

Benefits Enrollment Packet (Group 145V)

AFSCME Grounds, Maintenance. & Mechanics

Open Enrollment November 6th - November 17th

OPEN ENROLLMENT CHECKLIST

- Review your benefit packet before making your selections.
- If you decide to keep the same benefits as last year, you do not need to make benefit elections. Your options will slide to the new plan automatically. Although Open Enrollment can be a great time to update your beneficiaries and address through the MESSA Member Portal Website.
- If you want to participate in a FSA because you have a low deductible health care plan or are on your spouse's low deductible health care plan, you will need to sign onto your MESSA account and elect the FSA.
- Visit the MESSA website (https://secure.messa.org/MemberPortal/Login) and select Open Enrollment to select your 2024 benefits. Open Enrollment User Guide instructions included in this packet.
- If you are eligible and elect to Opt Out of medical insurance to receive the monthly stipend incentive, you must complete the Health Benefit Opt Out Form found in this packet. You will also need to provide supporting documentation as required.*

*All completed forms and supporting documentation are due to the RCS Benefits Coordinator's office within thirty (30) days of your benefits eligibility date, to ensure timely processing of your benefits and payroll deductions. Forms and supporting documentation can either be dropped off at the Business Services Office, mailed, or emailed accordingly:

Romeo Community Schools Business Services Department 316 N. Main St. Romeo, MI 48065

employeebenefits@romeok12.org

AFSCME Effective Date: 01/01/2024

MESSA Group: 145V Grounds, Maintenace, Mechanics

Facilities Maintenance Worker, Grounds, Mechanics, Maintenance

| Option A: With Medical Coverage | | | |
|---------------------------------|---|--|--|
| | MESSA Choices MESSA Choices 20% Coinsurance | | |
| | MESSA ABC Plan 1 | | |
| Medical | MESSA ABC Plan 2 | | |
| | All Plans with Basic Term Life \$5,000 | | |
| Dental | Dental 80/80/60/80 | | |
| Vision | VSP 3 G | | |

| Option B: Without Medical Coverage | | | |
|------------------------------------|--|--|--|
| Medical | Cash in Lieu of Medical Coverage: \$100.00 (Full Time) Part Time: No Stipend | | |
| Dental | Dental 80/80/60/80 | | |
| Vision | VSP 3 G | | |

| NIS - National Insurance Services | | | | |
|-----------------------------------|---|--|--------------------------|--|
| With Medical Coverage | | | Without Medical Coverage | |
| Life | 8 hrs/day - \$50,000 5 hrs - less than 8hrs/day - \$17,500 | | | 8 hrs/day - \$100,000 5 hrs - less than 8hrs/day - \$35,000 |
| AD&D | 8 hrs/day - \$50,000 5 hrs - less than 8hrs/day - \$17,500 | | | 8 hrs/day - \$100,000 5 hrs - less than 8hrs/day - \$35,000 |
| LTD | 66 2/3% Max \$2,500 | | LTD | 66 2/3% Max \$2,500 |

Eligibility: Hours per day determine the % of the District and the Employee cost share.

Less than 5 hours per day, no medical, dental, or vision

Eligible 1st month following 90 calendar day probationary period.

Employees hired prior to March 12, 2013, please refer to your CBA for Grandfathered Contribution rates

*Please note that Dental and Vision plan year has changed to January thru December

145V Full Time Grounds, Maintenance & Mechanics

| BC - MESSA Choices \$500/\$1000 | | | | | |
|---------------------------------|----------------------------|----------|--|--|--|
| 0% C | 0% Coinsurance, 3Tier RX | | | | |
| Effect | Effective Date: 01/01/2024 | | | | |
| Mon | Monthly Cost (Full Time) | | | | |
| | Employee | Employer | | | |
| Single | 137.52 | 641.90 | | | |
| 2-Person | 1342.42 | | | | |
| Full Family | 431.73 | 1750.65 | | | |

