

# Open Enrollment



**Review your benefit options and make your elections for 2021.**

**Open Enrollment begins on October 12, 2020, and concludes on October 26, 2020**

---

### **What's New for 2021**

- Changes to the Medical Plan copays, deductibles, coinsurance, and out-of-pocket limits
  - Changes to prescription plan copays
  - Change in Out-of-Network Reimbursement Level
  - New Provider Network Tier
  - Decrease in Dental Plan payroll deductions
  - 2021 Dependent Audit will be done by an outside vendor
  - Benefit Administration will transition from ADP effective 1/1/2021
  - Changes to 2021 HSA funding and limits
- 

### **Open Enrollment Actions:**

- View your cost-share deduction per paycheck for all offered plans
- Change your benefit options
- Contribute to a Flexible Spending Account
- Participate in a Health Savings Account
- Add or remove dependent(s) from coverage
- Increase or decrease your TRIP deductions



**Mount  
Sinai**

## Fall 2020

Colleagues and Friends:

The Mount Sinai Health System is proud to offer faculty and staff a robust variety of benefit options and wellness services to meet individual and family needs. This year, access to health and wellness programs is more important than ever before.

2020 has been challenging, but we united to face COVID-19 in partnership with our trustees, our senior leaders, and our basic science and clinical trailblazers. We procured supplies from around the globe, developed cutting-edge therapeutics, and quickly pivoted to deliver education and manage operations using remote platforms. We provided high-quality care to our patients, offered a unique learning environment for our students and staff, and delivered care and comfort to our community. Now, we have a moment to pause and consider our personal health care needs as well as those of our family.

The annual Open Enrollment period is an opportunity to review our personal circumstances, confirm current benefit elections, and/or choose more appropriate alternatives. The benefits selections for 2021 will add a 3 percent medical cost-share increase. The cost share for dental will decrease by 6 percent.

We are also pleased to offer a new “Enhanced-In-Network” benefit tier for all three of our medical plans. This new tier includes a select group of UMR providers who deliver quality care at lower out-of-pocket costs. We understand that many of you are working remotely and we hope that this additional network makes access to affordable care in your neighborhood more accessible.

Our relationship with Accolade will continue. Accolade is a free, confidential member services and claims management provider that can help you understand the details of your health care coverage, answer your questions, and resolve any billing and claims issues you may have. An Accolade Assistant may be particularly beneficial in working with you to evaluate and select the plan(s) that are the best value for you and your family. Accolade can be reached at **844-287-3868**.

### Major Open Enrollment Milestones

- **Monday, October 5** – During this week, ADP will send plan participants an Open Enrollment Guide that details plan modifications and cost-sharing changes, and provides instructions for accessing the ADP Open Enrollment Site
- **Monday, October 12** – Open Enrollment begins
- **Monday, October 12, through Friday, October 23** – Benefits Administration will hold Zoom informational sessions. A listing of these sessions are included in the guide.
- **Monday, October 26** – Open Enrollment ends

Our Benefits Center is available to answer any questions you may have during the Open Enrollment period. They can be reached at **866-700-6762**.

I am proud of the great work we have done, and will continue to do, to serve our communities during this challenging time.

Be well,



Jane Maksoud  
SVP and Chief Human Resources Officer  
Mount Sinai Health System



# What You Need to Know



## Mount Sinai Health System Employee Benefits Plan Highlights - 2021

The Mount Sinai Health System (MSHS) will continue to offer a comprehensive suite of benefits that include: medical, dental, vision, short and long term disability and life insurance coverage to all eligible faculty and staff in calendar year 2021.

Mount Sinai is committed to offering health benefits that fit our employees' needs. We are excited to announce the addition of a new provider Network Tier to each of our existing medical plans (Traditional, Choice, and HDHP). Beginning in 2021, a select group of providers currently participating in the United Healthcare/UMR will become part of what we call the **"Enhanced In-Network Tier."** The Enhanced In-Network Tier will reduce your out-of-pocket costs if you see one of these participating providers—deductibles, out-of-pocket maximums, copays, and coinsurance—are lower compared to what you would have paid under the current in-Network benefit. A full list of the Enhanced In-Network Tier providers will be available online by November 1, 2020.

There are 3 plans to choose from, and each plan has four coverage levels:

(1) Mount Sinai Top Tier, (2) UMR Enhanced In-Network, (3) UMR In-Network, and (4) Out-of-Network. The price points and employee cost-share requirements vary by plan.

## Open Enrollment Quick Start Page

In one convenient spot, you'll find all the tools and information you need to make your 2021 elections. If you need help completing your enrollment, please contact the ADP Benefits Center at **866-700-6762**. ADP is available Monday- Friday 8 am to 6 pm.

Visit <https://mybenefits.adp.com>. If you are logging on for the first time, you must click the "Register Here" button and use the registration code **MTSINAIHE-LOGIN**.

For login and password resets, contact the ADP Benefits Center at **866-700-6762**.

## Choosing a Medical Plan Made Easy with PlanFit

**PlanFit**, a collaborative effort developed by ADP and delivered through the Mount Sinai Health System Benefits Center, is an interactive comparison tool designed to support faculty and staff in making medical plan coverage decisions. **PlanFit** facilitates the comparison of plan components with relative ease by providing a comprehensive view of available options based on total estimated cost, as well as other important factors such as access to care and financial risk.

To access PlanFit please log onto <https://mybenefits.adp.com> and select the "Help me Choose" option on the medical plan election screen.

(continued)



# What You Need to Know

(continued)

## Medical plans are offered through:

- **UMR Choice Plan**
- **UMR High Deductible Health Plan (HDHP)**
- **UMR Traditional Plan**

The Top Tier in each plan includes participating providers from: The Icahn School of Medicine at Mount Sinai (ISMMS), The Mount Sinai Hospital (MSH), Mount Sinai Queens (MSQ), Mount Sinai Morningside (MSM), Mount Sinai West (MSW), Mount Sinai Beth Israel (MSBI), Mount Sinai Brooklyn (MSB), and New York Eye and Ear Infirmary (NYEE) of Mount Sinai. Please check with your provider to confirm participation in the Top Tier Network, since not all providers are enrolled in this Network.

The new Enhanced In-Network Tier includes providers that currently participate in the UMR Network. Your out-of-pocket costs will be reduced when using these providers. Copays, coinsurance, deductibles, and out-of-pocket maximums are lower than the UMR Commercial Network.

The Enhanced In-Network Tier provides greater access to physicians and hospitals systems that cover outer geographic areas (for example, standalone community hospitals).

The In-Network Tier (which is the same thing as the UMR Commercial Network) has a broad provider Network and is a cost-effective option for benefits eligible staff residing outside of Manhattan.

