 Co-Payment (34-day Retail); $30 Co-Payment (90-day Retail); $20 Co-Payment (Mail Order)	N/A	34-day or 90-day supply (Retail); 90-day supply (Mail Order). Deductible does not apply. No Co-Payment for generic prescriptions mandated by the Affordable Care Act (ACA), including but not limited to tobacco cessation medications and generic women's contraceptives.
	Preferred Brand name drugs	$30 Co-Payment (34-day Retail); $90 Co-Payment (90-day Retail); $60 Co-Payment (Mail Order)	N/A	
	Non-Preferred brand name drugs	$60 Co-Payment (34-day Retail); $150 Co-Payment (90day Retail); $180 Co-Payment (Mail Order)	N/A	

* For more information about limitations and exceptions, see the plan or policy document at www.auxiant.com.

	Specialty drugs	Paid same as Retail tiers	N/A	
If you have outpatient surgery	Facility fee (e.g., ambulatory surgery center)	10% Coinsurance	40% Coinsurance	——————none——————
	Physician/surgeon fees	10% Coinsurance	40% Coinsurance	——————none——————

Common Medical Event	Services You May Need	What You Will Pay		Limitations, Exceptions, & Other Important Information
		Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	
If you need immediate medical attention	Emergency room care	$250 Co-Payment, then 10% Coinsurance	Paid at Network level	Co-Payment waived if admitted. Co-Payment does not apply to physician services.
	Emergency medical transportation	10% Coinsurance	Paid at Network level	——————none——————
	Urgent care	10% Coinsurance	40% Coinsurance	——————none——————
If you have a hospital stay	Facility fee (e.g., hospital room)	10% Coinsurance	40% Coinsurance	Pre-certification is required for non-emergency admissions. Failure to obtain pre-certification will result in a reduction in benefits by 25%.
	Physician/surgeon fees	10% Coinsurance	40% Coinsurance	——————none——————

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If you need mental health, behavioral health, or substance abuse services	Outpatient services	10% Coinsurance	40% Coinsurance	Emergency Room, Urgent Care, Office evaluation & management, Office counseling, and Lab/X-ray fees are paid same as any other Illness.
	Inpatient services	10% Coinsurance	40% Coinsurance	Pre-certification is required for non-emergency admissions. Failure to obtain pre-certification will result in a reduction in benefits by 25%.
If you are pregnant	Office visits	Paid same as any other Illness	Paid same as any other Illness	Depending on the type of services, a Coinsurance or Deductible may apply. Maternity care may include tests described elsewhere in the SBC (i.e. ultrasound). Pre-certification is required for non-emergency admissions. Failure to obtain pre-certification may result in a reduction in benefits by 25%. Home births not covered.
	Childbirth/delivery professional services	Paid same as any other Illness	Paid same as any other Illness	
	Childbirth/delivery facility services	Paid same as any other Illness	Paid same as any other Illness	
Common Medical Event	**Services You May Need**	**What You Will Pay**		**Limitations, Exceptions, & Other Important Information**
		Network Provider (You will pay the least)	**Out-of-Network Provider (You will pay the most)**	
If you need help recovering or have other special health needs	Home health care	10% Coinsurance	40% Coinsurance	Limited to 40 visits per Calendar Year. Preauthorization recommended.
	Rehabilitation services	10% Coinsurance	40% Coinsurance	Includes Speech Therapy, Physical Therapy, and Occupational Therapy. Subject to review for medical necessity after 25 visits.
	Habilitation services	10% Coinsurance	40% Coinsurance	

	Skilled nursing care	10% Coinsurance	40% Coinsurance	Limited to 30 days per Confinement. Precertification is required for non-emergency admissions. Failure to obtain pre-certification will result in a reduction in benefits by 25%.
	Durable medical equipment	10% Coinsurance	40% Coinsurance	Pre-authorization is recommended for Durable Medical Equipment over $1,000.
	Hospice services	10% Coinsurance	40% Coinsurance	——————none——————
If your child needs dental or eye care	Children's eye exam	See Preventive Care Section	40% Coinsurance	Routine vision exams covered to age 19.
	Children's glasses	Not Covered	Not Covered	——————none——————
	Children's dental check-up	Not Covered	Not Covered	——————none——————

Excluded Services & Other Covered Services:

Services Your Plan Generally Does NOT Cover (Check your policy or plan document for more information and a list of any other excluded services.)

