



2026-2027 Open Enrollment

Travis County - Get to Know Your Benefits

August 16, 2026- August 31, 2026

United
Healthcare

Agenda

- 2026-2027 Changes
- Medical Benefit Changes
- Additional Benefits
- UHC Tools & Resources
- Your Next Steps





2026-2027 Changes

2026-2027 Changes

- Deductible Increased on all plans
- Combined Medical & RX Out of Pocket max
- PPO coinsurance increasing to 20% from 15%
- Copay changes EPO/PPO
- EPO/PPO Minor Labs & x-rays now covered at 100%
- EPO/PPO Major Labs & x-rays subject to deductible and coinsurance
- Increased HSA contribution limits
 - \$4,500 for self-only coverage (\$100 increase)
 - \$9,000 for family coverage (\$200 increase)
- Change to FSA (Flexible Spending Account) maximum contribution
 - Increased from \$3,300 to \$3,400

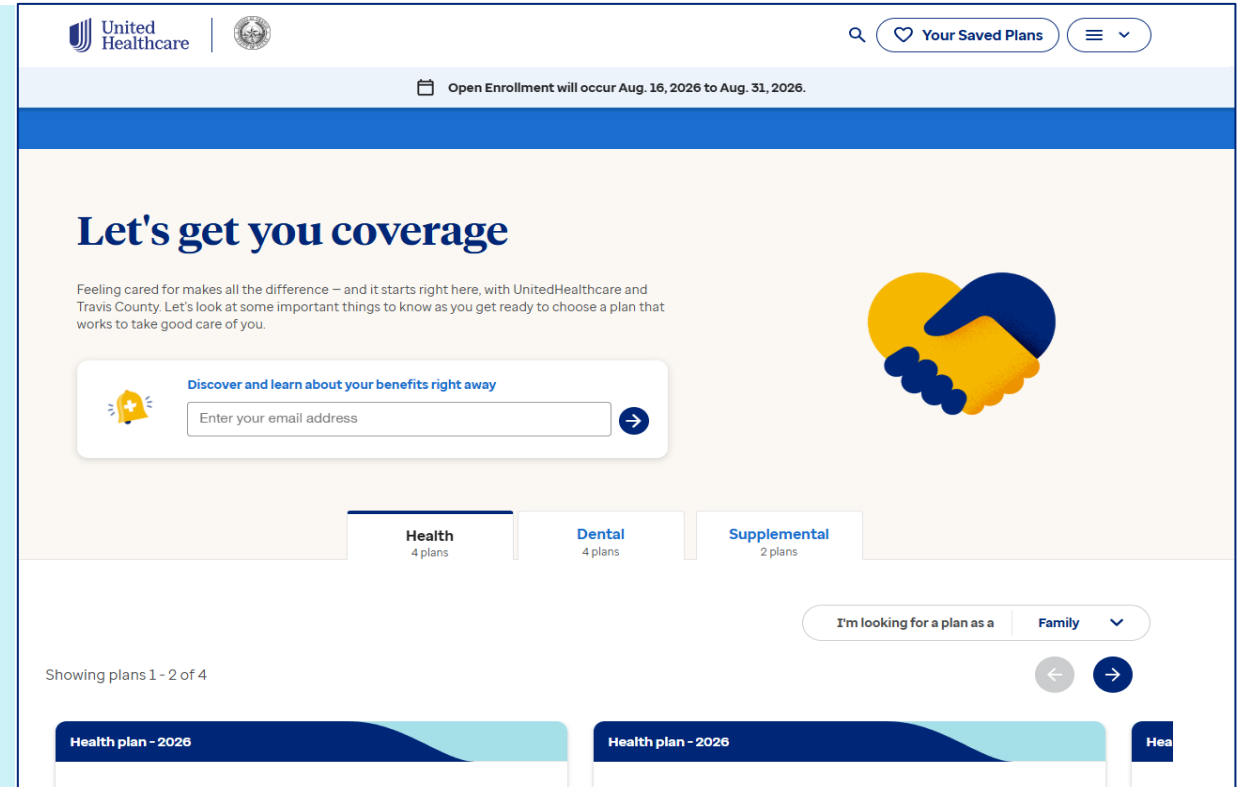


Plan Comparison Tool

Where you can easily find information about available UnitedHealthcare plans.

Visit exploreuhcplans.com/traviscounty to view plan highlights as well as:

- ✓ Check benefit coverage
- ✓ Compare Medical Plans
- ✓ Compare Dental Plans
- ✓ Search network providers(Medical/Dental)
- ✓ Discover additional programs and resources designed with your health in mind





Medical Benefits

Medical Premiums

Monthly premiums

	Employee only	Employee + 1 adult	Employee + 1 chld	Employee + children	Employee + adult + chld	Employee + adult + children
EPO	\$173.00	\$808.00	\$372.00	\$646.00	\$1,113.00	\$1,404.00
PPO	\$42.00	\$401.00	\$118.00	\$278.00	\$592.00	\$771.00
Consumer Choice	\$0.00	\$270.00	\$37.00	\$163.00	\$419.00	\$566.00
High Deductible	\$0.00	\$251.00	\$19.00	\$146.00	\$401.00	\$545.00