- In comparison to the Top Tier, the new Enhanced In-Network Tier, and the UMR Commercial Network Tier, you may have higher out-of-pocket costs when using the Out-of-Network Tier. The Out-of-Network Tier providers do not participate in the Top Tier nor are they part of the UMR In-Network Commercial Tier.

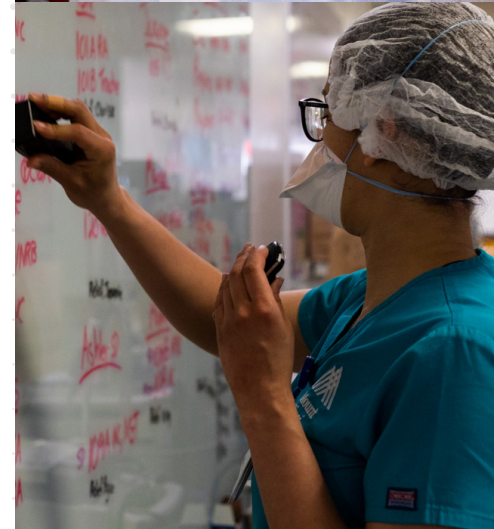
## Deductible and Out-of-Pocket (OOP) Expenses Accumulation

### Deductible:

- Out-of-Network credits to all 3 Network Tiers.
- In-Network credits to Top Tier and the Enhanced In-Network Tier
- Enhanced In-Network Tier credits to Top Tier
- Top Tier does not credit to other Tiers (applicable to HDHP only)

### Out-of-Pocket Maximums:

- Out-of-Network credits to all 3 Network Tiers. All 3 Network Tiers (Top Tier, Enhanced In-Network, and Commercial In-Network) cross-credit to one another.



(continued)

# What You Need to Know

(continued)

## Health Savings Account (HSA) Funding

Effective January 1, 2021, there will be a decrease in the amount MSHS will fund to the HSA. The HSA is only available to those individuals who select the High Deductible Health Plan. The amount funded is determined by a combination of base salary and Tier level (i.e., employee, employee +1, or family). The combined employee and employer contributions may not exceed the 2021 IRS limits of \$3,600 (single coverage) and \$7,200 (family coverage).

## Benefits Enrollment

2021 Open Enrollment will be done through ADP, however, starting January 1, 2021, all Benefits enrollments and changes will be processed in-house. In tandem with the move to bring benefits administration in-house, an outside vendor will be conducting a dependent audit on behalf of MSHS. All employees with covered dependents will be required to submit proof of their dependent(s) relationship. Information on the new Benefits enrollment system will be coming soon!

## Prescription Coverage

Each of the three medical coverage options are bundled with the CVS/Caremark prescription plan.

Starting January 1, 2021, Retail and Mail Order Pharmacy copays will change for Preferred Brand and Non-Preferred Brand prescriptions on the Traditional and Choice Plans.

All pharmacy plans now have separate copays for specialty medications, with reduced rates on medications filled at Icahn Specialty Pharmacy.

A consultation visit with a clinical pharmacist on select autoimmune anti-inflammatory medications will be required.



# 2021 Benefits Plan

## Accolade

The Mount Sinai Health System is continuing to partner with Accolade, a personalized advocacy partner that will provide support for all your health and benefits needs. This confidential service is provided at no additional cost to you and your covered family members.

Accolade will work closely with United Health Care/UMR and CVS/Caremark, so your Health Assistant can access your claims and benefits in real time to assist you as questions or issues arise.

In addition, Accolade will be available to answer basic questions about your dental and vision health care benefits.

The questions below are just a sample of the types of issues and concerns that Accolade can help you address.

### Open Enrollment Support

- What is the best plan option for me and my family?
- Why did I get this bill?
- Does my plan cover this treatment?

### Provider Support

- Can you help me find a Top-Tier provider?
- Is this doctor In-Network?
- Where can I go to have my MRI?
- What questions should I ask my doctor?

### Care and Condition Support

- Is there a generic version of my prescription?
- Can you help me connect to clinical programs?
- Can you help me understand my condition?
- What are the side effects of my treatment?

### How to get in touch with Accolade:

- Visit [member.accolade.com](https://member.accolade.com)

Accolade does not practice medicine nor provide patient care. It is an independent resource to support and assist you as you use the health care system and receive medical care from your own doctors, nurses and health care professionals. If you have a medical emergency, please contact 911 immediately.

## Choosing a Medical Plan with Accolade

During Open Enrollment, Accolade can provide personalized support for your health and benefit needs.

For assistance with understanding your health care options and maximizing your benefits: Call **844-287-3868** (Monday through Friday, 8 am to 11 pm)

Visit [member.accolade.com](https://member.accolade.com)

Download the Accolade mobile app on the App Store or Google Play





# Medical and Prescription Plan Options

Please refer to the charts on Pages 8-9 to review plan details

## Key Information

CVS/Caremark Carrier #2360

UHC/UMR and CVS/Caremark cards will be mailed prior to **January 1, 2021**. Please note that dental and vision cards will not be mailed and can be printed by employees.

**See page 14 for details.**

### Part-time Employees

Faculty and staff who work part-time and are eligible for benefits will see a cost-share contribution amount that is calculated using an annualized full-time salary.

### Cost-Share Contributions

The cost-share contributions for medical/Rx coverage are determined on base salary. If you experience a base salary change during the year, benefit contribution cost-share may increase or decrease as a result.

## Choice Plan

The Choice Plan is one of the most popular plans among employees because it offers exceptional coverage for those individuals who receive their care from Mount Sinai Health System Top Tier providers. (The premium deduction per paycheck for this plan is **lower than the Traditional plan.**) Primary care physician (PCP) and Specialist services within the Mount Sinai Top Tier Network **are covered at 100%** (that means there are no deductibles, co-insurance or copays).

**The Choice Plan allows for reimbursement of some Out-of-Network coverage.**

This offers a level of protection for you and your family in the event of an unexpected need for services from a non-participating provider. However, Out-of-Network member costs are greater than other plan options.

### Considerations if you are thinking about selecting the Choice Plan:

1. You and your family seek care from almost exclusively from Top Tier providers.
2. The payroll contributions are lower than the Traditional Plan.
3. Employee cost-share for UMR In-Network and Out-of-Network services are higher with the Choice Plan than they are in the Traditional Plan.
4. Deductibles and Out-of-Pocket maximums for the Enhanced In-Network services are higher with the Choice Plan than they are in the Traditional Plan.



# Medical and Prescription Plan Options

Please refer to the charts on Pages 8-9 to review plan details

## High Deductible Health Plan (HDHP)

Of the three plans, this plan has the lowest out-of-pocket maximums. Once the out-of-pocket maximum thresholds have been met, all services are covered at 100%.

Although the premium deduction per pay check is lower, you will pay for your health care costs up front until you meet your deductible. Once you meet the deductible for each Tier, the plan will begin to pay its share of your health care costs.

