



Paulding County Board of Commissioners

Employee Benefits At A Glance 2022

| Medical – Aetna | | | |
|------------------------------|---|--|--------------------------|
| | Aetna HRA Option 2 | Aetna HRA Option 1 | Aetna POS |
| Health Reimbursement Account | You have a first dollar Health Reimbursement Account (HRA) and receive funds based on the following plan entry dates: 1/1 to 3/31 4/1 to 6/30 7/1 to 9/30 10/1 to 12/31 | | N/A |
| | | \$1,000 for individual or \$2,000 for family. \$750 for individual or \$1,500 for family. \$500 for individual or \$1,000 for family. \$250 for individual or \$500 for family. | |
| Calendar Year Deductible | | | |
| • Single | \$3,000 | \$2,000 | \$1,500 |
| • Family | \$6,000 | \$4,000 | \$3,000 |
| Out-of-Pocket Maximum | | | |
| • Single | \$7,000 | \$5,000 | \$4,000 |
| • Family | \$14,000 | \$10,000 | \$8,000 |
| Coinsurance | 90% | 90% | 80% |
| Preventive Care | 100% (no copay) | 100% (no copay) | 100% (no copay) |
| Office Visit Copay | | | |
| • Primary | Deductible + Coinsurance | Deductible + Coinsurance | \$25 |
| • Specialist | Deductible + Coinsurance | Deductible + Coinsurance | \$50 |
| Hospital/Inpatient Services | Deductible + Coinsurance | Deductible + Coinsurance | Deductible + Coinsurance |
| Emergency Room | Deductible + Coinsurance | Deductible + Coinsurance | \$300 |
| Urgent Care | Deductible + Coinsurance | Deductible + Coinsurance | \$75 |
| Pharmacy (retail 31 days) | | | |
| • Tier 1 | \$15 copay | \$15 copay | \$15 copay |
| • Tier 2 | \$40 copay | \$40 copay | \$40 copay |
| • Tier 3 | \$60 copay | \$60 copay | \$60 copay |
| • Tier 4 | 20% up to \$150 | 20% up to \$150 | 20% up to \$150 |
| Mail Order (90 days) | | | |
| • Tier 1 | \$38 copay | \$38 copay | \$38 copay |
| • Tier 2 | \$100 copay | \$100 copay | \$100 copay |
| • Tier 3 | \$150 copay | \$150 copay | \$150 copay |
| • Tier 4 | 20% up to \$150 | 20% up to \$150 | 20% up to \$50 |

| Dental – Aetna | |
|---|---|
| Calendar Year Deductible | |
| • Single | \$50 |
| • Family Max | \$150 |
| Annual Benefit Maximum | \$1,000 Calendar Year |
| Maximum Rollover | All members will receive a rollover amount of \$250 for the 2022-2023 plan year. Members can continue to rollover \$250 each year for a maximum of \$750. |
| Diagnostic/Preventive Services | 100% Coverage (no deductible) |
| Basic Treatment | 80% Coverage (subject to deductible) |
| Major Treatment (now includes coverage on implants) | 60% Coverage (subject to deductible) |
| Orthodontia Services (Child Only) | 60% Coverage Annual Benefit Maximum: \$1,000 |

| Vision – Aetna | | |
|-------------------------|---|-----------------------|
| | In-Network | Non-Network |
| Vision Exam | \$10 copay | Up to \$30 allowance |
| Contacts Fitting | Member cost up to \$40 with 10% off retail price for premium. | Not Covered |
| • Standard | | |
| • Premium | | |
| Contact Lenses | Up to \$140 allowance; 15% off balance | Up to \$112 allowance |
| • Elective | | Up to \$200 allowance |
| • Medically Necessary | Covered in full | |
| Standard Plastic Lenses | Covered in full after a \$25 copay | Up to \$25 |
| • Single Vision | | Up to \$40 |
| • Bifocal | | Up to \$55 |
| • Trifocal | | |
| Frames | Up to \$140 allowance; 20% off additional cost | Up to \$70 allowance |
| Benefit Frequency | | |
| • Exam | | Every 12 months |
| • Lenses | | Every 12 months |
| • Frames | | Every 24 months |

Basic Life/AD&D – Anthem Life

Paulding County Board of Commissioners provides all eligible employees with Basic Life & AD&D Insurance. The amount of your benefit to be paid to your designated beneficiary is based upon the following classification of your employment:

- Group I -- Elected Officials -- \$50,000
- Group II -- All other full-time employees -- 1 times salary to a maximum of \$100,000

The Amount of Basic Life Insurance will be reduced by 50% at age 70 and coverage terminates at retirement.

For your enrolled dependents:

- Your spouse will have life insurance of \$5,000.
- Each child older than 14 days will have life insurance of \$2,500.

