

Benefits Open Enrollment **November 7th, 2022 – November 18th, 2022**

As a part of the County's total rewards package, the Benefits Program offers employees choices to help them create a benefits package that best fits their needs.

There are several enhancements this year to ensure the County's Benefits Program differentiates the organization and entices talent to join and stay.

ALL benefits-eligible employees must complete open enrollment in Oracle

HIGHLIGHTS

• PRICE TAGS

- No premium changes to Vision and Voluntary Life
- Four tier Medical and Dental premium structure
 - Employee
 - Employee + Spouse – new tier rate
 - Employee + Children – new tier rate
 - Family
- No premium changes to Medical and Dental for the “Employee” and “Family” tiers
- Premiums for Medical and Dental for “Employee + Spouse” and “Employee + Children” have been adjusted to accommodate the 4-tier structure

• ENHANCEMENTS

- Hearing aid coverage with no age exclusions
- Teledocs. Doctors can review a patient's medical history, answer questions, diagnose and treat non-emergency medical conditions, and prescribe certain medicines
- Coverage effective first of the month following hire

• PLAN DESIGN

- Office visits, out-of-pocket limits, co-pays, deductibles, and prescription drug coverage remain the same
- All premiums will be deducted current month for coverage, including Medical, Dental, Vision, Life, and Flexible Spending
 - **NO deduction from employee paychecks for Medical and Dental premiums in December for January coverage because premiums will no longer be prepaid the month before.**
- Benefit deductions for Medical, Dental, Vision, Life, and Flexible Spending will be withheld equally from 24 paychecks

• COMMUNICATIONS

- Zoom meeting with HR Clerks outlining the changes and the assistance needed from them to ensure a smooth open enrollment

- Email to employees letting them know open enrollment is live with links to virtual open enrollment meetings and an enrollment guide
- Hosted virtual open enrollment meetings during the 1st week
- Reports to the managers with employees still needing to enroll, distributed on November 14th.