The HDHP plan includes a **tax-advantaged Health Savings Account (HSA)**, in which employee contributions are pre-tax, and it is **the only plan that offers this benefit**. Having an HSA allows you to save on out-of-pocket medical and pharmacy expenses. Employees that choose the HDHP will receive MSHS employer contributions of up to \$1,000/annually toward a Health Savings Account (HSA). The employer contribution amount is based on a combination of base salary and dependent level coverage. Employees may also elect to contribute to their HSA plan in addition to the dollars provided by Mount Sinai.

**If you are thinking about selecting the HDHP, please consider the following:**

1. The cost-share premium is the lowest of all plans offered.
2. Adequate funds should be set aside in order to meet the plan's deductible. Please note that many services are not covered until the deductible is met. If family coverage is elected, the full family deductible/out-of-pocket maximum must be met before the plan will begin paying at the plan participation level.
3. The HDHP plan includes a Health Savings Account (HSA), in which employees are able to make pre-tax contributions, thereby reducing your taxable income. Funds accumulate from year-to-year and may be used to pay for health care services now and in the future, and that includes retirement.
4. If you are age 65 or older and enrolled in Medicare, especially Part A or Part B, you are not eligible to enroll in the UMR HDHP.

## United Health Care/UMR Questions?

If you have questions regarding payments made on any of your claims or have questions about the United Health Care/UMR plans, you may contact Accolade. The number will be listed on your medical ID card.

For a comprehensive listing of all plans, please refer to the plan summaries at: <https://mybenefits.adp.com>





# Medical and Prescription Plan Options

Please refer to the charts on Pages 8-9 to review plan

Providers may balance bill when using the Out-of-Network Tier. In-Network providers do not balance bill.


## Traditional Plan


In the Traditional Plan, employee cost-share (the dollars you pay each time you visit a provider) for UMR In-Network and Out-of-Network services are equal to or lower than all other plans. **The Traditional Plan is a suitable option for employees who want the freedom to choose services in any of the four Tiers: Top Tier, Enhanced In-Network, In-Network, Out-of-Network.**

### Considerations if you are thinking about selecting the Traditional Plan:

1. The majority of your providers **do not** participate in the Top Tier Network.
2. UMR In-Network copays are equal to or lower than the Choice plan.
3. The Traditional plan has the richest Enhanced tier.

## Sample ID Card

  
A UnitedHealthcare Company

  
**Mount Sinai**

**Issuer (80840) 911-39026-02**

**Member ID: Y64135492**      **Group Number: 76-413549**

**Member:**  
MICHAEL SAMPLE 00 MED

**Dependents:**  
SPOUSE SAMPLE 01 MED

Top Tier: PCP/SPEC \$0/UC \$50  
Choice Plus: PCP \$50/SPEC \$70/ER \$150/UC \$70  
Dep. Child Top Tier: PCP /SPEC \$0/UC \$50  
Dep Child Choice Plus: PCP/SPEC \$25/ER \$150/UC \$35

**UnitedHealthcare**  
Choice Plus Network  
Administered by UMR

5010


This card must be presented each time services are requested.      Printed: 08-16-2018

Call UMR Care Management at 866-494-4502 for plan required prior authorization.  
FAILURE TO CALL FOR PRIOR AUTHORIZATION MAY REDUCE BENEFITS.

**Accolade Mbr Svc:** member.accolade.com      844-287-3868  
**Teladoc:** www.Teladoc.com      800-835-2362

**For Providers:**      www.umar.com      877-233-1800

**Claims:** EDI # 39026, UMR, PO Box 30541, Salt Lake City, UT 84130-0541

 **First Health.**  
(800) 780-6465



# 2021 Medical Plan Options

Mount Sinai Top Tier	Choice Plan	HDHP	Traditional
Deductible (EE/Fam)	\$0	\$2,000/\$4,000*	\$0
PCP/Specialist/Dependent Child copay	\$0	Deductible	\$30/\$40/\$30
Urgent Care/Dependent Child Copay	\$75/ <b>\$40</b>	Deductible	\$75/\$40
Hospital Inpatient/Outpatient Copay	<b>\$50/\$50</b>	Deductible	\$200/\$50
Emergency Room Copay	\$150	Deductible	\$150
Labs/Radiology - (Physician, Outpatient Adv Imaging, Freestanding (NonLabCorp))	<b>Lab: \$10 Rad: \$25</b>	Deductible	<b>Lab: \$50 Rad: \$65</b>
Labs/Radiology - Facility	<b>Lab: \$0 Rad: \$40</b>	Deductible	<b>Lab: \$0 Rad: \$65</b>
Labs/Radiology - Freestanding (LabCorp)	<b>Lab: \$10 Rad: \$25</b>	Deductible	<b>Lab: \$10 Rad: \$25</b>
OOP Limits (EE/Fam)	<b>\$1,000/\$2,000</b>	\$3,000/\$6,000**	<b>\$1,500/\$3,000</b>

NEW Enhanced In-Network	Choice Plan	HDHP	Traditional
Deductible (EE/Fam)	\$750/\$1,750	\$2,000/\$4,000	\$350/\$1,000
Coinsurance	10%	5%	0%
PCP/Specialist/Dependent Child Copay	\$40/\$50/\$25	Deductible/Coinsurance	\$40/\$50/\$25
Urgent Care/Dependent Child Copay	\$75/\$40	Deductible/Coinsurance	\$75/\$40
Hospital Inpatient/Outpatient Copay	Deductible & Coinsurance+\$400/ Deductible & Coinsurance	Deductible/Coinsurance	Deductible+\$200/Deductible
Emergency Room Copay	\$150	Deductible/Coinsurance	\$150
Labs/Radiology - (Physician, Outpatient Adv Imaging, Freestanding (NonLabCorp))	\$60/\$75	Deductible/Coinsurance	\$60/\$75
Labs/Radiology - Facility	Deductible/Coinsurance	Deductible/Coinsurance	Deductible/Coinsurance
Labs/Radiology - Freestanding (LabCorp)	\$10/\$25	Deductible/Coinsurance	\$10/\$25
OOP Limits (EE/Fam)	\$6,850/\$13,700	\$3,500/\$7,000	\$2,250/\$7,000

\* Note: If Family coverage is elected, the full family deductible amount must be met before the Plan will begin paying at the Plan participation level.

\*\*Note: If Family coverage is elected, the full family out-of-pocket maximum amount must be met before the Plan will begin paying covered expenses in full.