Per-pay-period premiums

	Employee only	Employee + 1 adult	Employee + 1 chld	Employee + children	Employee + adult + chld	Employee + adult + children
EPO	\$86.50	\$404.00	\$186.00	\$323.00	\$556.50	\$702.00
PPO	\$21.00	\$200.50	\$59.00	\$139.00	\$296.00	\$386.50
Consumer Choice	\$0.00	\$135.00	\$18.50	\$81.50	\$209.50	\$283.00
High Deductible	\$0.00	\$125.50	\$9.50	\$73.00	\$200.50	\$272.50



Medical Plan Options

Plan comparison of options you have & savings accounts available for each one

PPO Plan

- Deductible: \$1,000 / \$2,500
- Plan pays 80%
- Combined OOP Max: \$6,000 / \$12,000
- Specialist Copay: \$45→\$60
- Minor Labs/X-rays covered 100%
- Major Diagnostics(MRI,CT, PET, In office) Ded/co-insurance
- ER Copay: \$300→\$400
- Medical & Dependent Care FSA eligible

Consumer Choice

- Deductible: \$750 / \$1,875
- Plan Pays 80%
- Combined OOP Max: \$5,000 / \$10,000
- Medical & Dependent Care FSA eligible

High-Deductible Health Plan

- Deductible \$1750 Ind / \$3500 Fam
- Plan pays 90%
- Combined OOP Max: Ind \$5000/Fam \$6,500
- HSA Eligible

EPO Plan (No New Enrollments)

- Deductible: \$800 / \$2,000
- Combined OOP Max: \$6,500 / \$13,000
- Specialist Copay: \$50→\$65
- Minor Labs/X-rays covered 100%
- Major Diagnostics(MRI,CT, PET, In office) Ded/co-insurance
- ER Copay: \$300→\$400
- Medical & Dependent Care FSA eligible

- **Review your FSA contribution limits and elect the amount you want to contribute for this plan year.**



Previewing what you'll pay by plan

	PPO Plan		Consumer Choice		High Deductible		EPO Plan <i>(No New Enrollments)</i>	
	Network	Out-of-network	Network	Out-of-network	Network	Out-of-network	Network	Out-of-network
County Contribution to HSA	N/A		N/A		\$500 Individual/\$1,000 Family		N/A	
Employee Contributions limit to HSA	N/A		N/A		\$4,500 Individual/\$9,000 Family		N/A	
Deductible								
Individual	\$1000	\$3000	\$750	\$2,250	\$1,750	\$4,500	\$800	N/A
Family	\$2500	\$7,500	\$1,875	\$5,625	\$3,500	\$9,000	\$2,000	N/A
Combined Medical/RX Out-of-pocket limit								
Individual	\$6,000	\$10,000	\$5,000	\$10,000	\$5,000	\$10,000	\$6,500	N/A
Family	\$12,000	\$20,000	\$10,000	\$20,000	\$6,500	\$20,000	\$13,000	N/A
Coinsurance								
	20%	40%	20%	40%	10%	40%	0%	N/A
Medical Office Visit								
Primary care provider (PCP)	\$30 copay	40% after deductible	20% after deductible	40% after deductible	10% after deductible	40% after deductible	\$35 copay	Not Covered
Specialist	Tier1 \$30 copay \$60 copay	40% after deductible	20% after deductible	40% after deductible	10% after deductible	40% after deductible	Tier1 \$35 copay \$65 copay	Not Covered

Please read your plan documents. Additional information such as benefit details, plan limitations and exclusions, and the costs of coverage can be found in the Summary of Benefits.



Previewing what you'll pay by plan

	PPO Plan		Consumer Choice		High Deductible		EPO Plan (No New Enrollments)	
	Network	Out-of-network	Network	Out-of-network	Network	Out-of-network	Network	Out-of-network
Other services								
Minor Lab and X-ray	100% covered	40% after deductible	20% after deductible	40% after deductible	10% after deductible	40% after deductible	100% covered	N/A
Major Diagnostic (MRI, CT Scan, PET Scan)	20% after deductible	40% after deductible	20% after deductible	40% after deductible	10% after deductible	40% after deductible	0% after deductible	N/A
Home Health	20% after deductible	40% after deductible	20% after deductible	40% after deductible	10% after deductible	40% after deductible	0% after deductible	N/A
Durable Medical Equipment	20% after deductible	40% after deductible	20% after deductible	40% after deductible	10% after deductible	40% after deductible	0% after deductible	N/A
Hospital Services								
Hospital Admission	20% after deductible	40% after deductible	20% after deductible	40% after deductible	10% after deductible	40% after deductible	\$1,500 per confinement, then deductible	N/A
Outpatient Surgery	20% after deductible	40% after deductible	20% after deductible	40% after deductible	10% after deductible	40% after deductible	\$800 per surgery, then deductible	N/A
Emergency Room	\$400 Copay	\$400 Copay	20% after deductible	20% after deductible	10% after deductible	10% after deductible	\$400 copay	\$400 copay

Please read your plan documents. Additional information such as benefit details, plan limitations and exclusions, and the costs of coverage can be found in the Summary of Benefits.





