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HUMAN RESOURCES

October 1, 2010

Ms. Diana Overhauser
Collin County Human Resources Manager
2300 Bloomdale Rd. Suite 4117
McKinney, TX 75071

Dear Ms. Diana Overhauser:

Texas Association of Counties Health and Employee Benefits Pool (TAC HEBP) would like to thank you for your continued participation in CountyChoice Silver (CCS). The Federal Health Care Reform has had a significant impact on benefits available for retirees. As a result our program will be changing next year, and we want you to know about the new program that will be offered. You, as their former employer, must elect whether or not CCS will continue to be offered to your retirees.

The Medicare Advantage Plans will no longer be a viable program for retirees. A request for proposal for an alternative supplemental program brought us several options to consider. After review, we have decided to partner with UnitedHealthcare (UHC) to bring our members a retiree medical supplement plan, with richer benefits and lesser out of pocket expenses for the retirees, at a reasonable premium. The new program goes into effect as of January 1, 2011. Retirees will now have Medicare as their primary benefit and UHC as a supplement with a prescription drug plan, if RX is selected as an option to offer your retirees. The billing methods will remain the same and retirees will have improved benefits with access to a NurseLine, Disease Management, Wellness advice, and various discount programs.

Enclosed you will find a current 2010 summary of benefits and rate sheet for the new plan being offered. As you may be aware, the national changes to our health care benefits have happened rather quickly and we must ask you to respond to this option quickly as well. In order for us to act within the guidelines specified by the Centers for

Medicare and Medicaid (CMS) we must have your approval to offer this benefit to your retirees by October 15, 2010.

In the meantime, we will mail an announcement letter to your retirees informing them of the upcoming plan change and include a current summary of benefits for review. Retirees will be referred to you if they have any questions. Once your group has voted to offer the UnitedHealthcare supplement plan, retirees will be mailed an enrollment packet (with an updated 2011 summary of benefits) directly from UnitedHealthcare. All applications from the retirees have to be submitted by December 1, 2010 in order to be effective January 1. There will not be an opportunity for late enrollment this year as the federal programs are operating within a limited schedule to implement all of the changes that are occurring.

If your group elects to discontinue the CountyChoice Silver program, a cancellation notice will be sent by Aetna to each retiree currently on the plan; however we do not know in what timeframe that will occur. We encourage you to communicate with your retirees about the outcome of your decision so they will know their options. We have provided an enrollment list for your convenience.

We appreciate your efforts to respond to this program change without delay. Please review the summary of benefits and sign the attached group authorization form and fax it back to Melissa Lopez at 512-481-8481, by **October 15, 2010**, if you have any questions, please contact Melissa at 1-800-456-5974 ext. 3463.

Sincerely,



William P. Norwood
Manager, Employee Benefits Program

Enclosures:

- Summary of Benefits
- Program Requirements and Procedures
- Authorization Forms
- Member Contact Designation
- Copy of Letter to Retirees
- Current Retiree Enrollment List