Benefits
Previous Schedule (9 month employees)
- Premiums were deducted evenly August-April with May having 3 deductions.
- No deduction in June and July

New 7/5 Schedule (9 month employees)
- Premiums deducted evenly Aug-Dec
- Higher premium deducted Jan-May
- No deductions in June and July
2018 Open Enrollment

October 30-November 10, 2017
Passive Enrollment

- All benefits except Flexible Spending Accounts remain the same if you do nothing.
- Tobacco status stays the same.
Changes to Healthcare Plans

Comprehensive Care Health Plan

- In-network out-of-pocket maximum increases

- Single - $1250 to 1500
- Family - $2500-3000
Changes to Healthcare Plans

- **Comprehensive Care and Blue Choice HMO**
  - Pharmacy annual out-of-pocket maximum increases

- **Single** - $1250 to 1500
- **EE+ child** - $2200 to 2500
- **EE +spouse** - $2200 to 2500
- **Family** - $3300-3750
Changes to Healthcare Plans

All plans
- Addition of hearing aid coverage for children ages 18 and under
Healthcare Plan Premiums

**Consumer Choice**
- EE only - 1.5%
- EE +child/spouse/family- 10%

**Comprehensive Care**
- EE only - .20%
- EE +child/spouse/family- 1.40%

**BCBS HMO**
- EE only - 2.80%
- EE +child/spouse/family- 3.80%

**Kaiser HMO**
- EE only - 3.60%
- EE +child/spouse/family- 4.70%
• The Shared Leave Program allows employees who have joined the shared leave pool and who have a serious illness, or who must care for a seriously ill, immediate family member and have exhausted all forms of sick and annual leave to apply to receive leave from a pool of leave donated by other employees.

• An eligible employee must enroll in the shared sick leave pool during open enrollment or during subsequent periods due to depletion of the leave pool.
Dental Plans

Delta Dental Plan

- Rates stay the same
EyeMed Vision Plan

- Decrease in cost of contact lens fit and follow-up
- Member cost decreases from $55 to $40
- Premiums increase 8%