

2008 HEALTH PLAN CHANGES
For ATU, CSEA-LIBRARY AND ADMINISTRATION
EFFECTIVE January 1, 2008

The following changes apply only to benefit eligible employees covered by the **ATU** and **CSEA-Library** bargaining agreements and employees covered by the County **Administrative Rules**.

1. The RMSCO Traditional Plan will become the RMSCO Traditional Plan – Preventative. This plan will include the following enhancements which are covered at 100%. The rates for both RMSCO Traditional Plans will be the same.

- PSA (Prostate Specific Antigen test)
- Colonoscopy
- OB-GYN Routine Exams
- Pap Smears

To offset the costs of these enhancements the following adjustments have been made:

- Physical therapy sessions changed from 40 to 24 visits annually.
- For major medical out-patient procedures the employees share of the cost changed from 20% to 30%. Employee annual maximum out-of-pocket costs will remain at \$400.
- Employees share of cost of surgery changes from 0% to 10% with an annual maximum out-of-pocket of \$500.

2. The County will also offer the above employees an optional new low cost Traditional plan, the RMSCO Advantage Plan. This plan provides lower employee premium costs with a corresponding modification of benefits. Please Note: selecting to enroll in this plan is a **PERMANENT** selection. The employee/retiree will not be allowed to change to another health plan at any time in the future.