Dental Benefits

Dental Premiums

Dental plan monthly premiums

	Prepaid DHMO Plan	Basic PPO Plan	Preferred PPO Plan	Preventive Only Plan
Employee only	\$11.94	\$24.12	\$37.70	\$13.44
Employee + 1 adult	\$19.18	\$45.88	\$75.34	\$26.86
Employee + 1 child	\$19.18	\$45.88	\$75.34	\$26.86
Employee + 2 or more children	\$25.70	\$75.54	\$117.90	\$37.18
Employee + 1 adult + 1 child	\$25.70	\$75.54	\$117.90	\$37.18
Employee + 1 adult + 2 or more children	\$30.10	\$97.30	\$155.60	\$53.76

Per-pay-period premiums

	Prepaid DHMO Plan	Basic PPO Plan	Preferred PPO Plan	Preventive Only Plan
Employee only	\$5.97	\$12.06	\$18.85	\$6.72
Employee + 1 adult	\$9.59	\$22.94	\$37.67	\$13.43
Employee + 1 child	\$9.59	\$22.94	\$37.67	\$13.43
Employee + 2 or more children	\$12.85	\$37.77	\$58.95	\$18.59
Employee + 1 adult + 1 child	\$12.85	\$37.77	\$58.95	\$18.59
Employee + 1 adult + 2 or more children	\$15.05	\$48.65	\$77.80	\$26.88



Dental Plan Options

*Preventive care is covered at 100% when you see a network dentist

DHMO/Exclusive Network Dental Plan

- In-network benefits only
- No referrals, no primary dentist required, no deductible, no annual maximum
- Set copays for dental services
- Provider network: National Exclusive Network Plan

Basic PPO

- Annual maximum: \$1500
- Consumer Max Multiplier reward amount of \$400, plus an additional \$100 if only network providers are used
- Provider Network: National PPO 20

Preferred PPO Plan

- Annual maximum: \$2000.00
- Consumer Max Multiplier reward amount of \$500, plus an additional \$100 if only network providers are used
- Provider Network: National PPO 30

Preventive Only Plan

- No deductible, annual Maximum \$750.00
- Covers preventive care services only
- Provider Network: National PPO 30



Previewing what you'll pay by plan

	DHMO Plan / ENDP	Basic PPO Plan	Preferred PPO Plan	Preventive Only Plan
	Network Benefits	Network Benefits	Network Benefits	Network Benefits
Network Name	National Exclusive Network Plan	National PPO 20	National PPO 30	National PPO 30
Calendar-year deductible	\$0	\$50	\$50	\$0
Annual Maximum	No Maximum	\$1,500	\$2,000	\$750
Consumer MaxMultiplier	\$0	\$400	\$500	\$0
Preventive Services				
Routine Oral Exams, routine cleanings, fluoride treatment (frequency Limitations)	100% no copay	100% no deductible	100% no deductible	100% no deductible
Basic Restorative Services				
Fillings, all other x-rays, simple extractions	Various Copays	Plan pays 80% Member pay 20%	Plan pays 80% Member pay 20%	Not Covered
Major Services				
Crowns, bridgework, dentures, oral surgery, extractions, endodontics, periodontics, implants	Various Copays Implants not covered	Plan pays 50% Member pays 50%	Plan pays 50% Member pays 50%	Not covered
Orthodontia				
Adult & Child	Various Copays	Plan pays 50% up to a \$1,000 lifetime maximum	Plan pays 50% up to a \$1,000 lifetime maximum	Not covered
Out-of-network coverage	Not Covered	Maximum Allowable Charge(MAC)	90 th Percentile of UCR	90 th Percentile of UCR



Additional Benefits

Your UHC Health Coach

Health Coaching is available to support you with:

- Nutrition
- Physical activity
- Stress management
- Chronic condition prevention/management
- Navigating UHC Tools & Resources

Online scheduling: [Calendly - Frances Diep](#)

Phone: 512-539-6374 (text/call)

Email: Frances.diep@traviscountytexas.gov



Frances Diep, RDN, LDN, CDCES

Registered & Licensed Dietitian Nutritionist
Certified Diabetes Care & Education Specialist



Access Your Additional Benefits!

Scan the QR codes to
learn more.

On myuhc.com:

**Coverage &
Benefits>Additional
Benefits**

On the UHC app:

**Benefits > Additional
Benefits**

**Why is UHC calling? To
help get you connected!**



UHC Programs & Resources

Travis County Plan Comparison Tool Explore and compare your plan options   exploreuhcplans.com/traviscounty	UHC App Find in-network care and access benefits  
One Pass Select Fitness membership & wellbeing program  	Real Appeal Weight management support program  
Kaia Health Virtual physical therapy program  	Maven Maternity & Newborn Care Support for pregnancy, postpartum, and newborn care from conception to 12-weeks postpartum  

Questions?

Frances Diep, Travis County's UHC Health Coach
QR code: online scheduling; Cell: 512-539-6374
Email: frances.diep@traviscountytx.gov





UHC Programs & Resources

Calm Health Digital mental health support  	Virtual Behavioral Coaching Mental health coaching support for ages 18+  
Bend Health- Child & Family Behavioral Coaching Mental health support for ages 1-25 & caregivers (child must be on health plan)  	Teladoc Health For support with diabetes & high blood pressure  
2nd MD Physician medical consultation for 2 nd opinion  	24/7 Virtual Visits Visit with a doctor 24/7 for \$54 or less  

Questions?