| BG - MESSA Choices \$500/\$1000 | | | | | |
|---------------------------------|----------------------------|----------|--|--|--|
| 20% Coinsurance, 3Tier RX | | | | | |
| Effect | Effective Date: 01/01/2024 | | | | |
| Mon | Monthly Cost (Full Time) | | | | |
| | Employee | Employer | | | |
| Single | 52.36 | 641.90 | | | |
| 2-Person 219.65 1342.42 | | | | | |
| Full Family | 193.27 | 1750.65 | | | |

| CU - MESSA ABC Plan 1 \$1500/\$3000 HSA | | | | | |
|---|---|----------|--|--|--|
| 0% Coinsura | 0% Coinsurance, 3Tier RX after deductible | | | | |
| Effective Date: 01/01/2024 | | | | | |
| Monthly Cost (Full Time) | | | | | |
| | Employee | Employer | | | |
| Single | 43.75 | 641.90 | | | |
| 2-Person | 200.28 | 1342.42 | | | |
| Full Family | 169.15 | 1750.65 | | | |

| DG - MESSA ABC Plan 2 \$2000/\$4000 HSA | | | | | |
|---|---|----------|--|--|--|
| 0% Coinsura | 0% Coinsurance, 3Tier RX after deductible | | | | |
| Effective Date: 01/01/2024 | | | | | |
| Monthly Cost (Full Time) | | | | | |
| | Employee | Employer | | | |
| Single | ı | 641.90 | | | |
| 2-Person 99.79 1342.42 | | | | | |
| Full Family 44.10 1750.65 | | | | | |

MESSA In-Network Plan Comparison - Effective 1/1/2024 Romeo Community Schools - All Employees

| | MESSA Choices \$500/\$1,000 0% 3-Tier Rx | MESSA Choices \$500/\$1,000 20% 3-Tier Rx | MESSA ABC Plan 1 \$1,600/\$3,200 HSA 0% 3-Tier Rx | MESSA ABC Plan 2 \$2,000/\$4,000 HSA 0% 3-Tier Rx | | | | |
|--|--|---|---|---|--|--|--|--|
| In-Network Cost Share A | In-Network Cost Share After Deductible | | | | | | | |
| Deductible | \$500/\$1,000 | \$500/\$1,000 | \$1,600/\$3,200 | \$2,000/\$4,000 | | | | |
| Coinsurance | 0% | 20% | 0% | 0% | | | | |
| Teladoc Health virtual 24/7 care for minor illnesses, injuries and mental health copay/coinsurance | \$20 | \$20 | 0% | 0% | | | | |
| Teladoc Health virtual primary care visit copay/coinsurance | \$20 | \$20 | 0% | 0% | | | | |
| Office visit copay/coinsurance | \$20 | \$20 | 0% | 0% | | | | |
| Specialist visit copay/coinsurance | \$20 | \$20 | 0% | 0% | | | | |
| Urgent care copay/coinsurance | \$25 | \$25 | 0% | 0% | | | | |
| Emergency room copay/coinsurance | \$50 | \$50 | 0% | 0% | | | | |
| Total out-of-pocket maximum | \$3,500/\$7,000 | \$4,500/\$9,000 | \$3,600/\$7,200 | \$4,000/\$8,000 | | | | |
| Certain Benefit Difference | es | | | | | | | |
| Chiropractic manipulations | Up to 38 visits per calendar year, including therapeutic massage; Covered 100% after deductible; \$20 office visit copay may apply | Up to 38 visits per calendar year, including therapeutic massage; Covered 80% after deductible; \$20 office visit copay may apply | Up to 38 visits per calendar year, including therapeutic massage; Covered 100% after deductible | Up to 38 visits per calendar year, including therapeutic massage; Covered 100% after deductible | | | | |
| Osteopathic manipulations | Up to 38 visits per calendar year; Covered 100% after deductible; \$20 office visit copay may apply | Up to 38 visits per calendar year; Covered 80% after deductible; \$20 office visit copay may apply | Up to 38 visits per calendar year; Covered 100% after deductible | Up to 38 visits per calendar year; Covered 100% after deductible | | | | |
| Outpatient physical, occupational and speech therapy | Up to a combined 60 visits per calendar year; Covered 100% after deductible | Up to a combined 60 visits per calendar year; Covered 80% after deductible | Up to a combined 60 visits per calendar year; Covered 100% after deductible | Up to a combined 60 visits per calendar year; Covered 100% after deductible | | | | |
| Bariatric surgery | Covered 100% after deductible | Covered 80% after deductible | Covered 100% after deductible | Covered 100% after deductible | | | | |
| Acupuncture | Covered 100% after deductible | Covered 80% after deductible | Covered 100% after deductible | Covered 100% after deductible | | | | |
| Hearing aids | Covered 100% up to a maximum benefit after deductible | Covered 80% up to a maximum benefit after deductible | Covered 100% up to a maximum benefit after deductible | Covered 100% up to a maximum benefit after deductible | | | | |