# 2021 Medical Plan Options

(continued)

UMR In-Network	Choice Plan	HDHP	Traditional
Deductible (EE/Fam)	<b>\$2,000/\$4,000</b>	\$2,000/\$4,000*	<b>\$1,000/\$3,000</b>
Coinsurance	<b>50%</b>	20%	<b>30%</b>
Office Visit/Deductible Coinsurance	No	Yes	No
PCP/Specialist/Dependent Child copay	\$50/\$75/\$35	N/A	\$50/\$75/\$35
Urgent Care/Dependent Child Copay	\$75/\$40	N/A	\$75/\$40
Hospital Inpatient/Outpatient Copay	Deductible & Coinsurance+\$600/ Deductible & Coinsurance	N/A	Deductible & Coinsurance+\$400/ Deductible & Coinsurance
Emergency Room Copay	\$150	Deductible/Coinsurance	\$150
Labs/Radiology - (Physician, Outpatient Adv Imaging, Freestanding (NonLabCorp))	Lab \$85 Rad \$100	Deductible/Coinsurance	Lab \$85 Rad \$100
Labs/Radiology - Facility	Deductible/Coinsurance	Deductible/Coinsurance	Deductible/Coinsurance
Labs/Radiology - Freestanding (LabCorp)	Lab \$10 Rad \$25	Deductible/Coinsurance	Lab \$10 Rad \$25
OOP Limits (EE/Fam)	<b>\$8,000/\$16,000</b>	\$3,500/\$7,000	<b>\$5,000/\$12,000</b>

Out-of-Network	Choice Plan	HDHP	Traditional
Deductible (EE/Fam)	<b>\$10,000/\$20,000</b>	<b>\$4,000/\$7,500*</b>	<b>\$4,000/\$11,000</b>
Coinsurance	50%	50%	50%
Hospital Inpatient/Outpatient Copay	Deductible & Coinsurance+\$600/ Deductible & Coinsurance	Deductible/Coinsurance	Deductible & Coinsurance+\$600/ Deductible & Coinsurance
OOP Limits (EE/Fam)	<b>\$22,500/\$45,000</b>	<b>\$12,500/\$25,000**</b>	<b>\$12,500/\$37,500</b>
Out-of-Network Reimbursement Level	<b>100% of Medicare</b>	<b>100% of Medicare</b>	<b>100% of Medicare</b>

\* Note: If Family coverage is elected, the full family deductible amount must be met before the Plan will begin paying at the Plan participation level.

\*\*Note: If Family coverage is elected, the full family out-of-pocket maximum amount must be met before the Plan will begin paying covered expenses in full.

## Notes:

- All three plans (Choice, HDHP, Traditional) include four Tiers: Mount Sinai Top Tier, Enhanced In-Network Tier, In-Network, and Out-of-Network.
- Each Tier (Top Tier, Enhanced In-Network, In-Network, and Out-of-Network) has a specific deductible and out-of-pocket limits.
- If family coverage is elected on the HDHP, the full family deductible and family out-of-pocket amounts must be met before the Plan will begin paying covered expenses in full.

- Out-of-Pocket limit **does not include balance billing amounts or spending for non-essential health benefits. Prescription cost contributions are included in the Out-of-Pocket maximum.**
- There are separate copays for dependents.
- To check if your provider or facility is part of the Top Tier Network, please visit <https://topTier.mountsinai.org/topTier> or <https://topTier.mountsinai.org/facility>



# 2021 Benefits Plan Changes

## Medical Plans

Plan premiums, copays, deductibles, and coinsurance have changed. There will be a 3% increase for some groups.

You may view your cost-share on the Benefits Enrollment site at <https://mybenefits.adp.com>.

### High Deductible Plan Highlights

Change	2020	2021
<b>Out-of-Network (OON) Reimbursement Level</b>	140% of Medicare	100% of Medicare
<b>United Health care/UMR OON:</b> Increase in Individual/Family deductible	\$3,000/\$6,000	\$4,000/\$7,500
<b>United Health care/UMR OON:</b> Increase in Individual/Family OOP limits	\$8,000/\$16,000	\$12,500/\$25,000

### Traditional Plan Highlights

Change	2020	2021
<b>Mount Sinai Top Tier Network:</b> Decrease in PCP/Specialist Copay Lab / Radiology - Freestanding (LabCorp)	\$40/\$50 \$0	\$30/\$40 Lab: \$10 Rad: \$25
<b>Mount Sinai Top Tier Network:</b> Increase in Hospital Copay	\$150	\$200
<b>United Health care/UMR In-Network:</b> Increase in Individual/Family deductible Increase in Individual/Family OOP Limits Increase in Hospital Copay	\$750/\$2,000 \$3,800/\$10,500 \$300	\$1,000/\$3,000 \$5,000/\$12,000 \$400
<b>United Health care/UMR OON:</b> Increase in Individual/Family deductible	\$2,500/\$7,500	\$4,000/\$11,000
<b>United Health care/UMR OON:</b> Increase in Individual/Family OOP limits	\$10,000/\$30,000	\$12,500/\$37,500
<b>United Health care/UMR OON:</b> Decrease in reimbursement rates	140% of Medicare	100% of Medicare

(continued)



# 2021 Benefits Plan Changes

(continued)



## Medical Plans

Plan premiums, copays, deductibles, and coinsurance have changed.

### Choice Plan Highlights

Change	2020	2021
<b>Mount Sinai Top Tier Network:</b>		
Lab / Radiology - Freestanding (LabCorp)	\$0	\$15
Increase in Hospital Inpatient/Outpatient Copay	\$0	\$50
<b>United Health care/UMR In-Network:</b>		
Increase in Individual/Family Deductible	\$1,500/\$3,500	\$2,000/\$4,000
Increase in Individual/Family OOP Limits	\$6,850/\$13,700	\$8,000/\$16,000
<b>United Health care/UMR In-Network:</b>		
Increase in Inpatient Hospital Copay	\$500	\$600
Increase in Coinsurance	30%	50%
Increase in Specialist/Dependent Child PCP/Specialist Copay	\$70/\$25/\$25	\$75/\$35/\$35
<b>United Health care/UMR OON:</b> Increase in Individual/Family Deductible	\$5,000/\$10,000	\$10,000/\$20,000
<b>United Health care/UMR OON:</b> Increase in Individual/Family OOP limits	\$15,000/\$30,000	\$22,500/\$45,000
<b>United Health care/UMR OON:</b> Decrease in reimbursement rates	120% of Medicare	100% of Medicare

# 2021 Specialty Pharmacy Plan Changes

All pharmacy plans now have separate copays for specialty medications, with reduced rates on medications filled at Icahn Specialty Pharmacy. In 2021, the Choice and Traditional plans will have increased cost-share associated with medications filled outside of the Icahn pharmacy.

## Specialty medications will require a Pharmacist Telehealth Visit in 2021

In order to help optimize utilization of Specialty Medications for employees, a telehealth visit will be required with a Clinical Pharmacist from our Specialty Pharmacy in 2021.