Frances Diep, Travis County's UHC Health Coach
QR code: online scheduling; Cell: 512-539-6374
Email: frances.diep@traviscountytx.gov







UHC Tools & Resources

Myuhc.com / UnitedHealthcare app

Personalized interface enables employees to self-serve and best manage their benefits and health priorities

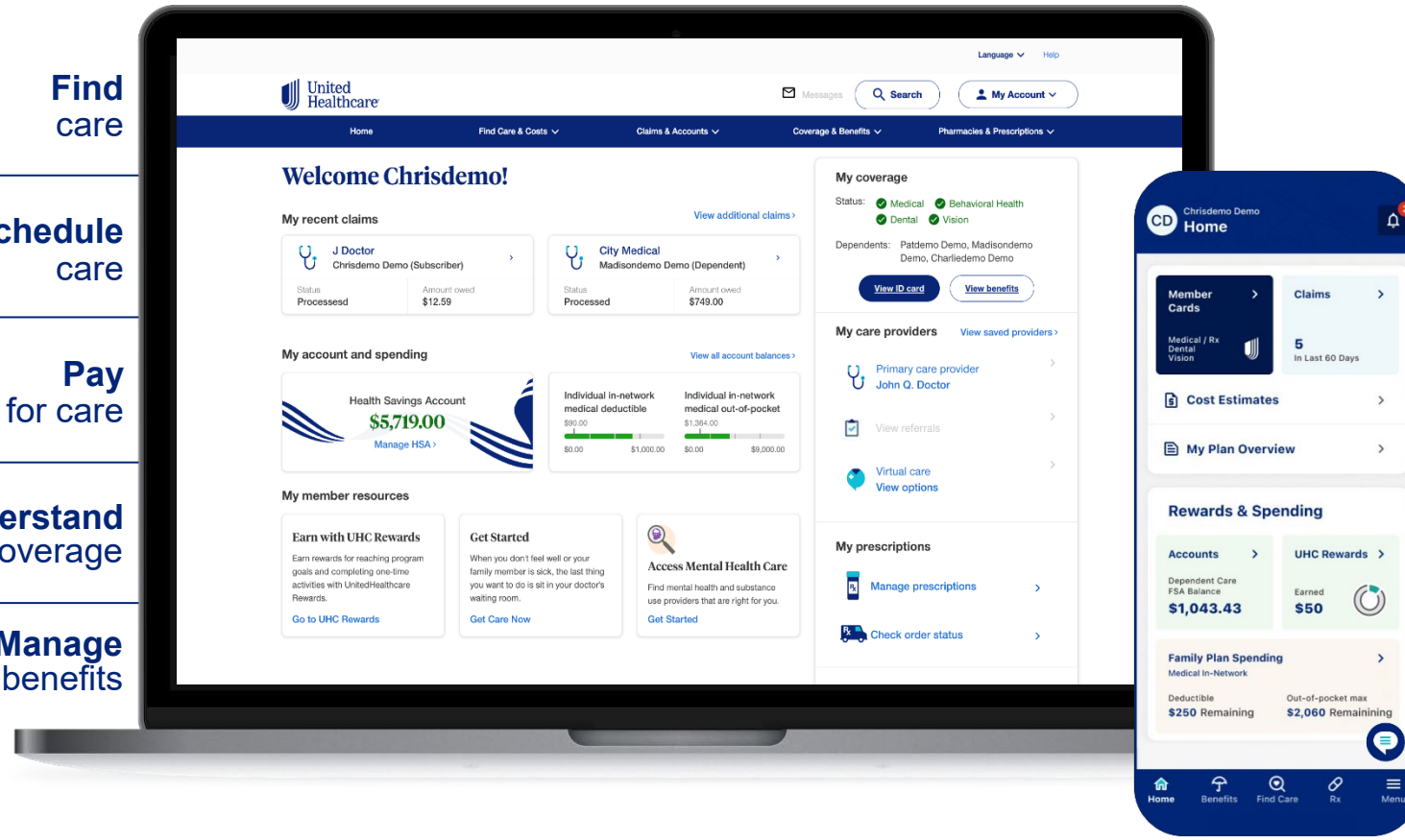
Find
care

Schedule
care

Pay
for care

Understand
coverage

Manage
health and benefits



- ✓ **Digital ID cards** available to add to your digital wallet
- ✓ **Click to chat** with designated client advocacy team
- ✓ **Personalized** recommendations
- ✓ **Spending review** and savings insights
- ✓ **Provider search alerts** (e.g., out-of-network, network changes)
- ✓ **Claim trackers** (including prior authorizations and appeals)
- ✓ **Provider pricing**



Download the
UHC app



24/7 Virtual Visits

Urgent, nonemergency care for all ages

24/7 Virtual Visits provide urgent care for common medical conditions, offering:



Access to a certified care provider at any hour, every day



Care for all ages — kids as well as adults



Treatment for a wide range of health conditions



Prescriptions for medications, as permitted*

*Certain prescriptions may not be available, and other restrictions may apply.





Pharmacy Benefits

Member guide to better health.

GETTING STARTED WITH
RIGHTWAY PHARMACY BENEFITS



Today's agenda.

- 01 Rightway overview.

- 02 App & website tools.

- 03 Transition support.

- 04 Mail-order & Specialty partners.

- 05 How to connect with Rightway.



Rightway overview.

Rightway provides pharmacy benefits that support members.

OCT 1, 2026 START DATE

Starting October 1, 2026, Rightway will be the new pharmacy benefits manager for all Travis County employees and their family members covered by an eligible plan.