MESSA In-Network Plan Comparison - Effective: 1/1/2024 Romeo Community Schools - All Employees

| | MESSA Choices \$500/\$1,000 0% 3-Tier Rx | MESSA Choices \$500/\$1,000 20% 3-Tier Rx | MESSA ABC Plan 1 \$1,600/\$3,200 HSA 0% 3-Tier Rx | MESSA ABC Plan 2 \$2,000/\$4,000 HSA 0% 3-Tier Rx | | | |
|---|---|---|---|---|--|--|--|
| Prescription Drugs | 3-Tier Rx | 3-Tier Rx | 3-Tier Rx (after deductible) | 3-Tier Rx (after deductible) | | | |
| Up to a 34-day supply | | | | | | | |
| Generic drugs | \$10 | \$10 | Free or \$10 | Free or \$10 | | | |
| Preferred brand-name drugs | 20% coinsurance (\$40 min - \$80 max) | 20% coinsurance (\$40 min - \$80 max) | 20% coinsurance (\$40 min - \$80 max) | 20% coinsurance (\$40 min - \$80 max) | | | |
| Nonpreferred brand-name drugs | 20% coinsurance (\$60 min - \$100 max) | 20% coinsurance (\$60 min - \$100 max) | 20% coinsurance (\$60 min - \$100 max) | 20% coinsurance (\$60 min - \$100 max) | | | |
| Preferred specialty drugs (includes generic specialty and preferred brand specialty) Nonpreferred specialty | Specialty drugs included in one of the above pricing categories | Specialty drugs included in one of the above pricing categories | Specialty drugs included in one of the above pricing categories | Specialty drugs included in one of the above pricing categories | | | |
| drugs | | | | | | | |
| 90-day supply | | | | | | | |
| Generic drugs, Preferred brand-name drugs, Nonpreferred brand-name drugs | 2.5x 1-month supply; Available via retail or mail order | 2.5x 1-month supply; Available via retail or mail order | 2.5x 1-month supply; Available via retail or mail order | 2.5x 1-month supply; Available via retail or mail order | | | |
| Additional Information | Additional Information | | | | | | |
| Free preventive drug lists | Affordable Care Act (ACA) Free Preventive Drug Coverage | Affordable Care Act (ACA) Free Preventive Drug Coverage | Affordable Care Act (ACA) Free Preventive Drug Coverage and the Expanded Free Preventive Drug List; These are FREE before you pay your deductible | Affordable Care Act (ACA) Free Preventive Drug Coverage and the Expanded Free Preventive Drug List; These are FREE before you pay your deductible | | | |
| Supplemental Plans | Not included | Not included | Not included | Not included | | | |

[~] The MESSA ABC Plan 1 and Balance+ deductible is subject to change each Jan. 1 to remain HSA-compatible, per IRS rules; out-of-pocket maximums may change based on deductible amounts.

If you have any questions, please contact your MESSA Field Representative, Heather Scott, at 800-292-4910.

This comparison is provided for informational purposes only and MESSA assumes no responsibility or liability for any errors or omissions in the content. Refer to MESSA.org and the plan booklets for additional information.

