

COUNTY OF



ALLEGHENY

RICH FITZGERALD
COUNTY EXECUTIVE

**Open Enrollment for 2017
November 1, 2016 through November 18, 2016
(Important Information~ Please Read~ Action is Required)**

Dear Allegheny County *Non-Union/ Unit ID 1801 Employee*:

Employee Benefits Open Enrollment for 2017 will begin on November 1, 2016 and end on November 18, 2016. All elections/changes made during Open Enrollment are effective January 1, 2017. The County is once again utilizing the professional benefit enrollment services of the Farmington Company. **Please be advised that unlike last year, this open enrollment is ACTIVE meaning you MUST speak with a Farmington Benefit Counselor during Open Enrollment in order to enroll, confirm or make changes to your medical, dental, vision, FSA and voluntary benefits. If you do not meet with or call a Farmington Benefit Counselor, you may not be enrolled in the benefits that you desire for 2017. There are two ways to confirm and/or enroll in benefits:**

- Meet with a Farmington Benefit Counselor at your work site
- Call Farmington Company Client Service Center at 1-844-428-6671 (Mon. – Fri. 8:00 am to 5:00 pm EST.)

During this Annual Open Enrollment period, **non-union and Unit ID 1801 employees and any other union group who has agreed to participate in the 2017 benefit plans** can elect to participate in the following Medical, Dental and Vision plans and benefits:

- Highmark Health Plan (PPO)
- **NEW for 2017!** UPMC Health Plan (PPO)*
- **NEW for 2017!** Davis Vision – We will continue to provide a base County-Paid plan. An enhanced Employee-Paid vision plan is also being offered.*
- United Concordia - Plus Dental (DHMO) Plan or FLEX Dental (PPO) Plan*

*Please be advised that Highmark and UPMC will be mailing an open enrollment packet to your home address, to include a Summary of Benefits, information about network access, RX coverage and other important health plan information. Health plan Summary of Benefits for Highmark and UPMC are also available on the County's website at <http://www.alleghenycounty.us/Human-resources/employee-benefits.aspx>. Dental and Vision side-by-side comparison information can also be found at the link provided above.

2017 Highmark and UPMC Health Plan DEDUCTIBLES AND CO-PAYS:

- Annual in-network deductibles: \$300 for Individual and \$600 for Family coverage
- Office Visit co-pay for PCP and specialist: \$25 (no increase)
- ER co-pay: \$100 (no increase)
- RX co-pays: \$5 for generic, \$20 for brand formulary drugs, \$50 for brand non-formulary drugs and \$50 for approved specialty prescriptions (no increase)

(PLEASE SEE REVERSE SIDE OF PAGE FOR ADDITIONAL INFORMATION)

LAURA J. ZASPEL, DIRECTOR

DEPARTMENT OF HUMAN RESOURCES

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2017 EMPLOYEE PAYROLL DEDUCTIONS:

Health Fee (Medical only; Dental only; Medical, Dental & Vision)	(2.5% of your base annual salary)
United Concordia Plus Dental (DHMO) Plan	(No cost)
United Concordia Flex Dental (PPO) Plan	(\$2.28 per mo. Ind./ \$6.00 per mo. Family)
Davis Vision Enhanced Plan	(\$3.86 per mo. Ind./ \$10.71 per mo. Family)

Waiving Healthcare:

Please Note: If you are currently enrolled in the healthcare bonus waiver program, YOU MUST RE-ENROLL IN THE HEALTHCARE BONUS WAIVER FOR 2017! If you waive participation in all health, dental and vision benefits, you may be eligible for a monetary payment for waiving this coverage. Unless otherwise stipulated in a union contract, employees eligible for and/or receiving Allegheny County healthcare benefits by virtue of their relationship to another County employee shall not be eligible to participate in the Healthcare Bonus Waiver Program and will not receive payment for waiving benefits. The Healthcare Bonus Waiver Election Form can be found at the following link:

<http://www.alleghenycounty.us/Human-resources/employee-benefits.aspx>.

Unum Voluntary Benefits and Chard Snyder (FSA) Flexible Spending Account Plan

Participants currently enrolled in the 2016 Flexible Spending Accounts (Unreimbursed Medical and/or Dependent Care) through Chard-Snyder, who wish to continue the FSAs, **MUST** re-enroll in for the Chard-Snyder FSA accounts for 2017. Failure to re-enroll will terminate participation in the FSA program effective January 1, 2017. Employees may contribute a maximum of \$2000 annually into an FSA for Unreimbursed Medical, and a \$5000 maximum contribution into an FSA for Dependent Care. Please be sure to meet with a Farmington Benefit Counselor at your work site or call the Farmington Company Client Service Center to review your voluntary benefit elections and to enroll or re-enroll in the Flexible Spending Accounts.

ACTION(S) TO BE TAKEN DURING OPEN ENROLLMENT

During Open Enrollment, you should do the following:

- enroll yourself, a spouse or dependent (if applicable) in medical, dental and/or vision plan of your choice
- re-enroll or enroll in a Chard-Snyder unreimbursed medical and/or dependent care Flexible Spending Account;
- enroll in UNUM's voluntary benefit program(s);
- waive medical, dental and vision coverage and enroll in the Bonus Waiver Program by completing a Healthcare Bonus Waiver Option Election form and providing proof of insurance.

In closing, please watch for more information at your work location to learn when Farmington Benefit Counselors will be on-site to conduct your annual benefit enrollment. The Benefit Counselors will:

- Educate and enroll/confirm you in your medical, dental, vision and FSA elections
- Educate and enroll you in the payroll deducted UNUM voluntary benefits

To prepare for your confidential face-to-face enrollment meeting with a Farmington Benefit Counselor, please:

- Completely review this open enrollment letter and all open enrollment information mailed separately to your home from Highmark and UPMC
- Gather all dependent information (marriage license, birth certificate, etc.) for enrollment (if applicable)

Farmington Benefits Representatives working on behalf of the County's Human Resources Department are available to assist you by calling **1-844-428-6671** Monday through Friday 8am to 5pm EST to arrange for an appointment or to provide answers to your questions.

Thank you for your time and attention to this important matter.

Laura J. Zaspel
Director, Allegheny County Department of Human Resources