- Acupuncture
- Cosmetic surgery
- Long-term care
- Dental care (Adult)
- Infertility treatment
- Routine Eye Care (Adult)
- Weight loss programs

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

- Bariatric surgery
- Chiropractic care
- Hearing aids
- Non-emergency care when traveling outside the U.S.
- Routine foot care when meet plan requirements
- Private-duty nursing

Your Rights to Continue Coverage: There are agencies that can help if you want to continue your coverage after it ends. The contact information for those agencies is: Department of Labor's Employee Benefits Security Administration at 1-866-444-EBSA (3272) or

* For more information about limitations and exceptions, see the plan or policy document at www.auxiant.com.

www.dol.gov/ebsa/healthreform.Other coverage options may be available to you too, including buying individual insurance coverage through the Health Insurance Marketplace. For more information about the Marketplace, visit www.HealthCare.gov or call 1-800-318-2596.

Your Grievance and Appeals Rights: There are agencies that can help if you have a complaint against your plan for a denial of a claim. This complaint is called a grievance or appeal. For more information about your rights, look at the explanation of benefits you will receive for that medical claim. Your plan documents also provide complete information to submit a claim, appeal, or a grievance for any reason to your plan. For more information about your rights, this notice, or assistance, contact: Auxiant, 2450 Rimrock Road, Ste 301, Madison, WI 53713 or the Department of Labor's Employee Benefits Security Administration at 1-866-444-EBSA (3272) or www.dol.gov/ebsa/healthreform.

Does this plan provide Minimum Essential Coverage? Yes

Minimum Essential Coverage generally includes plans, health insurance available through the Marketplace or other individual market policies, Medicare, Medicaid, CHIP, TRICARE, and certain other coverage. If you are eligible for certain types of Minimum Essential Coverage, you may not be eligible for the premium tax credit.

Does this plan meet the Minimum Value Standards? Yes

If your plan doesn't meet the Minimum Value Standards, you may be eligible for a premium tax credit to help you pay for a plan through the Marketplace.

Language Access Services:

Spanish (Español): Para obtener asistencia en Español, llame al 800-245-0533.

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

* For more information about limitations and exceptions, see the plan or policy document at www.auxiant.com.

About these Coverage Examples:

This is not a cost estimator. Treatments shown are just examples of how this plan might cover medical care. Your actual costs will be different depending on the actual care you receive, the prices your providers charge, and many other factors. Focus on the cost sharing amounts (Deductibles , Co-Payments and Coinsurance) and excluded services under the plan. Use this information to compare the portion of costs you might pay under different health plans. Please note these coverage examples are based on self -only coverage.

Peg is Having a Baby

(9 months of Network pre-natal care and a hospital delivery)

- **The plan's overall Deductible $1,000**
- **Specialist *[cost sharing]* 10%**
- **Hospital (facility) *[cost sharing]* 10%**
- **Other *[cost sharing]* 10%**

This EXAMPLE event includes services like:
Specialist office visits (*prenatal care)*
Childbirth/Delivery Professional Services
Childbirth/Delivery Facility Services
Diagnostic tests (*ultrasounds and blood work)*
Specialist visit *(anesthesia)*

Total Example Cost	**$12,700**

In this example, Peg would pay:

Cost Sharing	
Deductibles	$1,000
Co-Payments	$10
Coinsurance	$1,200
What isn't covered	
Limits or exclusions	$60
The total Peg would pay is	**$2,270**

Managing Joe's type 2 Diabetes

(a year of routine Network care of a well-controlled condition)

- **The plan's overall Deductible $1,000**
- **Specialist *[cost sharing]* 10%**
- **Hospital (facility) *[cost sharing]* 10%**
- **Other *[cost sharing]* 10%**

This EXAMPLE event includes services like: Primary care physician office visits (*including disease education)* Diagnostic tests *(blood work)*
Prescription drugs
Durable Medical Equipment *(glucose meter)*

Total Example Cost	**$5,600**

In this example, Joe would pay:

Cost Sharing	
Deductibles	$1,000
Co-Payments	$900
Coinsurance	$90
What isn't covered	
Limits or exclusions	$20
The total Joe would pay is	**$2,010**

Mia's Simple Fracture

(Network emergency room visit and follow up care)

- **The plan's overall Deductible $1,000**
- **Specialist *[cost sharing]* 10%**
- **Hospital (facility) *[cost sharing]* 10%**
- **Other *[cost sharing]* 10%**

This EXAMPLE event includes services like: Emergency room care *(including medical supplies)*
Diagnostic test *(x-ray)*
Durable Medical Equipment *(crutches)*
Rehabilitation services *(physical therapy)*

Total Example Cost	**$2,800**

In this example, Mia would pay:

Cost Sharing	
Deductibles	$1,000
Co-Payments	$300
Coinsurance	$100
What isn't covered	
Limits or exclusions	$0
The total Mia would pay is	**$1,400**

The **plan** would be responsible for the other costs of these EXAMPLE covered services.