MESSA Dental plan highlights

MESSA 1475 Kendale Blvd. PO Box 2560 East Lansing, Michigan 48826-2560 517.332.2581 • 800.292.4910

Effective Date: 01/01/2024

MESSA Account: Romeo Community Schools

Employee Group: 145V AFSCME Grounds, Maint, Mechan

Group/Subgroup: 06319-0031

MESSA dental plans are underwritten and administered by Delta Dental of Michigan, a non-profit dental care corporation known for its high quality dental programs. Delta Dental contracts with dentists throughout the U.S. to provide high quality care and 90% of Michigan dentists are in the Delta Dental provider network. MESSA members can easily locate Delta Dental contracting providers by visiting **www.messa.org** and using the provider directory search provided by Delta Dental.

| Diagnostic & Preventive Services 80% | Basic Services 80% | Major Services 60% | Orthodontics 80% |
|---|--|--|---|
| Oral Examination Prophylaxes Topical Fluoride* Brush Biopsy Emergency Pallative Cleanings in 12 Months * Fluoride treatments are payable twice in any period of 12 consecutive months for people up to age 19. Rider (If neither box below is checked, you do not have this coverage.) 3 Cleanings in 12 Months 4 Cleanings in 12 Months | Restorative Crowns** Oral Surgery Endodontic Services — treatment for diseased or damaged nerves. Periodontic Services — treatment for diseases of the gum and teeth-supporting structures. * Bitewing x-rays are payable once in any period of 12 consecutive months. Full mouth panograph is payable once in 5 years. ** Payable once in any 5-year period on the same tooth. Rider (If the box below is not checked, you do not have this coverage.) Sealants: payable on occlusal surface of first permanent molars for patients up to age 9 and for second permanent molars for patients up to age 14 that are free from caries and restorations. | Procedures for the construction of fixed bridgework, enosteal implants, partial and complete dentures. Payable once in any 5-year period for the same appliances. | Necessary treatment and procedures required for the correction of abnormal bite. Orthodontic exam, radiographs and extractions are covered under Diagnostic & Preventive Services and Basic Services. Rider (If the box below is not checked, you do not have this coverage.) Adult orthodontics: removes the age 19 restriction on Orthodontics coverage. |
| \$1,000 annual maximum per person Diagnostic & Preventive Services, Basic Services, and Major Services | | | \$1,000 lifetime maximum per person Orthodontics |

For a complete listing of exclusions and limitations that apply to the plan, refer to the Delta Dental of Michigan certificate booklet.

VSP 3 G Benefits

MESSA 1475 Kendale Blvd. PO Box 2560 East Lansing, Michiga 48826-2560 517.332.2581 • 800.292.4910

Effective Date: 1/1/2024

MESSA Account: Romeo Community Schools

Employee Group: 145V AFSCME Grounds, Maint, Mechan

In-network providers

Out-of-network providers (Maximum reimbursement to patient)

Most eye doctors are in VSP's Signature network. Staying in-network makes sure you get the most value from your benefits and limits your out-of-pocket costs. In-network doctors bill VSP directly as a convenience to you.

A directory of Signature network doctors is available at messa.org/vision or www.vsp.com. Call VSP member services at 800.877.7195 for assistance.

If you choose to see a doctor who is not in the VSP Signature network, your out-of-pocket costs will likely be higher and you must submit the itemized receipts to VSP for reimbursement. For more information, visit www.vsp.com or call VSP member services at 800.877.7195.

| Benefit | In-network provider | Out-of-network provider maximum allowance | |
|---|--|--|--|
| Examination | | | |
| Optometrist Ophthalmologist | No copayment No copayment | \$35 \$45 | |
| Contact lenses (includes examination) | | | |
| Elective lenses to improve vision | \$135 allowance | \$115 | |
| Medically necessary - to correct keratoconus, irregular astigmatism, irregular corneal curvature or vision to 20/70 in the better eye | MESSA pays 100% of the approved amount | \$200 | |
| Eyeglass frames | \$130 allowance | \$55 | |
| Eyeglass lenses | | | |
| Single vision Bifocal Trifocal Lenticular | MESSA pays 100% of the approved amount | \$38 \$60 \$72 \$108 | |
| Eyeglass lens enhancements | | | |
| Rose #1 or #2 tint Rimless Oversize Blended Photochromic | MESSA pays 100% of the approved amount | Member must pay the difference between the approved amount and the provider charge | |
| Progressive | Not covered | _ | |
| Tinted Single vision Bifocal Trifocal Lenticular | MESSA pays 100% of the approved amount | \$42 \$70 \$84 \$118 | |
| Polarized | | | |
| Single vision Bifocal Trifocal Lenticular | MESSA pays 100% of the approved amount | \$56 \$90 \$110 \$138 | |

