



County of Lehigh OPEN ENROLLMENT PERIOD FOR 2020

09/30/19 – 10/11/19

It is that time of year for all County Full-Time & Regular Part-Time employees to review his/her County benefits and make any appropriate changes for the upcoming 2020 calendar year.

Healthcare Benefit Changes: Must be submitted no later than 4:00 PM on Friday, October 11, 2019 – NO EXCEPTIONS.
Non-Tobacco Use & Biometric Healthcare Screening/Questionnaire Forms: Must be submitted no later than 4:00 PM on Friday, November 15, 2019 – NO EXCEPTIONS. All forms must be returned to your Human Resources office.

**TASC
FLEXIBLE SPENDING
Must Enroll Annually**

This plan allows you to put pre-tax dollars aside (from your paycheck) to pay for out-of-pocket medical, prescription, dental and vision expenses.

- **Medical** – Up to \$2,700 maximum
These funds can be used to pay for doctor/drug copays, deductibles, and co-insurance.
- **Dependent Care** – (Child & Elder Care) – Up to \$5,000 maximum. Claims can be submitted on-line or hard copy via fax or mail. **Credit cards for this program have been discontinued.**

The more you contribute to the above accounts, the more you reduce your taxable income and your take-home pay increases.

NEW FOR 2020: You can now carryover up to **\$500.00** of your unused funds for **Medical FSA** only from year to year.

**WELLNESS
CHANGES
Must Enroll Annually**

NEW FOR 2020:

All employees and eligible spouses may use the Wellness Center for Open Enrollment Healthcare Screening & Non-Tobacco tests.

Healthcare Screening & Share Care Real Age Survey (Questionnaire): Blood Test (Fasting Is Required)

- \$10.00/pay reduction (employee)
- \$10.00/pay reduction (eligible spouse)

Non-Tobacco Use: Cotinine (cheek swab / blood / urine) Test

- \$5.00/pay reduction (employee)
- \$5.00/pay reduction (eligible spouse)

Notification regarding the following Gym Membership & Gym Shoes will be sent to employees in January 2020:

Gym Membership: Employees will no longer receive the \$5.00/pay discount, but will instead be reimbursed up to \$280.00/year for an Employee / Family membership at the end of the calendar year (with proper documentation).

Gym Shoes: Employee and eligible spouse may each receive up to \$50 for gym shoes with submission of receipt(s) provided to your Human Resources office at the end of the calendar year. Employees and eligible spouse are **REQUIRED** to participate in the gym membership to receive the reimbursement for gym shoes.

Both gym membership(s) and shoe receipt(s) may not exceed \$280.00/year total.

**HIGHMARK PPO
Medical**

Highmark Medical Plan In-Network Highlights

- Primary Care Provider - \$15
- Urgent Care - \$35
- Specialists Office Visit - \$25
- Emergency Room - \$75

Deductible: \$250.00 (Individual) / \$500.00 (Family)

Co-Insurance: \$250.00 (Individual) / \$500.00 (Family)

Preventive Services: Schedule available on the County Intranet

NEW FOR 2020: \$1000.00/year which equals \$38.46/pay when employee Declines All Coverage. Proof of Other Coverage Must Be Provided.

EXPRESS SCRIPTS
Prescription

NEW FOR 2020:

Maintenance Drugs (90-day supply) – Must be filled at:

- Express Scripts
- CVS

VISION BENEFITS OF AMERICA (VBA)
Vision

VBA In-Network Highlights

Exam: Adults/dependents (over age 19) – Once every 24 months
Children (up to age 19) – Once every 12 months

Lenses: Adults/dependents (over age 19) – Once every 24 months
Children (up to age 19) – Once every 12 months

Frames: Adults/dependents/children – Once every 24 months

UNITED CONCORDIA (UCCI)
Dental

UCCI In-Network Highlights

Exams, X-Rays, and Cleanings – Paid at 100%

\$25 - Deductible per member per Calendar Year, \$75 Deductible per family

\$2500 - Maximum per member per year

\$1500 - Maximum Orthodontic Lifetime Maximum

TASC CO-INSURANCE

Employees who are already enrolled do not need to re-enroll.

This program allows employees to be reimbursed for co-insurance when they meet the following criteria:

- **Individual** - \$250.00 deductible plus \$250.00 co-insurance
- **Family** - \$500.00 deductible plus \$500.00 co-insurance

Union employees should refer to their Collective Bargaining Agreement.

ABLE PAY

NEW FOR 2020:

This new program is available to All Employees at **NO COST** and will assist employees and their family with healthcare payments i.e. co-pays, deductibles, etc. You can save up to 13% of healthcare costs depending on your choice of the payment options available. This plan may be used in conjunction with your Medical Flexible Spending account, but it may not be used with your Dependent Care (child / elder care) Flexible Spending account.

VOLUNTARY INSURANCES

AFLAC: ENROLLMENTS PERMITTED FOR 2020:

Accident Cancer Disability

NEW AFLAC PLANS FOR 2020:

Option 1: Critical Care

Option 2: Critical Care/ Intensive Care

New Enrollments Not Permitted – Only Cancellations:

GENWORTH: Universal Life

VOYA: Whole Life & Critical Illness

ING / ETNA: Supplemental Life

Employees can find additional information including the Schedule of Benefits, enrollment/change forms for any of the following on the County Intranet or in your Human Resources offices:

Medical, Prescription, Vision and Dental
Preventive Schedule
Flexible Spending
Co-Insurance
AFLAC Enrollment / Interest

Pension Beneficiary(ies) & Contribution Rate
Life Insurance Beneficiary(ies)
Update: Address, Phone # & Emergency Contact Info
Wellness: Non-Tobacco Use & Healthcare Screening/Questionnaire

IMPORTANT:

Non-Tobacco Use form and the Biometrics Healthcare Screening/Questionnaire form must be submitted to your Human Resources office no later than 4:00 PM on (due date) Friday, November 15, 2019. Any enrollments received after the (due date) will not be considered for 2020 – **NO EXCEPTIONS.**