The Pharmacy will work with Accolade to set up telehealth visits. The Pharmacist will review your full list of medications with you, with the emphasis on education in using of your specialty medication, as well as to help address any potential drug interactions with your prescription and over-the-counter or alternative products. The Pharmacist will help answer questions, and help you optimize the outcomes of these highly specialized medications.

## A list of injectable and infusion medications will be moved to the Pharmacy Benefit in 2021

In 2021, many medications will be moved to the pharmacy benefit and will be filled by our Icahn Specialty Pharmacy. If you get medications administered at an infusion center, the medication will be sent there by the Specialty Pharmacy and be mixed at the infusion center. Any questions should be directed to the Specialty Pharmacy.

## Mount Sinai In-House Specialty Pharmacy

Specialty medications will only be able to be dispensed in 30-day supplies. This will allow the pharmacies to track adherence and provide better clinical review.

- **Integrated into our health system to streamline service and improve quality.** The Mount Sinai In-House Specialty Pharmacy is fully integrated with the Mount Sinai Health System to provide the most accurate and comprehensive service.
- **Available and dedicated.** Our pharmacists are available by phone for support and questions 24/7.
- **Reliable refills, follow-up, and delivery.** We remind you when your next refill is due and coordinate with you in advance. We offer many **FREE** ways to get your medications to you, so you have one less stop on your way home:

► Home delivery

► Delivery to your work location

► Four walk-in locations

### Samuels Clinic Pharmacy

Located at Mount Sinai West  
1000 10th Avenue  
New York, NY 10019  
T: 212-636-3600  
or Toll Free: 1-800-581-0381

### West Village Pharmacy

275 Seventh Avenue  
12th Floor  
New York, NY 10001  
T: 212-604-1780  
or Toll Free: 1-800-581-0382

### Mount Sinai Specialty Pharmacy

1468 Madison Avenue  
Annenberg Building –  
MC Level  
New York, NY 10029  
T: 212-241-7720  
or Toll Free: 1-800-581-0380

### Mount Sinai Pharmacy at CAM

17 East 102nd Street, 3rd floor  
New York, New York 10029  
T: 212-824-7064

**Coming in 2021!**



# 2021 Prescription Plan Benefits

## 2021 Pharmacy Benefits (Generic / Preferred / Non-Preferred)

	CVS/Caremark Prescription Plan (Choice and Traditional plans)	High Deductible Health Plan
<b>In House Pharmacy</b>		
Generic	\$5	20% (\$5 min / \$10 max)
Preferred Brand	\$15	20% (\$10 min / \$20 max)
Non-Preferred Brand	\$20	20% (\$15 min / \$30 max)
Maximum Days Supply	90 Days	90 Days
<b>Retail (CVS and In-Network Pharmacies)</b>		
Generic	\$10	20% (\$10 min / \$20 max)
Preferred Brand	25% (\$40 min/\$80 max)	20% (\$30 min / \$60 max)
Non-Preferred Brand	25% (\$60 min/\$120 max)	20% (\$45 min / \$135 max)
Maximum Days Supply	34 Days	34 Days
<b>Mail Order or Refills at a CVS Pharmacy</b>		
Generic	\$25	20% (\$25 min / \$55 max)
Preferred Brand	25% (\$100 min / \$150 max)	20% (\$75 min / \$150 max)
Non-Preferred Brand	25% (\$150min/\$300max)	20% (\$110 min / \$335 max)
Maximum Days Supply*	90 Days	90 Days
<b>Specialty</b>		
In-House Pharmacy	Generic \$20 Preferred \$50 Non-Preferred \$75	Generic 20% (\$20 min/\$40 max) Preferred 20% (\$40 min/\$80 max) Non-Preferred 20% (\$70 min/\$140 max)
Retail Pharmacy	Generic 35% (\$35 min/\$75 max) Preferred 35% (\$75 min/\$150 max) Non-Preferred 35% (\$100 min/\$200 max)	Generic 20% (\$35 min/\$70 max) Preferred 20% (\$75 min/\$150 max) Non-Preferred 20% (\$100 min/\$200 max)
<b>Deductibles</b>		
Deductible (Combine Medical/Rx)	None	\$2,000 Individual / \$4,000 Family

\* If you are filling a prescription for a maintenance medication, you are allowed 3 grace fills for a 30-day supply of medication at the pharmacy of your choice. After the third fill of a 30-day supply of maintenance medication, you must fill your prescription through a CVS Pharmacy

(includes CVS within Target and CVS Mail Order) for a 90-day supply or you will be charged a penalty.

The penalty for generics is \$5, the penalty for formulary brands is \$35, and the penalty for non-formulary brands is \$55 for each fill.

# Additional Benefits

## Dental

There are three dental plan options for the 2021 plan year:

- Cigna Basic PPO
- Cigna Plus PPO
- Aetna DHMO

The Aetna DHMO plan only covers services provided by a select Network of Aetna dentists. While not providing the flexibility of the Cigna PPO plans, it features the lowest premiums of any dental plan offering. Services are covered based on a pre-established schedule of simple, affordable copays.

## Vision

### UnitedHealth care Vision

The UnitedHealth care (UHC) vision plan provides affordable, quality vision care nationwide. The vision benefit offers a comprehensive vision exam and eyeglasses (lenses and frames) or contact lenses in lieu of eyeglasses, after applicable copays. Vision services are available Out-of-Network as well, but you will receive the highest level of benefits when you access vision care through the UHC Vision Network.

## Our Dental and Vision plans do not issue ID cards.

Follow the directions below to print your ID cards.

### Cigna

Go to **mycigna.com** and use the Mount Sinai Group **#2499504 and your Social Security number** to access your card.

### Aetna

Go to **aetna.com** and Mount Sinai Group **#0839208 and your Social Security number** to access your card.

### United Health Care Vision

Go to **myuhcvision.com**, and logon or register to access your card.



# Additional Benefits

(continued)

## Life Insurance

### Basic Life Insurance

Mount Sinai offers 1x your annual base salary to a maximum of \$1,000,000 in Basic Life insurance, payable to your beneficiaries in the event of your death.

### Supplemental Life Insurance\*

You may purchase supplemental life insurance from 0.5 to 7.5x your annual base salary up to a maximum of \$1,500,000.\*\* The maximum supplemental life allowed without Evidence of Insurability (EOI) is 2x annual base salary to a maximum amount of \$500,000.

### Dependent Life Insurance\*

You may purchase voluntary life insurance for your spouse and dependent children who are ≤ age 26.

### Spousal Coverage\*

There are four coverage levels from which to select: \$25,000, \$50,000, \$75,000, \$100,000. All levels of spousal coverage are subject to evidence of insurability (EOI).

