

# Employee Benefits News

For LCPS Employees - January 31, 2023

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## Cigna Network Change

### Privia Medical Group



LCPS is committed to providing a comprehensive and affordable medical plan for our employees and retirees.

As a self-insured medical plan, LCPS pays the cost of your medical claims. Cigna is the administrator of our medical plan and manages the provider network, coverage determinations, pricing and payment of claims. Cigna negotiates with providers on our behalf to ensure we are able to maintain affordable healthcare for our employees. Higher prices result in higher costs to LCPS, higher coinsurance and deductibles for employees and their families and can ultimately result in higher premiums for everyone.

In some cases, providers are not willing or able to agree to Cigna's negotiated rates and choose to leave the network. This is the case with Privia Medical Group. If an agreement is not reached by February 20, 2023, Privia Medical Group will no longer be an in-network provider with Cigna.

If you are a patient of Privia Medical Group, or any other provider that leaves the Cigna network, you would received a letter from Cigna outlining your options as stated below.

- You may continue to see the non-participating provider at the higher out-of-network rate (see [plan documents](#) for deductibles and coinsurance for out-of-network services). Using out-of-network providers will result in higher costs to you.
- Cigna can help you find another provider that participates in the Cigna network. Cigna is available to help you 24 hours a day, 7 days a week at 1-800-244-6224 or you can search for providers through your Cigna account at [www.mycigna.com](http://www.mycigna.com).

We understand that changing providers is not always easy or desirable but we hope that having options and the support of Cigna customer service will make the transition as seamless as possible.

[myCigna Website](#)

## Lytle EAP

### YOUR Employee Assistance Program

The Lytle Employee Assistance Program is a **free, confidential** benefit to help LCPS employees and their dependent family members balance work and personal issues. Whether you need counseling, a referral or assistance with daily living issues such as legal/financial, child care, pet care, housing services, education, elder and adult care - no issue is too small or too large to contact your EAP!

You can connect with a qualified EAP professional through their toll-free number or visit their website for live chat and online service request options.

Need Help?



**800-327-7272**  
Call for Support



**Live Chat**  
8am-5pm EST, Mon.-Fri.

#### Online Service Request Forms

##### Request Form for Counseling

Schedule an appointment with a counselor to address personal, work or life issues. Complete this form.

[CLICK HERE](#)

##### Request Form for Daily Living Issues

Request forms and referrals that are designed to assist you. These items can include financial, child care, pet care, housing services, education, elder and adult care and more.

[CLICK HERE](#)

Phone: 1-800-327-7272

Website: [www.mylifeexpert.com](http://www.mylifeexpert.com) (use Company Code LCPSCHOOLS to register).

[MyLifeExpert EAP Website](#)

Log in to access the Request Forms highlighted above.

# Did You Check Your 2023 Benefit Deductions?

All new 2023 benefit deduction amounts should be reflected in your **January 27, 2023** paycheck. Please take a moment to look at your payslip in [Oracle Self-Service](#) to ensure your benefit deductions are as you expect. Contact us at 571-252-1810 or

[lcpshealthwellness@lcps.org](mailto:lcpshealthwellness@lcps.org), no later than Monday, February 6, if you have any questions or issues.

Pre Tax Deductions	
Description	Current
VRS EE Defined Bnft	
Medical and Rx	
Dental	✓
Vision	
Voluntary 403B	

After Tax Deductions	
Description	Current
OPT Life Spouse	
OPT Life Employee	
LTD	✓
Critical Illness	
Accident Injury	
OPT Life Child	

## Employee Benefits Website



## Financial Wellness Webinar - Creating a Budget

Tuesday, February 28

5:00 - 6:00 pm

Registration Required

Mark your calendar! Plan to join us for this LIVE webinar hosted by Lincoln Financial Group. Learn about creating a budget and see a demo of WellnessPath, a new FREE tool that can help you manage it all. At the end of the webinar, we will be reminding you of ways to earn up to \$330 in 2023!

