

DORCHESTER COUNTY HR OPEN ENROLLMENT PRESENTATION

2024-2025



New to 2024 – 2025 Benefits Enhancements (Verbally Approved, Awaiting Council Resolution)



Paid holidays increased to include

Juneteenth 2025!

Bereavement Leave
Increased to
5 days
(not to exceed 40 hours)



Basic Life Insurance
increased to

\$20,000

for all covered Employees



2023-2024 Reminders

- FSA is USE-IT or LOOSE-IT
 - FSA elections are subject to the "use it or lose it" rule. Any funds remaining in your account, in excess of the \$610 rollover limit, will be forfeited
 - You will be given 90 days after 6/30 to submit claims incurred during the 2023-2024 plan year
 - Ask HR for a list of **FSA Eligible Items** or Google it
 - You Must Keep Your Cards: Debit Cards are good for 3 Years to pay claims directly from your F S A Account.
- Health Risk Assessment Questionnaire (Wellness)
 - Turn in your Questionnaire for you (and spouse) by 06/30
 - Anyone with a missing questionnaire from 2023-2024, your health premium will increase 7/1/2024

Open Enrollment – Things To Know 2024-2025

1. Enrollment is **PASSIVE**
 - Open Enrollment is the time to make changes!
2. You will be mailed a **NEW** Health Insurance Card this year
 - New Prescription Vendor shown on new Health Insurance Cards
3. FSA participants **MUST** complete the annual enrollment form
 - must elect each year, waivers are passive
4. Health Risk Assessment Questionnaire **REQUIRED** annually
 - Turn it in before 6/30 or lose your 30% premium deduction- forms available from HR
5. Advanced Sick Pay Bank Enrollment Form **NEED** to be submitted to HR no later than 6/30

Prescription Plan Change Number 1 Applies to All 3 Plans

- Prescription Copay's – 30 Day Supply
 - Tier 1 – Generic No Change
 - Tier 2 – Preferred Brand Increasing from \$30 to **\$50**
 - Tier 3 – Non-Preferred Brand Increasing from \$40 to **\$75**
- Prescription Copay's – 90 Day Supply
 - Tier 1 – Generic No Change
 - Tier 2 – Preferred Brand Increasing from \$60 to **\$100**
 - Tier 3 – Non-Preferred Brand Increasing from \$80 to **\$150**

Prescription Plan Change Number 2

Applies to All 3 Plans

- Pharmacy Benefit Manager (PBM)
 - The County will be changing Pharmacy Benefit Managers **FROM** Magellan **TO** **Medtipster**.
 - www.medtipster.com Customer Service 1-877-226-2378
- New I.D. Card will be issued reflecting the change effective 7/1/2024.
- Medtipster OTC Program:
 - Select Over-The-Counter (OTC) and behind-the-counter generic medications for certain chronic disease are available to you at no cost (\$0 copay). You can take advantage of this benefit at any network pharmacy.
 - No additional enrollment is required.
 - Currently, this program targets medications used for the treatment of gastroesophageal reflux disease (GERD) and non-sedating antihistamines used for allergies.
 - See your Employee Benefits Booklet for a list of medications that can be dispensed to you for a \$0 copay with a valid doctor's prescription.



THANK YOU!!
19 DONORS WHO
PARTICIPATED IN
APRIL!

Dorchester County has formed a partnership with the Blood Bank of Delmarva. Thank you to everyone who participated and supported our staff for a successful blood drive on 4/25! Next drive is October 24, 2024.

Drives will be bi-annual events

Employee Assistance Program

Contact Us... Anytime, Anywhere

No-cost, confidential solutions to life's challenges.



Confidential Emotional Support

Our highly trained clinicians will listen to your concerns and help you or your family members with any issues, including:

- Anxiety, depression, stress
- Grief, loss and life adjustments
- Relationship/marital conflicts



Work-Life Solutions

Our specialists provide qualified referrals and resources for just about anything on your to-do list, such as:

- Finding child and elder care
- Hiring movers or home repair contractors
- Planning events, locating pet care



Legal Guidance

Talk to our attorneys for practical assistance with your most pressing legal issues, including:

- Divorce, adoption, family law, wills, trusts and more
- Need representation? Get a free 30-minute consultation and a 25% reduction in fees.



Financial Resources

Our financial experts can assist with a wide range of issues. Talk to us about:

- Retirement planning, taxes
- Relocation, mortgages, insurance
- Budgeting, debt, bankruptcy and more



Online Support

GuidanceResources® Online is your 24/7 link to vital information, tools and support. Log on for:

- Articles, podcasts, videos, slideshows
- On-demand trainings
- "Ask the Expert" personal responses to your questions



Free Online Will Preparation

EstateGuidance® lets you quickly and easily create a will online.

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- Provide funeral and burial instructions
- Choose a guardian for your children

Call: 855.387.9727

TDD: 800.697.0353

Your toll-free number gives you direct, 24/7 access to a GuidanceConsultant™, who will answer your questions and, if needed, refer you to a counselor or other resources.

Online: guidanceresources.com

App: GuidanceResources® Now

Web ID: ONEAMERICA3

Log on today to connect directly with a GuidanceConsultant about your issue or to consult articles, podcasts, videos and other helpful tools.

24/7 Support, Resources & Information



INTEGRA Administrative Group
Group Passcode:
INTEGRA15

Welcome To ReviveHealth!

Eligible employees and dependents can talk to a doctor 24/7 by phone or video-chat at no cost or co-pays!

