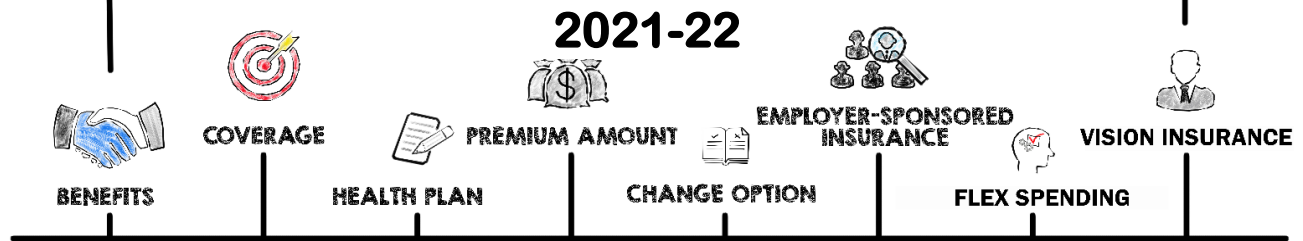


OPEN ENROLLMENT



OPEN ENROLLMENT DATES:

August 1 – 20, 2021 BCBS Health/Dental & Ameritas-VSP Vision

August 1 – 31, 2021 ASI Flex Spending

NOTE: ENROLLMENT FORMS ARE DUE IN HR BY CLOSE OF BUSINESS ON ABOVE DATES.

Go to *Firefly Employee Self Service* for details on your current benefit elections.

BLUE CROSS/BLUE SHIELD: *OPEN ENROLLMENT DATES ARE AUGUST 1-20, 2021.*

CHANGES INCLUDE:

- Premiums will increase in August 2021 payroll: 3.06% Health and 0% Dental (see tables below)
- Office Visit for Mental Health and Substance Abuse will be covered at 100% for the PPO plans.
- To make changes to your health/dental insurance, complete an enrollment form and return to HR prior to close of business on August 20, 2021. ***If you have no changes, no action is needed.***

Health Plan Options:

- **\$650 Deductible Standard PPO Plan** includes copays prior to meeting deductible.

Benefits Summary: https://www.ehapan.org/sites/default/files/educators_health_alliance_650_09-01-2021.pdf

Health \$650 PPO	Employee Cost/Month	NSCS Cost/Month
Employee	\$111.54	\$632.04
Employee/Spouse	\$390.38	\$1,171.14
Employee/Child(ren)	\$343.91	\$1,031.73
Employee/Family	\$524.18	\$1,572.54

- **\$3600 Deductible with HRA – HDHP (High Deductible Health Plan)** includes monthly employer contribution to HRA (Health Reimbursement Arrangement) plan: \$62.50/month for Employee Plan or \$125/month for All Other Plans. This plan does not offer any medical or prescription copays. Copays and Coinsurance apply only after the deductible has been met.

Benefits Summary: https://www.ehapan.org/sites/default/files/educators_health_alliance_3600_hsa_09-01-2021.pdf

Health \$3600 HDHP	Employee Cost/Month	NSCS Cost/Month
Employee	\$89.23	505.63
Employee/Spouse	\$312.31	\$936.92
Employee/Child(ren)	\$275.13	\$825.40
Employee/Family	\$419.35	\$1,258.04

Dental Plan: https://www.ehaplan.org/sites/default/files/educators_health_alliance_dental_option_5_non-std_09-01-2021.pdf

- The Dental Plan (Option 5) includes two oral exams/cleanings each calendar year with no deductible.
- Maintenance and Restorative services require a \$25 deductible for individual (\$50 family).
- Orthodontic services are not covered.

Dental	Employee Cost/Month	NSCS Cost/Month
Employee	\$ 8.70	\$ 49.31
Employee/Spouse	\$ 30.46	\$ 91.39
Employee/Child(ren)	\$ 26.83	\$ 80.50
Employee/Family	\$ 40.91	\$ 122.73

NOTE: Participation requires election of both health and dental coverage.



AMERITAS-VSP VISION INSURANCE

OPEN ENROLLMENT DATES ARE AUGUST 1-20, 2021.

- **Effective September 1, 2021, Ameritas-VSP will be the new provider for vision insurance (see highlight sheet for coverage details).**
- **New ID cards will be issued.**
- **Premiums will increase in August 2021 payroll (see the table below).**
- **Frame and contact allowances will increase to \$150 and Deductible to \$20.**
- **If you are already enrolled in Vision and want to continue coverage, no action is needed.**
- If you want to enroll or make changes to coverage, complete an enrollment form and return to HR prior to close of business on August 20, 2021.

Vision	Employee Cost/Month	NSCS Cost/Month
Employee	\$4.08	\$4.08
Employee/Spouse	\$13.56	\$4.08
Employee/Child(ren)	\$10.16	\$4.08
Employee/Family	\$19.64	\$4.08

ASI FLEXIBLE SPENDING ACCOUNT: OPEN ENROLLMENT DATES ARE AUGUST 1-31, 2021.

- **To participate, employees must re-enroll for the flexible spending account each year.**
- Health Care FSA Maximum is \$2,750.
- Dependent Care FSA Maximum is \$5,000 (if married filing joint or single head of household) or \$2,500 (if married filing separate income tax returns).
- Over-the-Counter drugs are now reimbursable.
- See attached document for detailed instructions on how to enroll online:
 - If you are a current participant, go to www.asiflex.com and click "Account Detail" tab
 - If you are **not** a current participant, go to <https://enroll.asiflex.com>

BENEFICIARY REMINDER – Please review your beneficiaries on your life insurance and retirement plan to make certain they are current. To make changes, contact HR.