# 2020 -2021 Open Enrollment

# Effective 7.1.2020 – 6.30.2021

Open Enrollment will begin on **May 15, 2020** and run through **May 29, 2020**. Please refer to the posted Employee Benefits Guide for health plan details, changes, and helpful member information.

## IMPORTANT
## 2020 – 2021 Plan Changes

**Medical**
- ✓ Emergency Room: $500 copay added for visits 2+
- ✓ Slight Increase in Deductibles, Out Of Pocket Maximums and copays
- ✓ Deductible and Out Of Pocket Max changed to Plan Year vs. Calendar Year

**Pharmacy**
- ✓ Prescription Drugs covered are those on the Performance Formulary
- ✓ Copays change to $7.50 generic/$40 brand/$65 non-formulary
- ✓ Specialty Drugs covered at 50% with No Out Of Pocket Max (new BOP Program available through HCH to assist members with specialty drug cost)
- ✓ Mandatory Generics

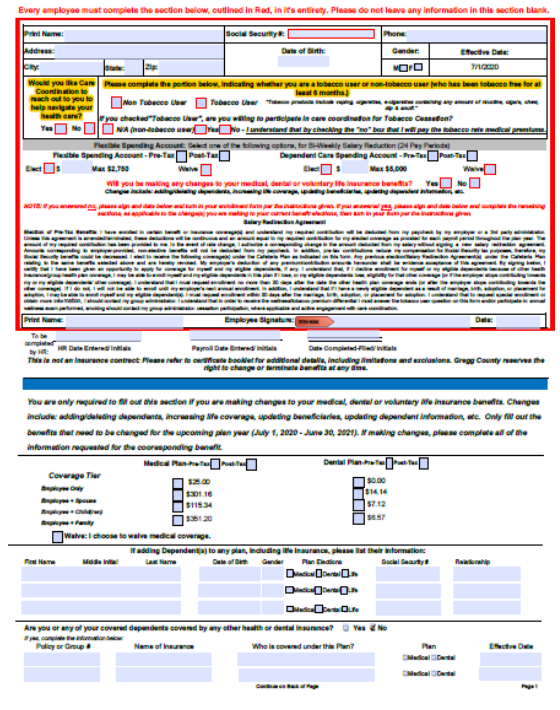
**Network**
- ✓ PHCS Network is no longer in-network. PHCS providers will only be available out of state for travel purposes.
- ✓ In-Network Providers will be in the Verity/Sync/HealthCare Highways Network (Tier 1 and Tier 2)

**Care Coordination**
- ✓ Added HCH Care Coordination to assist members manage care (tied to wellness program)

**Employee Contributions**
- ✓ Continue Smoker/Non-Smoker Premiums
- ✓ Employee Only Premium added of $50 per month
- ✓ Continue $50 Premium Differential for Wellness Participants (required preventive care/labs, & care coordination engagement)

Every employee must complete the Salary Redirection form in its entirety.

- If you **are not** making any changes to your benefits, **you must still complete the salary redirection form**. **If you do not complete this form, you could be subject to a surcharge.**
- If you are making any changes to your current benefits, you need to come to Human Resources and fill out an additional form. If you only fill out the salary redirection form, your current benefit elections will rollover to next year *(except for flexible spending account elections).*


2020 - 2021 Gregg County Salary Reduction/Redirection Agreement 20-0468966

Every employee must complete the section below, outlined in Red, in it's entirety. Please do not leave any information in this section blank.