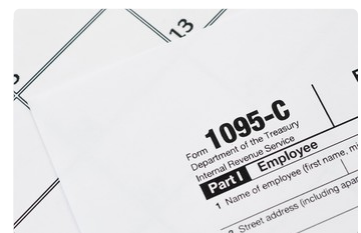
## Financial Wellness Webinar Registration

Coming Soon!

## Tax Form 1095-C

The IRS Form 1095-C reports to the IRS whether you had the minimum essential coverage required under the Affordable Care Act and which months of the year you had the qualified coverage.

Like prior years, you do not need to wait to receive your 1095-C to file your taxes. If you and your family members had the minimum essential coverage for every month of the year, you simply check a box on your tax return to report that coverage. The 1095-C does not need to be submitted with your taxes but should be kept with your tax records.



The deadline for distributing Form 1095-C has been extended to March 2, 2023. Your 1095-C for 2022 will be mailed to your address of record, no later than March 2, 2023.

## IRS 1095 Q&A

## Retirement Information Sessions

Are you planning to retire in the next year? We are offering two live virtual information sessions each month to provide you with all of the details you need to get started.



### Retirement: Your Next Steps

After attending the "Are you Ready to Retire?" session, your next step is to attend a "Retirement: Your Next Steps" information session. This session is best for employees who are within four months of retirement and will guide you through the VRS and LCPS retirement application process.

**Wednesday, February 8**

**5:00 - 6:30 p.m.**

[Registration Required](#)

### Retirement: Are you Ready to Retire?

This session will guide you through important decisions such as when to retire and selecting a benefit payout option. This session will demonstrate using myVRS to plan for retirement and review LCPS retirement benefits. This is your first step if you are planning to retire this year or just want to start planning.

**Monday, February 13**

**5:00 - 6:30 p.m.**

[Registration Required](#)

Find more upcoming sessions and on-demand versions of the presentations on the [VRS Information Session](#) page of our website - found under Retirement Preparation.

## Applying for Retirement Webpage

**Move with Purpose Fitness Challenge**

Challenge yourself to meet or exceed the 28,000 step goal! Meet the weekly goal and log your steps for your chance to win the \$100 weekly prize. Winners are randomly selected from all participants that meet the weekly goal. Next week it could be you!



### **Congratulations to our most recent \$100 winners!**

- Leah Williams, Elaine E. Thompson Elementary
- Polly Chin, Seldens Landing Elementary

If you have not registered for the Move with Purpose Fitness Challenge, [register today!](#)

## Move With Purpose Fitness Challenge

### **Cigna Office Hours**

Get help with your Medical Plan or Flexible Spending Account questions. Schedule a personal appointment with a Cigna Representative!



#### **Wednesday, February 1**

**9:00 a.m. – 5:00 p.m.**

**Phone Appointments**

#### **Friday, February 17**

**10:00 a.m. - 6:00 p.m.**

**Phone Appointments**

To request an appointment, send an email to [LCPSInquiries@cigna.com](mailto:LCPSInquiries@cigna.com) and include:

- Date you would like to meet
- Times you are available on that date (provide multiple options, if possible)
- Reason for the meeting (ex: help with a medical claim, learn about the HDHP, FSA question, etc.)

A Cigna Care Advocate will contact you directly to schedule your meeting time.

[myCigna Website](#)

### **Events and Happenings**

Cigna Office Hours - Wednesday, February 1

Minimizing Worry to Maximize Your Life EAP Webinar - Wednesday, February 8

Retirement: Your Next Steps Information Session - Wednesday, February 8

Retirement: Are You Ready to Retire? Information Session - Monday, February 13

Creating a Respectful Workplace EAP Webinar - Thursday, February 16

Cigna Office Hours - Friday, February 17

Creating a Budget Webinar - Tuesday, February 28

## Events and Happenings

Visit our Employee Benefits Calendar for more information and to register.



## Employee Benefits

A pdf of all newsletters can be found on [our website](#).

📍 21000 Education Court, Broadla...

✉ [lcpshealthwellness@lcps.org](mailto:lcpshealthwellness@lcps.org)

☎ 571-252-1810

🌐 [lcps.org/benefits](https://lcps.org/benefits)

## ONE LCPS