- ✓ 24/7 nationwide access to Board-Certified physicians
- ✓ Consults available anytime, anywhere
- ✓ Prescriptions sent to your preferred local pharmacy
- ✓ Avoid overcrowded waiting rooms and long wait times
- ✓ NO copays, deductibles, or surprise statements



*SwiftMD has rebranded!
Now called Revive Health...
but the website is the same.*

Getting Started:

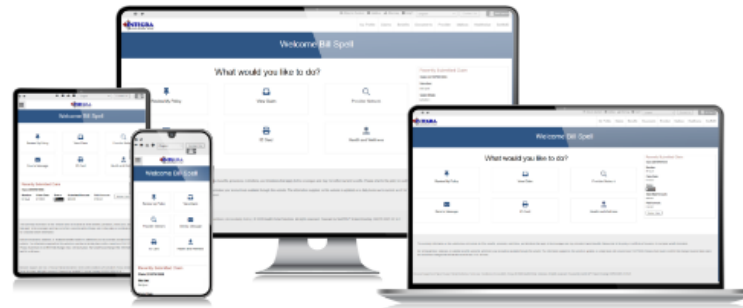
1. Head to the **login page** at www.swiftmd.com and select 'Get Started'
 2. Complete the required fields, inclusive of your group code: **INTEGRA15**
- You will also receive a welcome email with instructions to complete your activation.

Or Call 833-SWIFTMD (833-794-3863)

Access care via our mobile app!



*For Employees enrolled in Health Coverage



Create Your New Member Portal Account!

Easily manage your healthcare and plan benefits online.

- **Mobile Access:** No app needed! Just log in from the browser on your mobile device, and the portal will resize to fit your screen.
- **Digital ID Card:** Show your ID card from your phone and save space in your wallet.
- **New User-Friendly Design:** It's easier to find your claims, benefits, and other information.
- **Get Fast Answers:** Save yourself a phone call and email us in our secure portal.
- **Wellness Tools:** Use health articles, videos, and interactive tools to live a healthier lifestyle.
- **Opt Out of Mailed EOBs:** Say goodbye to paper! Opt out of mailed Explanation of Benefit Documents and get them in the portal instead.

Create Your Account Now!

- Step 1:** Go to <https://integratpa.veriben.net/>
- Step 2:** Click "Create a New Login Account"
- Step 3:** Complete the online member registration process.



Benefits Resources Contacts

(410) 901-2406

Human Resources Dept – County Building Room 103 - (410) 901-2406:

Kristin Budd - (443) 521-4849 (Cell) - kbudd@docogonet.com

Lisa Baumgartner – lbaumgartner@docogonet.com

Suzanne Hixon – shixon@docogonet.com

Medical:

McWilliams Financial Group – Medical, Dental, & Vision Broker*

Main (410) 221-5057 -301 - Fax: (410) 221 – 5046

Integra – Medical & Prescription Claims - (800) 959-3518 - www.integratpa.com

VälENZA -Pre-Certification and Case Management (877) 608-2200 www.valenzhealth.com

Delta Dental – Dental Claims - (800) 932-0783 - www.deltadentalins.com

Vision Service Plan – Vision Claims - (800) 877-7195 - www.vsp.com

Medtipster – Prescription- (877) 226-2378 – www.medtipster.com

Revive Health (SwiftMD) – 24/7 Telemedicine & Behavioral Health– (833) 794-3863

www.swiftmd.com Contact: support@swiftmd.com

Integra – Medical FSA/Dependent Care FSA (866)898-9795 – www.integratpa.com

Retirement:

MD State Pension/Retirement - (800) 492-5909 – www.sra.maryland.gov

CoreBridge Financial (VALIC) - www.corebridgefinancial.com

Primary Contact: Adam Grace - (410) 859-2164 - adam.grace@corebridgefinancial.com

Nationwide Financial – www.nrsforu.com, Primary Contact: Michael Hackleman – (614) 435-8361

<https://outlook.office365.com/owa/calendar/MeetwithMichael@onyourside.onmicrosoft.com/bookings/>

Other:

AFLAC - www.aflac.com

Primary Contact: Katie Evans - (443) 871-9396 - katie_evans@us.aflac.com

SECU – www.secumd.org

Primary Contact: Cathy Donaway – (410) 543-1006 x2451 – cathy.donaway@secumd.com

OneAmerica – www.oneamerica.com

Primary Contact: Amy Bass – 571-435-9661 – Amy.Bass@oneamerica.com

Verizon Discount – <https://www.verizon.com/ryl/auth/validateEmail>

*McWilliams Group is also the broker of the life policies for sworn law enforcement office with The Standard

Know your Leave Balances

VACATION (Annual) Leave

- **Accrued every pay period**
- **May not accrue more than 360 hours**

Sick Leave

- **Accrued every pay period**

ADMIN (Personal) Leave

- **48 hours every Fiscal Year**
- **Any unused Personal Leave will be forfeited 7/1**



**LOOK IN PAYCHEX, KNOW YOUR BALANCE
Plan Accordingly!**



PAYCHEX[®]

Address

Phone Number

Emergency Contact

Action Items (As applicable)

- ✓ Become Educated about your benefits
- ☐ Talk to HR about changes you want to make
- ☐ Turn in your completed Health Risk Assessment Questionnaire
- ☐ Turn in new FSA Election Form/ spend last year's election
- ☐ Turn in new Advance Sick Bank Election Form
- ☐ Know your leave balances and plan accordingly
- ☐ Enjoy the Fair!