Rightway offers a more personalized way to manage prescriptions, with an easy-to-use app and expert support from licensed pharmacists and pharmacy technicians.

Personalized, one-on-one support.

Rightway's expert pharmacy team is here to ensure a seamless transition and help Travis County members manage prescription needs. Rightway is the *pharmacist in the family* for Travis County members.

HERE'S HOW RIGHTWAY SAVES MEMBERS TIME AND MONEY:

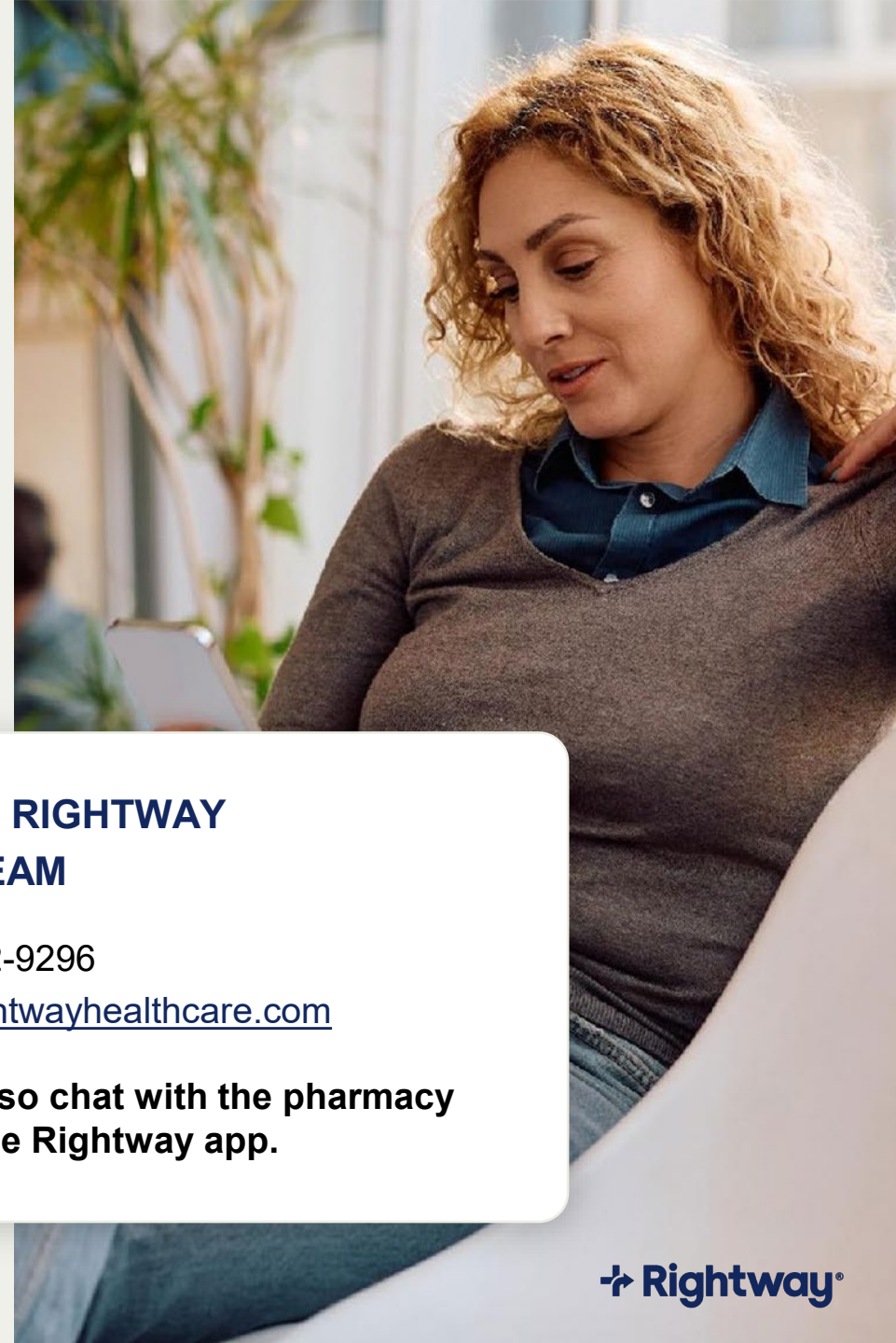
- + Help understand prescription drug coverage.
- + Contact providers to obtain prior authorization.
- + Enroll members in medication cost savings programs.
- + Coordinate mail-order and specialty prescriptions.
- + Switch members to cost-effective generic or biosimilar drugs when appropriate.
- + Answer questions about medication administration and side effects.

CONTACT THE RIGHTWAY PHARMACY TEAM

Phone: (833)502-9296

Email: rwrx@rightwayhealthcare.com

Members can also chat with the pharmacy team through the Rightway app.



Member ID card.

New combined medical (UHC) and prescription (Rightway) ID cards will be arriving in the mail.

Members will need to present this combined ID card when filling a prescription after **October 1, 2026** so the pharmacy can process the new benefit information.



