



2017

City of Tyler Employee Benefits Summary

MEDICAL PLAN

City of Tyler offers partial self-funded PPO medical plan. The medical plan is administered by HealthFirst, TPA and utilizes the Access Direct Platinum Network with a wrap network named UHC Network.

	In-Network other Counties	In-Network UHC Wrap
Annual deductible (In-network):	\$500 individual/\$1,500 family	\$1,100 individual/\$3,300 family
Out of pocket maximum (In-network):	\$5,500 employees/\$11,000 family	\$6,200 employees/\$12,400 family
Coverage (In-network):	<ul style="list-style-type: none"> • 100% coverage of preventative care • \$30 co-pay for Physician Office Visit • 20% for other services in physicians office • \$30 co-pay for urgent care per visit • \$200 co-pay for emergency room visit for true emergency • 20% after ded If NOT true emergency (Not covered if Out of Network) 	<ul style="list-style-type: none"> • Not Covered • 30% after ded. for Physician Office Visit • 30% after deductible for specialist • 30% after deductible for urgent care • \$200 co-pay for emergency room visit for true emergency • 30% after ded. If NOT true emergency (Not covered if Out of Network)
Employee cost:	Pay per period (24)	Monthly Rates
Employee only:	\$20.15	\$40.30
Employee + spouse:	\$109.21	\$218.42
**Employee + child(ren):	\$87.72	\$175.44
**Employee + Family:	\$140.93	\$281.86
** Cost for up to 3 children - Add \$15.15 for each additional child		

PRESCRIPTION DRUG PLAN

Prescription drug coverage provided by HealthFirst is included for employees enrolled in one of the city's medical plans.

	30 day supply	90 day supply
	\$8 generic	\$16 generic
	\$45 preferred brand	\$90 preferred brand
	\$60 non-preferred brand	\$120 non-preferred brand
	\$70 specialty	\$140 specialty

DENTAL PLAN

City of Tyler's dental plan is administered by Delta Dental utilizing a dental network.

Annual deductible:	\$50 individual/\$150 family for non-preventive services	
Maximum benefit:	\$1,200 each calendar year	
Coverage:	<ul style="list-style-type: none"> • 100% coverage for preventative and diagnostic services • 80% coverage for basic services after deductible • 50% coverage for major services after deductible • Orthodontia coverage available for children to the age of 19: 50% up to a lifetime maximum of \$1,000 	
Employee cost:	Pay per period (24)	Monthly Rates
Employee only:	\$4.91	\$9.82
Employee + spouse:	\$18.05	\$36.10
Employee + child(ren):	\$17.48	\$34.96
Employee + Family:	\$27.17	\$54.34

VISION PLAN

City of Tyler offers two vision plan choices from Superior Vision.

	Gold \$150 Buy Up Plan 1	Gold \$100 Base Plan 2
Coverage:	<ul style="list-style-type: none"> \$10 co-pay for annual routine eye exam \$25 co-pay for materials (once every 12 months) Frames: \$150 allowance after \$25 ded (once every 24 months) Contact Lenses: \$150 allowance after \$25 ded. for elective; \$25 ded. for medically necessary (once every 12 months) \$200 allowance for laser vision correction 	<ul style="list-style-type: none"> \$10 co-pay for annual routine eye exam \$25 co-pay for materials (once every 12 months) Frames: \$100 allowance after \$25 ded (once every 24 months) Contact Lenses: \$125 allowance after \$25 ded. for elective; \$25 ded. for medically necessary (once every 12 months) \$200 allowance for laser vision correction

Employee cost:	Plan 1- Pay per period (24)	Plan 1- Monthly Rates	Plan 2- Pay per period (24)	Plan 2- Monthly Rates
Employee only:	\$3.07	\$6.14	\$2.75	\$5.50
Employee + spouse:	\$5.25	\$10.50	\$4.65	\$9.30
Employee + child(ren):	\$5.57	\$11.14	\$4.95	\$9.90
Employee + Family	\$8.35	\$16.70	\$7.40	\$14.80

LIFE INSURANCE

City of Tyler provides basic life and AD&D insurance to all eligible employees at no cost. These benefits are insured by Voya.

Coverage:	<ul style="list-style-type: none"> Basic life policy: \$10,000 Basic accidental death and dismemberment policy (AD&D): \$10,000
	100% of premiums paid by employer (Supplemental life and AD&D are available for purchase for employee and dependents)

LONG TERM DISABILITY

City of Tyler provides long-term disability (LTD) insurance to all eligible employees at no cost. This benefit is insured by Cigna.

Coverage:	<ul style="list-style-type: none"> 100% of premium paid by employer 180-day elimination period Provides 60% of pre-disability earnings to a maximum of \$6,500 per month
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SHORT TERM DISABILITY

City of Tyler provides short-term disability (STD) insurance to all eligible employees at no cost. This benefit is insured by Cigna.

Coverage:	<ul style="list-style-type: none"> 100% of premium paid by employer Elimination period: 7th day of sickness/accident Provides 60% of pre-disability earnings to a weekly maximum of \$1,200
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City of Tyler

Human Resources

903-531-1112 or www.cityoftyler.org