### Coverage for Dependent Children\*

There are two coverage options to select from: \$5,000 or \$10,000 per child

### Accidental Death and Dismemberment (AD&D)\*

AD&D insurance may be purchased in an amount equal to your basic and supplemental life insurance coverage.

\* Employees pay for this coverage with after-tax dollars

\*\* Employees may be required to provide Evidence of Insurability (EOI). If you previously waived supplemental coverage, you will be subject to EOI for any amount that is selected. If you currently have supplemental coverage you may elect the lesser of 2x base salary or \$500,000 without EOI requirements.

## Disability

Short-Term and Long-Term Disability are administered by **The Hartford.**

### Short-Term Disability (STD)

The basic short-term disability benefit provides you with 50% of your base salary up to \$170 per week.

### Enhanced Short-Term Disability (STD)

You may choose additional short-term disability, which provides 66.66% of your base salary capped at \$1,000 per week. Evidence of Insurability is required. Please note if you have accumulated the maximum allowable amount of 130 days in your PTO Sick Savings Account, you will receive full income replacement during your approved leave and may not need to elect the enhanced coverage. Please check with your department to find out your Sick Savings balance.

### Long-Term Disability (LTD)

Long-term disability coverage may be selected on a pre or post-tax basis. Employer-paid LTD coverage provides 50% of your base salary up to a maximum of \$10,000 per month.

### Enhanced Long-Term Disability (LTD)

You may choose additional LTD coverage, which provides 60% of your base salary up to a maximum of \$15,000 per month. Evidence of Insurability is required.

**For a detailed listing of all plans, please refer to the plan summaries at:**

<https://mybenefits.adp.com>



# Savings Accounts

## It's easy to enroll in a TRIP or FSA account in a single step:

### Health Savings Account (HSA)

If you elect the High Deductible Health Plan, you may also elect an HSA to accumulate funds in a pre-tax savings account for yourself and/or your dependents. These dollars may be used to pay for: copays, coinsurances, and other out-of-pocket expenses.

Mount Sinai will contribute funds to this savings account on your behalf, and you may contribute additional funds, if you wish. At the end of the year, any unused HSA funds carry-over to the following year; HSA's do not follow the "use-it-or-lose-it" rule.

*Note: Per 2021 I.R.S. regulation, the combined employer and employee contributions may not exceed: \$3,600 (for single coverage), or \$7,200 (for family coverage).*

### Flexible Savings Accounts (FSA)

Similarly, if you elect the Choice Plan or Traditional Plan, you may also elect an FSA to accumulate funds in a pre-tax savings account for your health care expenses (a Health Care Reimbursement Account (HCRA) and/or your dependent care expenses (a Dependent Care Reimbursement Account (DCRA). Mount Sinai does not contribute funds to these accounts—they are funded by you via payroll deduction.

It is very important to choose a funding amount that most closely approximates your anticipated 2021 out-of-pocket expenses. FSAs follow the "use-it-or-lose-it" rule—which means you may not carry the money over into the next plan year.

*Note: Per 2021 IRS regulation, the maximum funding for a HCRA is: \$2,700/family.*

*The maximum funding for a DCRA \$5,000, whether single or married (filing jointly).*

*If your annual compensation is equal to or greater than \$125,000, your DCRA funding is limited to \$1,500, with the possibility of further adjustment.\*\**

### Transportation Reimbursement Incentive Program (TRIP)

TRIP provides a way for you to pay for transit and parking expenses on a pre-tax basis. You may enroll in TRIP and make changes to your contributions throughout the year. You may contribute up to \$270 per month for transit expenses and \$270 per month for parking expenses on a **pre-tax basis**. You may elect an additional \$200 per month for parking and \$500 per month for transit on a **post-tax basis**.

TRIP accounts may not be used as a savings account. All contributions should be utilized on a monthly basis. You may need to adjust your current contributions (do not stop your contributions) to avoid exceeding the monthly maximum. You must keep your account open with a minimum monthly contribution of \$10 in order to utilize the funds in your account.

\* The 2021 HCRA plan maximum will reflect any changes approved by the IRS

\*\* Due to Non-Discrimination rules DCRA plan maximum is set by Mount Sinai Health System and subjected to change.

## Enrolling in Savings Accounts

Simply visit the enrollment site at

<https://mybenefits.adp.com> to make your 2021 elections.

## Flexible Spending Accounts

**Any unused amounts will be forfeited.** Any FSA contributions must be claimed by March 31 for the prior year. Eligible expenses must be incurred between January 1 of the current year and March 15 of the following year. If you join the plan in the middle of the year (i.e. new hires or as a result of a qualifying event), expenses must be incurred during the period during which you are actually contributing to the plan.

**Claims for the current year must be submitted by or before March 31 of the following year.**



## Savings Accounts

(continued)

If you terminate employment, you can only utilize contributions up to the day on which your employment terminates. **Any unclaimed funds will be forfeited.**

If you are newly enrolled in the HCRA, TRIP, and/or HSA programs, you will receive a combined debit card in 2021. You may use this debit card for all eligible medical and transportation costs in 2021. WageWorks Spending Account cards are valid for 3 years from the date of issue, so **please do not discard your cards.** Paper claims are still available for the HCRA and DCRA expenses.

**Due to an IRS ruling, paper claims for transit accounts will no longer be available.** Paper claims are still available for parking accounts.

### Online Account Access

WageWorks, Inc. administers all Flexible Spending Accounts, Commuter Spending Accounts (TRIP), and Health Savings Accounts for the Mount Sinai Health System.

**To view your WageWorks Spending Account visit <https://myspendingaccount.WageWorks.com>**

Through this website, you will have access to your account 24 hours per day, 7 days per week. You can manage your profile, learn about Consumer Health and Spending Accounts, and view all account activity, including contributions, payments, and account balances. As a first-time user on the site, you will need to register your online account. WageWorks utilizes strict security protocols to protect your personal information.



# Plan Contacts

Call your service provider for more information

Service	Vendor Name	Phone Number	Policy Group Number	Website
Medical	Accolade	844-287-3868	76-413549	<a href="http://member.accolade.com">member.accolade.com</a>
Dental	Aetna DMO	877-238-6200	0839208	<a href="http://aetna.com">aetna.com</a>
Dental	Cigna PPO	800-244-6224	2499504	<a href="http://mycigna.com">mycigna.com</a>
Prescription Drug	CVS/Caremark	866-409-6988	2360	<a href="http://Caremark.com">Caremark.com</a>
Pharmacy: In-House	MSH In-House	212-241-7720	N/A	N/A
Vision	United Health care Vision	800-638-3120	298784	<a href="http://myuhcvision.com">myuhcvision.com</a>
Life Insurance	The Hartford	877-320-0484	805357	N/A
AD&D	The Hartford	855-396-7655	805357	N/A
Reimbursement Accounts (Health Care Savings Account, Dependent Care Savings Account and TRIP (Transit & Parking))	Wageworks	888-871-0773 or 888-557-3156	N/A	<a href="https://myspendingaccount.WageWorks.com">https:// myspendingaccount. WageWorks.com</a>
COBRA/Individual Billing	Wageworks	800-526-2720	N/A	N/A
Health Savings Account	ADP CHSA Services	888-557-3156	N/A	<a href="https://myspendingaccount.WageWorks.com">https://myspendingaccount. WageWorks.com</a>
Disability Coverage (to initiate Short Term Disability)	The Hartford	888-714-4380	N/A	<a href="https://abilityadvantage.thehartford.com">https://abilityadvantage. thehartford.com</a>



# Next Steps

## Deadline

**Open Enrollment begins October 12, 2020 and concludes on October 26, 2020.**

Please be sure to make your benefits selections on or before October 26.