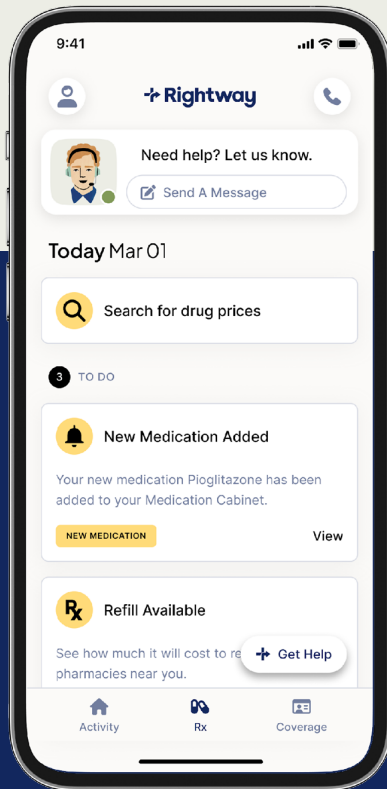
A digital copy will also be available in the Rightway app.

A large, light blue rounded rectangle with a thick border, positioned on the left side of the slide, partially enclosing the main text.

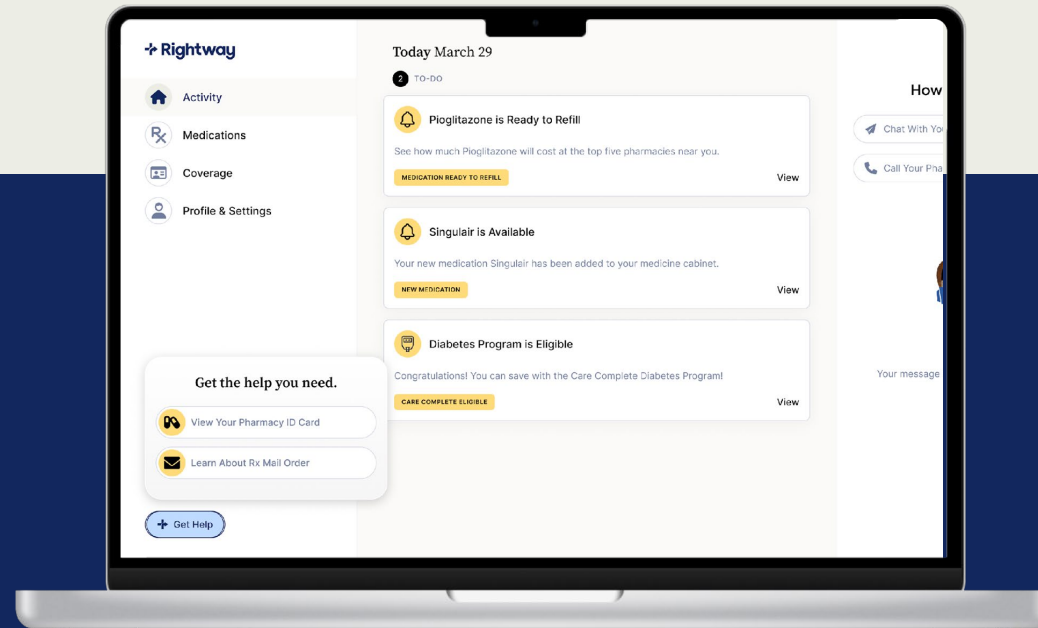
App & website overview.

Member's choice of communication.

IOS AND ANDROID



WEB PORTAL



PHONE CALL OR EMAIL



Connect with us in the Rightway app.

01

CONNECT WITH RIGHTWAY

Tap the “Send A Message” field to connect with your pharmacy team.

02

REVIEW YOUR LATEST UPDATES

The activity screen displays your latest updates.