Supplemental Life/AD&D – Anthem Life

Eligible employees have the option to purchase additional term life insurance. Employees can elect up to \$500,000, not to exceed 7 x their annual salary, in \$25,000 increments. New Hires will have a guarantee issue amount of \$250,000. All amounts over the guarantee issue amount will require an evidence of insurability form. If you elect coverage for yourself, you may also elect coverage for your eligible dependents as outlined below:

- Spouse – You may elect up to \$250,000, not to exceed 100% of the amount you elect on yourself. \$62,500 is Guarantee Issue if elected when first eligible.
- Child(ren) – Coverage is available for your child(ren) age 15 days up to 26 years: \$10,000 for each child.

If you elect at least \$25,000 when first eligible, you are eligible to increase your employee and/or spouse coverage by one increment, not to exceed the guarantee issue amount.

Short Term Disability – Anthem Life

Eligible employees receive Short Term Disability at no cost. If deemed disabled, you will receive 60% of your weekly pre-disability salary, to a maximum of \$830. Benefits begin to accruing on the 15th day of disability for non-occupational injury and the 15th day for non-occupational sickness or pregnancy. Benefits are payable up to 24 weeks.

Long Term Disability – Anthem Life

Eligible employees receive Long Term Disability at no cost. You will receive 60% of your pre-disability monthly salary, to a maximum of \$6,000 less deductible sources of income and disability earnings. Benefits will begin according on the 181st day of disability and could continue until up to your Social Security Retirement Age if you are disabled before age 60. If disabled after age 60, benefits are payable according to an age-based schedule.

Flexible Spending Accounts – Medcom

Employees have the ability to set aside pre-tax dollars into a Healthcare Flexible Spending account to be used for eligible healthcare, dental, or vision expenses. The maximum contribution amount for 2022 is \$2,850. Up to \$500 of unused funds can be rolled over each year. Employees also have the ability to set aside pre-tax dollars into a Dependent Care Flexible Spending account to be used for eligible dependent care expenses. The amount you may set aside depends on when you are eligible for benefits. If you are eligible for benefits on May 1, the maximum you may set aside is \$5,000 if single or married filing jointly, or \$2,500 if married filing separately, and the maximum is then prorated each month following. Employees will receive a debit card from Medcom as a way of accessing funds for either account.

Employee Assistance Program (EAP) – ComPysch

As a valued employee, you and your family have access to the EAP, at no cost to you. The EAP provides you with four free face-to-face visits with a counselor, unlimited free telephonic counselors available 24 hours a day, 7 days a week, 24-Hour Crisis Line, unlimited telephonic access to financial experts, a website featuring information on health and wellness, family, relationships, career, education, personal finances, laws and regulations, and more.

Health Advocate

Available to those who enroll in the Medical/Rx plan package and includes Medical Bill Saver and MedChoice Support. Medical Bill Saver can help negotiate medical and dental bills to result in significant savings and will also provide you with easy-to-read, personal Savings Result Statement, summaries outcome and payment terms. You, your spouse, dependent children, parents, and parents-in-law can all use the service. MedChoice Support is an online, self-directed, resource that provides you access to independently developed and widely accepted medical information to help you share in the decision-making process with your healthcare provider.

Accident: Employees can purchase an Accident policy that provides employees with financial compensation for covered services based on a schedule of benefits.

Critical Illness: Employees can purchase a Critical Illness policy that pays out a lump sum amount upon diagnosis of a covered critical illness. Employees can election amounts up to \$30,000 for employees and \$15,000 for spouses (not to exceed 50% of Employee amount). Children are automatically covered at 50% of the employee benefit amount.

Hospital Indemnity: Employees can purchase a Hospital Indemnity policy that provides employees with financial compensation for hospital confinement based on the schedule of benefits.

Payroll deductions displayed are bi-weekly.

Benefit/Enrollment Questions

NFP

678-535-6351

www.nfp.com

www.nfpsebenefits.net/pauldingcounty

Medical Benefits

Aetna

1-855-736-9527

www.aetna.com

Dental Benefits

Aetna

1-877-238-6200

www.aetna.com

Vision Benefits

Aetna

1-877-973-3238

www.aetna.com

Life and A&D Benefits

Anthem Life

1-800-232-0113

www.anthem.com

Short Term Disability

Anthem Life

1-800-232-0113

www.anthem.com

Long Term Disability

Anthem Life

1-800-232-0113

www.anthem.com

Flexible Spending Accounts

Medcom

1-800-523-7542, Option 1

www.myhealthcareonline.com/medcom

Health Advocate

1-866-695-8622

answers@healthadvocate.com

www.healthadvocate.com/paulding

Aflac

1-800-433-3036

www.aflacgroupinsurance.com

Employee Assistance Program (EAP)

ComPysch

1-312-595-4000

www.compsych.com

| Coverage Tier | Aetna HRA Option 2 (includes enrollment in Aetna dental plan) | Aetna HRA Option 1 (includes enrollment in Aetna dental plan) | Aetna POS (includes enrollment in Aetna dental plan) | Aetna Vision |
|-------------------|---|---|--|--------------|
| Employee | \$0.00 | \$10.00 | \$50.00 | \$2.87 |
| Employee + Family | \$60.34 | \$85.34 | \$150.34 | \$6.84 |