HSA vs. FSA

What's the difference?

| | Health Savings Account (HSA) | Flexible Spending Account (FSA) |
|---|--|---|
| What is it? | Tax-advantaged account owned by employee that allows the account holder to save and pay for qualified medical expenses | Tax-advantaged accounts owned by employer that allows employee to pay for qualified medical expenses |
| Individuals covered by a high-deductible health plan (HDHP) and who don't have other, non-HDHP coverage | | Any employee, subject to employer-designed exclusions |
| Who can fund it? | • Individual • Employee via payroll deduction • Employer | |
| Maximum annual contributions in 2024? | Individual - \$4,150 Family - \$8,300 (Annual limit is subject to change according to the IRS rules) | • \$3,200 (Annual limit is subject to change according to the IRS rules) |
| Catch-up contributions? | Yes, ages 55 and older until they are enrolled in Medicare at age 65 - \$1,000 | No |
| Is contribution amount adjustable? | Yes | No, unless there is a qualifying life event and the plan document allows for such a change. |
| Year-over-year carryover of unused funds? | Yes. An HSA is a savings tool. If you don't spend the money during the calendar year, it rolls over to the next year. | No, funds are forfeited to the employer at the end of the year unless the plan document allows for a carryover up to \$640. |
| Interest and earnings? | Yes | No |
| Is personal health information private? | Yes, employees do not need to disclose private health information to their employer or HSA administrator to get reimbursed. | No, employee has to provide explanation of expenses to employer and/or FSA administrator to get reimbursed. |
| Investment options? | Yes | No |
| Portability? | Yes, the employee owns the account and can use it in retirement or if they change employers. | No |
| If I close my account, can I receive any remaining balance? | Yes, if the employee is age 65 or older they may close the account and receive any remaining balance without penalties, subject to taxes. | No |
| Can I pay COBRA premiums or other plan premiums with it? | Yes | No |

Additional Benefit Offerings

Employees and dependents enrolled in any of the MESSA medical plans offered are also eligible for the following programs and health resources at no cost:

- Experian Identity Theft and Credit Protection
- NurseLine access 24 hours/7 days a week (1-800-414-2014)
- Livongo Diabetes Management
- MESSA Case Management Programs for most common chronic illnesses:
 - Asthma Case Management Program
 - o Diabetes Case Management Program
 - Cardiovascular Case Management Program
 - Medical Case Management Program
- MESSA Wellness Tools
- Blue365 premier health & wellness discounts

The list above is not all inclusive. All MESSA programs and health resources available to MESSA medical plan enrollees can be found on MESSA's website at www.messa.org.

MESSA Gives You Options

All RCS employees are eligible to enroll or participate in MESSA's variable option plans (voluntary plans) at a minimal cost to the employee.

- Group Supplemental Term Life Insurance
- Group Survivor Income Insurance
- Group Dependent Life Insurance
- Group Short Term Disability Income Insurance
- Group Long Term Disability Income Insurance
- Indemnity Plans (Critical Illness Coverage, Hospital Indemnity Coverage, Accident Coverage)

A summary of the MESSA Variable Option Plans and Rates for those plans can be found at:

https://www.messa.org/pdf/messa gives you options.pdf



ONLINE ENROLLMENT AT A GLANCE



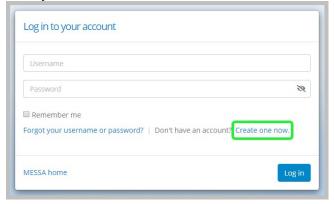






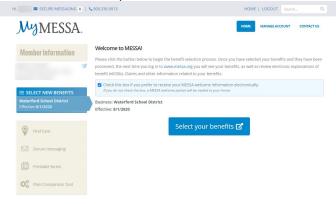
Creating/Logging in to your MYMESSA Account

- Go to www.messa.org
- Click MyMESSA Login
- Log in to your account
- If you do not have an account, Create one now



Accessing MESSA's Online Benefits Website

 Once logged in to your account, click on the "Select your benefits" link in the blue box. (If you do not see this link, please call Member Services at 800.336.0013).



