

Make it a Smooth Transition to Aetna What you need to know now...

PCS HEALTH PLANS

1. **I like the plan I have. Is there a similar plan with Aetna?**

Yes, three plans will be offered by Aetna, which are very similar to our current plans.

- Aetna Select Open Access (replacing the Staff HMO)
- Aetna Choice POS II (replacing the National Point of Service NPOS)
- Aetna Consumer Directed Health Plan (CDHP) + Health Reimbursement Account (replacing the CDHP with Personal Care Allowance).

2. **Is the Aetna Select Open Access plan an HMO?**

The Aetna Select OA will offer copayments, but it is not an HMO. You will not need to designate a primary care physician in advance or obtain referrals to see network specialists.

3. **How do I know if my doctor is in Aetna's network?**

Aetna's networks are among the largest in the country, so there's a good chance your doctor already belongs. The networks assigned to the plans are national networks.

The two networks that will be available will be:

Aetna Select Open Access for the Aetna Select Open Access plan and the CDHP plan
Choice POS II network for the NPOS plan.

More information will be provided on how to search for a provider in your annual enrollment materials.

4. **If I stay in the CDHP, will my Personal Care Allowance funds roll over to Aetna?**

Yes. If you enroll in the Aetna CDHP, your unused Personal Care Allowance funds from Humana's CDHP will rollover with Aetna in March of 2019.

The funds will be in a Health Reimbursement Account (HRA) and may be used in the same way the Personal Care Allowance (PCA) funds were used. HRA funds may be used for medical or prescription costs only. You may not use HRA funds for dental or vision expense.

5. **Is the HRA like a health savings account (HSA)?**

No. The HRA is not a Health Savings Account (HSA). You may not contribute your own funds to the HRA.

6. **If I change plans from CDHP, will I lose my PCA funds?**

If you change plans for 2019, any unused PCA funds will be forfeited.

7. **Will we have on-site Aetna representatives?**

Yes. We will have dedicated on-site Aetna representatives located at the administration building to assist you with claims, patient support and wellness.

PCS PHARMACY BENEFITS

8. Is the prescription plan changing?

Prescription drugs will be covered under Aetna Prescription Drug Program. The medication tiers, deductibles, co-pays will be the same for 2019, however, there may be changes to which tier your drug will fall under. Our initial analysis indicated that 45% of our members will fall into a lower copay and 45% will remain in the same level of copay.

9. How do I find out if my medication is covered?

The drug formulary will be **Premier Plus Open Formulary**. All medications will be covered and will be categorized under four tiers, however, certain drugs will require step therapy, quantity limits, and authorizations. More information will be available during annual enrollment.

10. What pharmacy can I use to fill my prescriptions?

All major retail pharmacy chains as well as many independent pharmacies participate in the Aetna Prescription Drug Program, as well as Aetna Rx Home Delivery.

TRANSITION OF CARE

11. I am 22 weeks pregnant and have paid towards my delivery in 2019. How will this work under Aetna?

If your physician is not in the network, you can apply for transition-of-care (TOC) by completing a form and submitting it to Aetna. This process allows someone to continue treating if they are already in an active course of treatment, such as for maternity or other serious illnesses. There are limitations and Aetna would review your situation and determine if you are eligible. More information will be provided during Annual Enrollment.

PCS WELLNESS PLAN AND HUMANA Go365

12. What will happen to my Humana Go365 account?

You can continue to earn and redeem bucks/points until December 31, 2018. However, on **December 31st at midnight**, the program will end and you will no longer be able to log on to your account and earn or redeem bucks.

- We recommend that all manual activity claims be submitted by November 1st, to allow for sufficient time for your points or bucks to be posted to your account, which can take up to 8 weeks. Activity forms can be submitted manually through your Go365 account or can be faxed to 1-877-250-7814.
- Example: if you receive a flu vaccine or mammogram in November, we recommend you manually submit all screenings through the Go365 activity forms as soon as possible, as we cannot guarantee any forms submitted after Nov. 1 will be credited to your account by the December 31st deadline.

13. Will I receive a wellness premium credit for 2019 and/or 2020?

If you reached Silver Status by Aug. 31, 2018, you will receive the premium credit starting with your first paycheck in December 2018 for the 2019 plan year.

The Go365 Silver status earned Sept. 1 through the end of this calendar year will not apply to 2020 plan year. However you can redeem bucks through December 31, 2018.

14. What is the deadline for redeeming my Go365 Bucks?

December 31, 2018. However, it is not recommended to wait until the last day of the program to redeem your Go365 Bucks.

15. What will replace Humana Go365?

Aetna will be providing a wellness platform called the Aetna Health Promise. The Aetna Health Promise will provide employees with various wellness programs. More information about Aetna Health Promise will be released.

16. Will the health assessment and/or biometric screening results recorded through Go365 roll over to the new Wellness Program?

No, if you complete a health assessment or biometric screening through Go365 the results will not roll over to Aetna's Wellness Program. Information about when and where to complete a health risk assessment and screening through Aetna Health Promise will be sent to employees over the next few months.

17. What will happen to the Be Smart District Wellness Program and the Employee Wellness Champion Program?

Both the Be Smart District Program and the Employee Wellness Champion program will continue to work closely with Aetna Health Promise to offer programs and wellness initiatives to employees.

18. What will happen to the Diabetes CARE Program?

The Diabetes CARE Program will continue with Aetna. Members will be contacted directly if any change is made.

19. What will happen with the Mobile Mammography Bus?

The Mobile Mammography Bus will continue with Aetna. The complete schedule can be found on pinellasmammo.com.

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