



OPEN ENROLLMENT APRIL 13 - MAY 8, 2020

YOUR BENEFITS. YOUR CHOICE.

2020-2021 BENEFITS-AT-A-GLANCE

Open Enrollment is April 13 - May 8. It's your annual opportunity to add, drop, or change plans and dependents and to make sure you are enrolled in the benefits that are best for you and your family. The changes you make will be effective July 1, 2020.

This year is a passive enrollment. If you're happy with your current elections there's nothing you need to do. Your elections will roll over into 2020. There are exceptions:

- **The Flexible Spending Account (FSA) and Health Savings Account (HSA) do not roll over. They require an annual election.**

Medical Plans

- Plan options include a Health Maintenance Organization (HMO), Preferred Provider Organization (PPO), and a High Deductible Health Plan (HDHP) with Health Savings Account (HSA).
- Each medical plan is bundled with a prescription and behavioral health benefit.
- The [Medical Plan Comparison Chart](#) compares deductibles, coinsurance, and out-of-pocket costs.
- The chart below lists the premium rates per pay period for full-time active employees.
- If you earn a Wellness Incentive you will receive a \$30 credit towards your medical premium per pay period.

Medical Plans		Prescription Plan	Behavioral Health	Employee Assistance Program	Employee	Employee + Spouse	Employee + Child(ren)	Employee + Family
1.	Cigna HMO (<i>Coverage is limited to Maricopa County only</i>)	OptumRx Coinsurance	Magellan	Magellan	\$42 ⁴⁰	\$84 ²⁸	\$66 ⁴⁵	\$116 ⁴⁶
2.	Cigna HDHP with HSA	Cigna HDHP	Cigna	Magellan	\$34 ¹⁷	\$46 ¹⁸	\$40 ⁷⁷	\$62 ²⁷
3.	UnitedHealthcare PPO	OptumRx Coinsurance	Magellan	Magellan	\$54 ⁸⁵	\$122 ⁷⁰	\$101 ³²	\$171 ⁶²
4.	UnitedHealthcare HDHP with HSA	OptumRx HDHP	United	Magellan	\$34 ¹⁷	\$46 ¹⁸	\$40 ⁷⁷	\$62 ²⁷



Make your elections in the Benefitsolver Portal: benefits.maricopa.gov
Questions? Call 602.506.1010 or visit: www.maricopa.gov/benefits

Vision Plan Eyemed	Employee	Employee + Spouse	Employee + Child(ren)	Employee + Family
Premium rates per pay period for full-time active employees.	\$0 ⁶⁶	\$1 ⁴⁵	\$1 ⁰⁹	\$1 ⁹⁵

Dental Plans - Use the [Dental Comparison Chart](#) to compare the deductibles, co-pays, coverage, etc. Use the chart below for the premium rates per pay period for full-time active employees.

Dental Plans	Description	Employee	Employee + Spouse	Employee + Child(ren)	Employee + Family
1. Cigna DHMO	Coverage is limited to Arizona only. Pediatric and specialty dentists are not covered	\$2 ³⁷	\$4 ⁴⁷	\$5 ⁸²	\$6 ⁶⁹
2. Cigna PPO	In and out-of-network coverage	\$8 ⁸⁰	\$19 ³⁶	\$20 ⁹⁶	\$26 ⁹⁵
3. Delta Dental	In and out-of-network coverage	\$12 ¹⁹	\$26 ⁸⁵	\$29 ⁰⁸	\$37 ⁴⁷

Other Benefits

Flexible Spending Account (FSA) | Discovery Benefits

FSAs allow you to set aside pre-tax dollars to reimburse yourself for qualified health care expenses or child care. You must determine the amount to set aside in advance, and you lose any unused funds remaining in the account at year-end.

Group Legal Service | MetLife Legal Plan

The MetLife Legal Plan offers wide-ranging services for common legal matters for \$7⁸⁷ per pay period.

Life and Accidental Death and Dismemberment (AD&D) Insurance | Securian

The County pays for coverage equal to your annual base salary. You may purchase additional coverage for up to five times your annual base salary. You may also purchase additional coverage for your spouse and children.

My Secure Advantage | Magellan

My Secure Advantage is a financial coaching program that offers personalized, confidential help in meeting your financial goals. Coaching is available to you and your spouse/dependents for 30 consecutive days at NO cost each calendar year on non-work time.

Pet Insurance | Pet Benefit Solutions

Three different pet benefit plans are offered at discounted group rates as a payroll deduction benefit.

Short-Term Disability (STD) | Sedgwick

STD insurance pays a percentage of your salary if you become temporarily disabled for a short period of time. Choose between 40%, 50%, or 60% of your weekly salary for a maximum of \$2,000/week.