Electing Benefits

Click "Make Benefit Elections"

Demographics

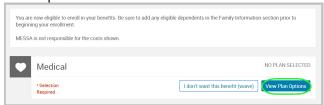
- Review your Demographic Information and make any necessary updates.
- When finished, click the "I agree" box and click "Continue".

Dependents

- Review/add/edit your Family Information.
- When finished, click the "I agree" box and click "Continue".

Benefit Election

 To elect benefits, click on "View Plan Options" Step

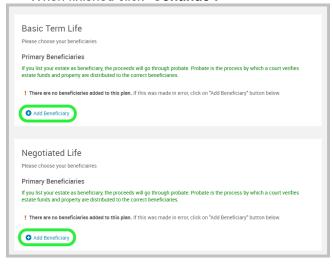


- To cover a dependent, check the box next to their name and click continue.
- To remove a dependent, uncheck the box next to their name.
- Click "Continue".
- Select a benefit plan by clicking "Select".
- When finished electing all benefits, click "Continue" on the right-hand side.



Beneficiaries

- It's recommended that you designate at least one primary beneficiary.
 - Add a beneficiary to this plan from your dependents or add a new beneficiary.
 - Click 'Add Selected'.
 - Percentage total must equal 100%.
- When finished click "Continue".

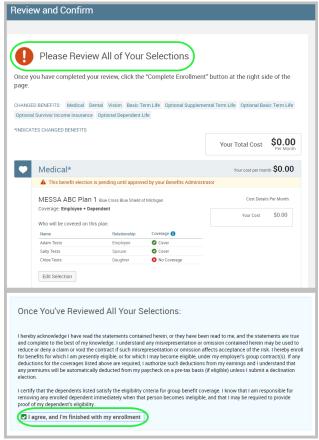


Other Medical Insurance

- If you and/or a dependent are enrolled in MESSA medical coverage and have other medical coverage, you will be required to enter information about the other coverage.
- Click "Yes" next to "Current or Prior Coverages" and enter the following information.
- Once you have entered the information, click "Save".
- If you do not have other medical coverage, keep "Current or Prior Coverages" as "No" and click "Continue".

Review and Confirm

 Now that you have elected all of your benefits, review your selections and scroll to the bottom of the page to view the "Participation" statement. Check the "I agree, and I'm finished with my enrollment" box.



Confirmation Statement

 You may view, email, or print your confirmation statement.



Enrollment Forms



Health Benefit Opt Out

Group ID 145 (All Groups)

For the period from January 1, 2024 – December 31, 2024

I elect to forgo participating in health care coverage offered by Romeo Community Schools. Depending on current contract language, I agree that in lieu of health care coverage, I will receive a monthly stipend incentive. I further understand that the stipend incentive amount will be paid monthly in the first pay of the month and added to my taxable wages.

If I am employed less than full time, I acknowledge that the stipend will be prorated in proportion to the percentage equivalent to my employment status (i.e., 80%, 50%, etc.) and current contract language.

Selection and enrollment in the Opt Out program after the first of the month, will result in the payment of the Opt Out stipend beginning with the following month payable in first pay of that month. If eligible for non-medical coverage (Dental, Vision, Life & LTD), complete the necessary online enrollment. Contact the Employee Compensation Coordinator information regarding the MESSA online benefits enrollment.

| I hereby acknowledge that I am covered by other health coverage with: | |
|---|------------------|
| Carrier Name: | Subscriber Name: |
| Policy/Contract Number: | Group Number: |
| Medical Insurance Effective Date: | |
| (A photocopy of insurance card must be attached to this form.) | |
| I understand that I may not modify this selection except, during the normal Open Enrollment dates, within 30 days of my current coverage being cancelled, life status change, or as approved by the carrier. The stipend amount paid will be according to the current contract language. | |
| The superior amount paid will be according to the current contract language. | |
| Effective Date: Print N | lame: |
| Signature: | Date: |
| Return form and attachment via scan to: | |
| Romeo Community Schools – Business Services Department | |

Employee Compensation Coordinator

employeebenefits@romeok12.org