03

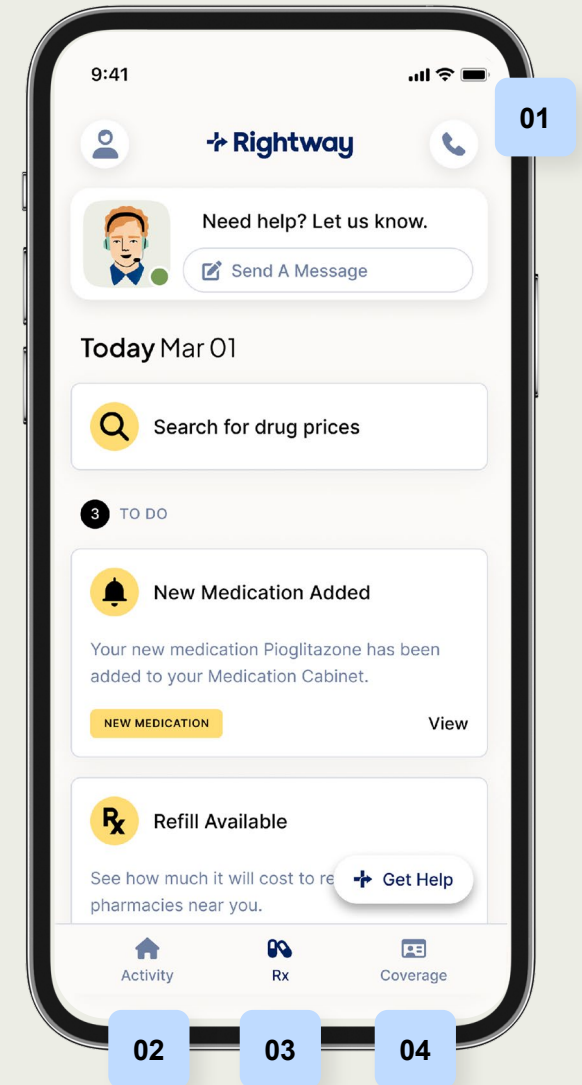
VIEW PRESCRIPTIONS AND FIND A PHARMACY

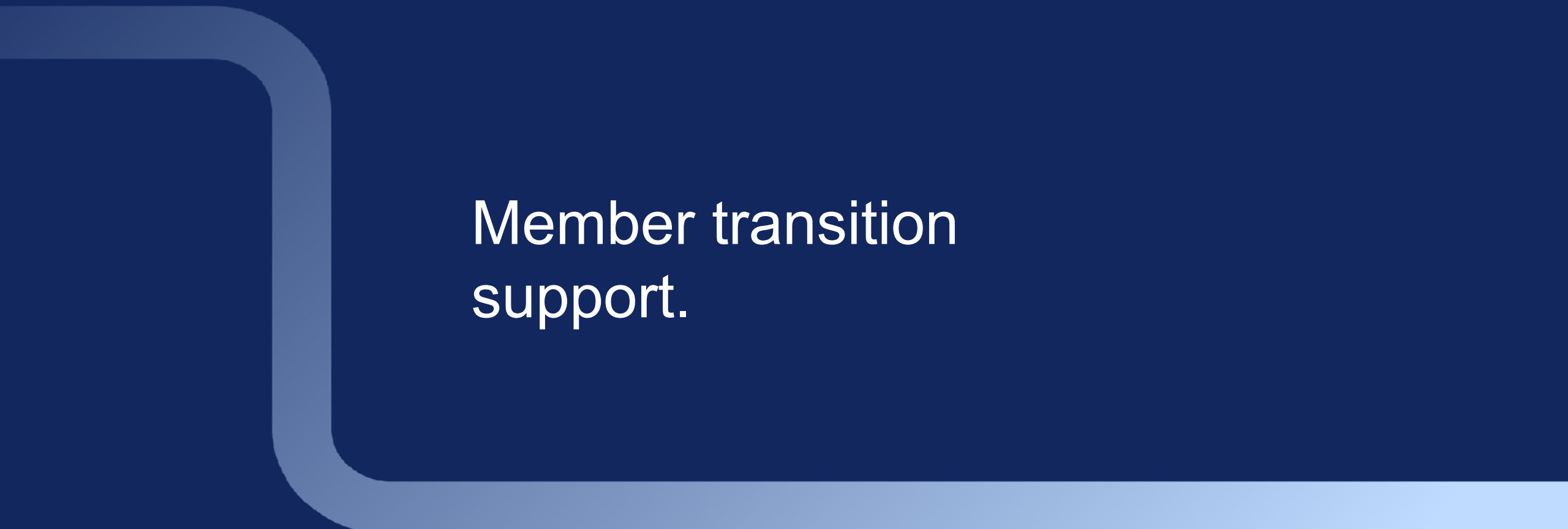
Find active and pending prescriptions, your medication history, and recommendations for the best pharmacy with the lowest price.

04

VIEW RX COVERAGE

View a breakdown of your pharmacy benefits and your digital ID cards.

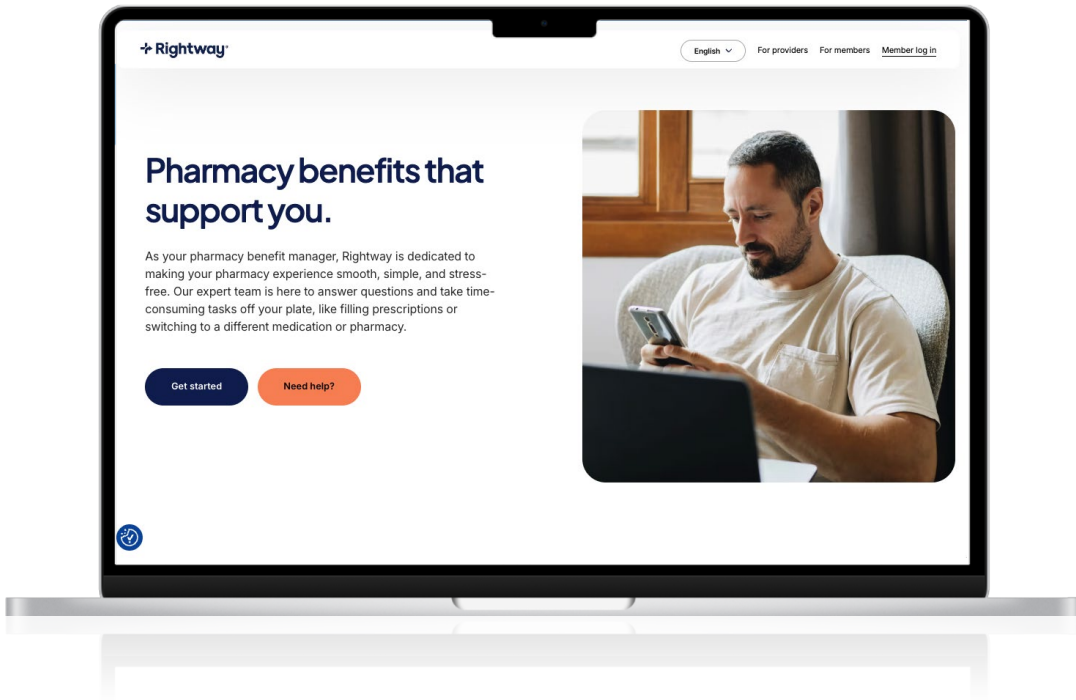


A large, light blue rounded rectangle with a thick border, positioned on the left side of the slide, partially enclosing the text.