## Contact Us

If you do not have access to a computer, need assistance completing your enrollment, or require a password reset, please contact the ADP Benefits Center at **866-700-6762**.

**For a detailed listing of all plans, please refer to the plan summaries at <https://mybenefits.adp.com>.**

## Need help understanding your benefit options or choosing the right benefits plan for you and your family?

Contact Accolade at **844-287-3868** (Monday through Friday, 8 am to 11 pm) or visit [member.accolade.com](https://member.accolade.com)



## Open Enrollment Sessions via Zoom

### Join Zoom Meeting

<https://mountsinai.zoom.us/j/9652946987?pwd=Tk10ekFxd2FCNVJlYWtaMXVic3RBZz09>

Meeting ID: 965 294 6987

Dial: +1 646 876 9923 US

Meeting ID: 965 294 6987

Passcode: 329951

### Session 1: 10/12/2020

10:00 am to 11:00 am

### Session 2: 10/13/2020

11:30 am to 12:30 pm.

(NYEE Hospital - Open to all NBU Employees)

### Session 3: 10/14/2020

11:00 am to 12:00 pm

### Session 4: 10/20/2020

1:00 pm to 2:00 pm

### Session 5: 10/23/2020

10:00 am to 11:00 am

### Mount Sinai Brooklyn -

Open to all NBU, Local 153, and SSOBA employees

### Join Zoom Meeting

<https://mountsinai.zoom.us/j/9652946987?pwd=Tk10ekFxd2FCNVJlYWtaMXVic3RBZz09>

Dial: +1 646 876 9923 US

Meeting ID: 655 949 2683

Passcode: 921202

### Session 1: 10/13/2020

1:00 pm to 2:00 pm

### Session 2: 10/22/2020

10:30 am to 11:30 am

# Mount Sinai Calm & Fit Wellness Programs



In addition to a medical, dental and prescription coverage, Mount Sinai also offers a robust selection of wellness benefits through the Mount Sinai Calm and Fit Program.

## Mount Sinai Calm Offerings

### Self-Care Consultations

To support the Mount Sinai Health System community with self-care efforts, stress management, and work life balance, free and confidential consultations are available in person or via phone. Consultants, who are licensed social workers, assist faculty and staff members with the design and implementation of personalized self-care action plans that combine on-campus and community resources.

### Mindfulness

“Take Time to Meditate” is a set of meditation workshops designed to introduce Mount Sinai staff, faculty and students to mindfulness-based meditation techniques. Each workshop session focuses on a specific meditation topic. One-hour sessions combine interactive presentations and group discussions with guided meditation. Weekly sessions are not sequential, please feel free to join anytime.

### Music for Self Care

In collaboration with The Louis Armstrong Center for Music and Medicine, music therapists facilitate stress-reduction workshops for Mount Sinai staff, faculty, and students. In the music and meditation workshops, participants learn to use music for fun and self-care.

### Yoga

Traditional yoga classes are offered throughout the Mount Sinai Health System, taught by certified yoga instructors. Mindfulness infused chair yoga classes are also available at several locations, and in collaboration with New York Yoga, a local yoga studio, on demand video classes are offered 24/7 via the internet to all staff, free of charge.

### Pilates

A weekly Pilates class is available at The Mount Sinai Hospital for employees, faculty, and students. Pilates is a series of nonimpact exercises designed by Joseph Pilates to develop strength, flexibility, balance, and inner awareness. Recent research indicates that Pilates can be effective for alleviating back pain, decreasing stress, improving posture, and overall well-being. The weekly Pilates class at The Mount Sinai Hospital integrates



# Mount Sinai Calm & Fit Wellness Programs

(continued)

exercises from the Pilates method with yoga and mindfulness to promote inner awareness and stress reduction.

## Art for Self Care

In collaboration with The Arts Student League of New York, Mount Sinai Calm sponsors a weekly art workshop.

An art instructor conducts the art-making workshop while a musician plays live music for inspiration and relaxation. A variety of art media techniques are taught to participants, including watercolor, sculpture, and the use of mandalas for stress reduction.

## Tai Chi

Tai Chi promotes relaxation and increases flexibility, balance, strength, and stamina. At the Mount Sinai Health System we provide weekly Tai Chi classes to address the self-care needs of staff, students, and faculty.

## Mount Sinai Fit Services

### Personal Nutrition Counseling

Personal nutritionists are available to Mount Sinai Health System faculty and employees who are interested in taking the first steps in making nutrition and lifestyle changes.

Mount Sinai RD CDEs (Registered Dietitians who are Certified Diabetes Educators) work with employees to create customized meal plans to foster a healthy and sustainable nutrition lifestyle.

### The Diabetes Care Program

The Diabetes Care Program will give you access to quality, coordinated diabetes care and services. As a participant in the Program, you will have Mount Sinai Health System diabetes physicians, pharmacists, and nutritionists as part of your personal diabetes medical team. You will receive individualized counseling from a clinical pharmacist and a registered dietitian who is a certified diabetes educator, as well as personalized medication delivery or pick-up from the pharmacy.

## Livongo for Diabetes

Livongo employs a team of CDEs who are available 24/7 to monitor and reach out to those who are experiencing low or high blood sugar levels. As a participant in Livongo, employees receive unlimited blood sugar testing supplies along with a cellular connected glucose meter (In Touch) that enables program participants to send information securely to Livongo's smart-cloud and to a care team member (family, Mount Sinai RD CDE, physicians, etc.) in real time.

## Reach Your Peak Wellness Walking Challenge

Reach Your Peak (RYP) is Mount Sinai Health System's team-based wellness walking challenge. Designed to reinforce the benefits of setting, achieving, and sustaining personal health goals, RYP encourages participants to achieve a daily count of 10,000 steps. By forming teams with your colleagues at the Mount Sinai Health System, you will discover that the camaraderie of walking as a group prompts you to walk longer distances and simultaneously improves your social connections.