Member transition
support.

Prescription coverage.

Rightway gives members access to high-quality medications that offer the best clinical outcomes at the lowest costs.



Our formulary lists all the medications covered under the new plan. Members can view it online by clicking the “**Search coverage**” link on joinrightway.com/rx.



Use the formulary search tool to view your medication's coverage status and other important details, like whether it requires prior authorization or is considered a specialty medication.



If coverage for a current medication is changing, members will receive a letter in the mail with details on alternative options covered under the plan. The Rightway pharmacy team can help members switch to a more cost-effective medication if appropriate.

Effective 10/01/2026

Prescription benefits	HDHP w/ HSA	Consumer Choice	PPO	EPO (Not available for new enrollment)
Annual pharmacy out-of-pocket maximum	Combined Med/Rx OOPM	Combined Med/Rx OOPM	Combined Med/Rx OOPM	Combined Med/Rx OOPM
Annual pharmacy deductible	\$1,750 Individual \$3,500 Family (Combined Med/Rx, all Tiers)	No deductible	\$50 Individual \$125 Family (Tier 2, 3 & 4 only)	
Generic (Tier 1)	10% (no min / no max)	20% (\$5 min / \$35 max)	\$10 / \$20 (90-day supply)	
Preferred brand (Tier 2)		20% (\$20 min / \$60 max)	\$45 / \$90 (90-day supply)	
Non-preferred brand (Tier 3)		20% (\$40 min / \$100 max)	\$70 / \$140 (90-day supply)	
Specialty medication (Tier 4)		20% (\$100 min / \$150 max)	\$150	

Mail-order &
Specialty partners.

Mail-order and Specialty partners.

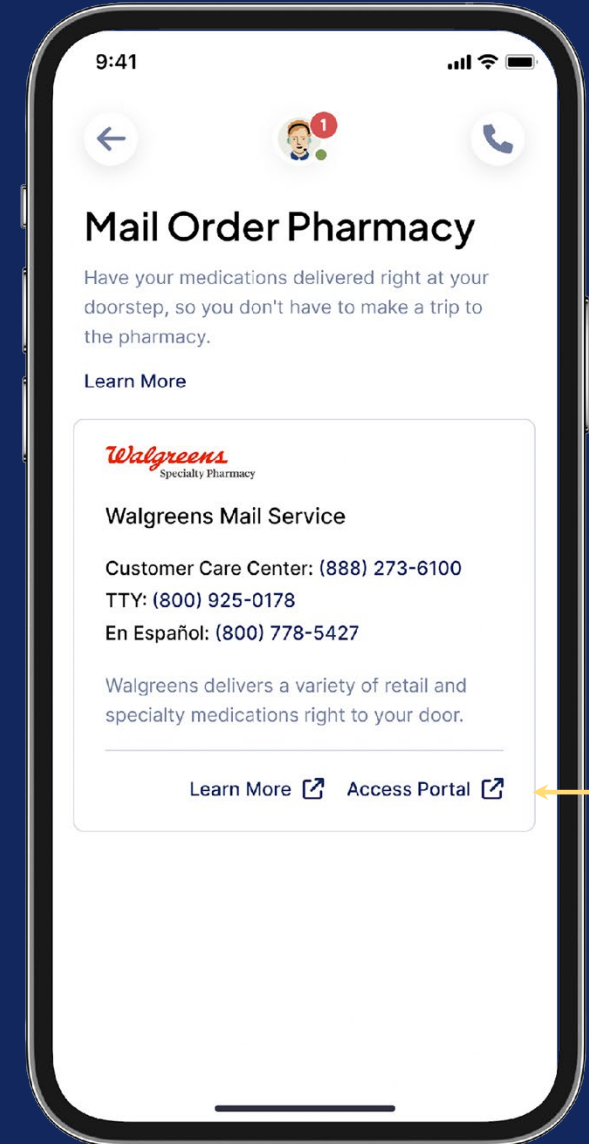
Walgreens
Mail Service

Walgreens
Specialty Pharmacy

GET YOUR PRESCRIPTIONS DELIVERED DIRECTLY TO YOUR DOORSTEP

Walgreens will be able to handle every part of delivering prescriptions to your home. The availability of specific medications and copay amounts may vary.

If members would like help understanding options, please contact our pharmacy team for more information.



Learn more and get support.

Contact the Rightway pharmacy team anytime members have pharmacy-specific questions or need support. We're always here to help.



Visit joinrightway.com/rx.



Download the Rightway app from the [App Store](#) or [Google Play](#).



Call (833)502-9296



Email rwrx@rightwayhealthcare.com.



Thank you.





Your Next Steps

Your Next Steps

1

Review your options

Review your medical, dental, vision, and FSA/HSA

2

Make Your Choices

Your deadline to make changes is by 8/31

3

New Member ID Cards

Everyone will receive new ID cards.



Questions, Comments & Feedback