# Mount Sinai Calm & Fit Wellness Programs

## Reach Your Peak Exercise Videos

Mount Sinai offers its employees and faculty exercise videos that can be done at home, at work, or in your favorite outdoor location. These videos provide a series of exercise that aim to strengthen the core and enhance overall health and fitness. Visit [MountSinai.org/reachyourpeak](https://www.MountSinai.org/reachyourpeak) to view the 12 exercise videos, which will supplement a walking regimen during (and after!) the walking challenge.

## Breathe Free Personalized Smoking Cessation Program

Mount Sinai Health System offers smoking cessation services that include a full range of offerings to employees. These services include personalized, ongoing coaching, assistance in the creation of a quit plan, and access to nicotine replacement therapy and other medicines that support smoking cessation effort. To begin your smoke-free journey, please contact Abby Schwartz at **646-605-7716** or [www.MountSinai.org/mswellness](https://www.MountSinai.org/mswellness).

## Epicured

Discounted low FODMAP meal-delivery service for Mount Sinai employees.

## Mindful Eating Tips

Healthy shopping lists, healthy fats lists, smart snack options are available to employees by visiting the wellness website: [www.MountSinai.org/mswellness](https://www.MountSinai.org/mswellness).

## Mount Sinai Families Cook Around the World Cookbook

A collection of nutritious and simple recipes from our wellness events. Please visit [www.MountSinai.org/mswellness](https://www.MountSinai.org/mswellness) to download a copy of the cookbook.

## Mount Sinai Walkers

A walking group led by Mount Sinai Fit Registered Dietitians or an employee wellness ambassador. The group walks for a half hour in the afternoon several times a month to give faculty and staff an opportunity to take a break, walk and get some fresh air during the day.

## Contact Us for Mount Sinai Fit Information

Please email: [Wellness@mountsinai.org](mailto:Wellness@mountsinai.org) to find out more information about these wellness services or to schedule your initial visit. To view all of our wellness content and services, please visit: [www.MountSinai.org/mswellness](https://www.MountSinai.org/mswellness).

## Telehealth

Telemedicine services are offered to our employees and their dependents covered under the UMR plan. There are two services available, Click4Care and Mount Sinai Now. Both services are staffed by our board certified Emergency physicians

### Mount Sinai Click4Care

Mount Sinai Click4Care provides asynchronous care via an adaptive online questionnaire regarding your health concern. You may expect to receive a response from our doctors with one hour during business hours. Hours of operation are Monday-Sunday 7:am to 11 pm. To register for Mount Sinai Click4Care, visit [click4care.mountsinai.org](https://click4care.mountsinai.org).

### Mount Sinai Now

Mount Sinai Now makes it easy to use our telehealth services for urgent care or other appointments. You can use a phone, tablet, or computer to connect with a Mount Sinai doctor for on-demand video visits. Mount Sinai Now is available 24 hours a day, 7 days a week. You may register for Mount Sinai Now at [now.mountsinai.org](https://now.mountsinai.org) or visit Google Play or the iOS App Store to download the Mount Sinai Now app.

You will receive a diagnosis, treatment plan, and if appropriate, a prescription from our physicians, or a referral as appropriate. These services should only be used for non-emergency health issues. Those experiencing an emergency medical issue should call 911.

For more information about either program, please go to: <https://www.mountsinai.org/lp/telehealth-employees> or call the support line at **646-605-5669**.

# Terms Defined



## Balance Billing

When a provider bills you for the difference between the provider's charge and the "allowed amount" under the insurance plan's Out-of-Network reimbursement schedule. For example, if the provider's charge is \$100 and the allowed amount is \$70, the provider may bill you for the remaining \$30. A preferred In-Network provider may not balance bill you for covered services.

## Coinsurance

Your share of the costs of a covered health care service, calculated as a percent (for example, 20%) of the allowed amount for the service. You pay coinsurance plus any deductibles you owe. For example, if the health insurance or plan's allowed amount for an office visit is \$100, and you've met your deductible, your coinsurance payment of 20% would be \$20. The health insurance or plan pays the rest of the allowed amount.

## Copay

The fixed amount (for example, \$15) you pay for a covered health care service, usually collected at the time of service. The amount can vary by the type of covered health care service.

## Deductible

The amount you owe for covered health care services before your health insurance or plan begins to pay. For example, if your deductible is \$1,000, your plan won't pay anything until you've met your \$1,000 deductible for covered health care services subject to the deductible. The deductible may not apply to all services. Be sure to speak to your provider at the time of service.

## Evidence of Insurability (EOI):

This can be either a medical questionnaire or a physical exam required by the insurance company when you purchase insurance over the guaranteed amount.

## Flexible Spending Account (FSA)

An account you set up through your employer to pay for many of your out-of-pocket medical expenses with tax-free dollars. These expenses include insurance copayments and deductibles, and qualified prescription drugs, insulin, and medical devices. You decide how much of your pre-tax wages you want deducted from your paycheck and put into an FSA. You don't have to pay taxes on this money. Your employer's plan sets a limit on the amount you may put into an FSA each year.



# Terms Defined

(continued)

## Formulary:

Lists that indicate which drugs are preferred by the insurance carriers. You can normally find both generic and brand name drugs in the formularies. Formulary prescription drugs are chosen for their cost, effectiveness, and their safety.

## Health Savings Account (HSA)

A medical savings account available to individuals who are enrolled in a High Deductible Health Plan. The funds contributed to the account are not subject to federal income tax at the time of deposit.

Funds must be used to pay for qualified medical expenses. Unlike a Flexible Spending Account (FSA), funds roll over year-to-year if you don't spend them.

## High Deductible Health Plan (HDHP)

A plan that features higher deductibles than traditional insurance plans. High deductible health plans (HDHPs) can be combined with a health savings account to allow you to pay for qualified out-of-pocket medical expenses on a pre-tax basis.

## Network

The facilities, providers, and suppliers your health insurer or plan has contracted with to provide health care services.

## Non-Formulary:

The drugs that are not included in the list of preferred medications that a committee of pharmacists and doctors deems to be the safest, most effective, and most economical. They are drugs not included in the drug list approved by the health care plans.

## Out-of-Pocket Maximum/Limit

The most you have to pay for covered services in a plan year. After you spend this amount on deductibles, copayments, and coinsurance, your health plan pays 100% of the costs of covered benefits. The out-of-pocket limit **doesn't include** your monthly premiums. It also doesn't include anything you may spend for services your plan doesn't cover.

## Self-Insured Plan

In a self-insured plan, like the Mount Sinai medical and prescription plans, the employer acts as its own insurer. The employer uses the money that it would have paid the insurance company and instead directly pays health care claims to providers. Self-insured plans often contract with an insurance company or other third party to administer the plan, but the employer bears the financial risk associated with offering health benefits.

