

## **Understanding Benefits & Open Enrollment – Your questions answered!**

### **What are benefits?**

Health Benefits (Insurance), a payment received through a health insurance.

### **How do I know if I need benefits?**

Effective 1/1/2020, if you do not enroll and are not covered by a plan in the state of California, you will pay an individual mandate (as part of the Affordable Care Act) of \$695 per adult, \$347.50 per child or 2.5% of a household's gross income, (whichever amount is greater)

### **What if I already have a healthcare plan, how do I know if I should change?**

If you already have a healthcare plan, you should consider cost, value and whether you would need to change physicians. Many insurance plans differ in the resources available to you. Will I have the same doctor? Does my current plan cover my needs? These are decisions only you can make for yourself. That is why we strongly recommend you attend one of our Open Enrollment Sessions so you can hear what your employer has to offer and compare what you have with what is available through the YMCA of Orange County.

### **What is open enrollment?**

Open enrollment is your annual opportunity to update or choose the benefit options that best meet your needs for 2020.

### **When is open enrollment?**

You may begin to enroll in the YMCA of Orange County's 2020 benefit plan offering as early as November 7, 2019. Enrollment for the 2020 plan year begins at 9:00 am on November 7, 2019 and ends at 11:59 pm on November 29, 2019. Extensions beyond that time are not permitted.

### **How do I enroll?**

You may use your Paycom Self-Service to enroll in your 2020 health benefit plans. A system wizard will assist you through online enrollment. You will also have an opportunity to enroll at any of the Open Enrollment Sessions. We will have HR representative available at each session to assist in the enrollment process.

### **Why should I enroll?**

All eligible staff must make an active health plan election during November Open Enrollment for 2020 coverage. Employees will not automatically default into their current plan if no action is taken. After the plan year starts on January 1, 2020, you can only make coverage changes if you have a qualifying life event. Consider your choices carefully; changes and corrections are not permitted except during Open Enrollment or within 30 days of a qualifying event (like getting married or having a baby)

### **When do the benefits I choose during Open Enrollment begin?**

Elections for health care, dental and vision insurance, Voluntary Life and Accidental Death & Dismemberment (AD&D) insurance, health care and dependent care flexible spending accounts (FSAs), Voluntary Supplemental plans through CIGNA are effective January 1, 2020.

### **If I change my mind after Open Enrollment, can I change my health plan selection?**

No. After November 29, 2019 (the end of Open Enrollment window for 2020), you cannot change your 2020 health elections, unless you experience a new "qualifying life event" (such as getting married,

having a baby, loss of coverage, etc.) Consider your choices carefully; changes and corrections are not permitted except during Open Enrollment or within 30 days of a qualifying event.

**Can I enroll my adult child in my health care plan for 2020?**

Your child(ren) by birth, marriage, or adoption – through age 25 – can be covered by your health, dental and vision plan regardless of their access to other health insurance coverage.

**How do I find out if my doctor accepts our company's insurance plan offerings?**

All insurance companies have access to available providers accepting a particular coverage. We will have all of this information available to you during the enrollment period.

**Can I waive health plan coverage?**

Yes. Simply indicate during Open Enrollment in Paycom, that you want to waive healthcare coverage. However, you must show enrollment in another plan when waiving coverage. i.e., enrollment in a parent's plan or spouse's plan, etc.

**What if I don't have a computer to enroll or I need help enrolling?**

Employees can use any computer with internet access to enroll. If an employee would like help with online enrollment, they are welcome to come to an Open Enrollment session or visit the HR office. Computers will be available for use at all Open Enrollment sessions to help you through the enrollment process. Please make sure you know your Paycom Self-Service login and password information before attending a Session

**What is a waiting period?**

A waiting period is the length of time that a new employee must satisfy before becoming benefits eligible and enrolling insurance benefits upon joining a company. YMCA of Orange County has a 30-day waiting period. For example: If you are hired on January 16, 2020, your waiting period is 1<sup>st</sup> of the month following your first 30 days of employment, or March 1, 2020.

**Health Insurance Cost-Sharing Terms:**

**Premium:** A monthly payment you make to have health insurance. Like a gym membership, you pay the premium each month, even if you don't use it, or else lose coverage. If you are fortunate enough to have employer-provided insurance, the company picks up part of the premium.

**Copay:** A predetermined rate you pay for health care services at the time of care. For example, you may have a \$35 copay every time you see your primary care physician, a \$10 copay for each monthly medication and a \$250 copay for an emergency room visit. (just approximations)

**Deductible:** The deductible is how much you pay before your health insurance starts to cover a larger portion of your bills. In general, if you have a \$3,000 deductible, you must pay \$3,000 for your own care out-of-pocket before your insurer starts covering a higher portion of costs. The deductible resets yearly.

**Coinsurance:** Coinsurance is a percentage of a medical charge that you pay, with the rest paid by your health insurance plan, that typically applies after your deductible has been met. For example, if you have a 20% coinsurance, you pay 20% of each medical bill, and your health insurance will cover 80%.

**Out-of-pocket maximum:** The most you could have to pay in one year, out of pocket, for your health care before your insurance covers 100% of the bill.

**Myths and Facts:**

**Myth:** I should not bother enrolling because President Trump/Congress/others will get rid of Obamacare in 2020.

**Fact:** Effective 1/1/2020, if you do not enroll and are not covered by a plan in the state of California, you will pay an individual mandate (as part of the Affordable Care Act) of \$695 per adult, \$347.50 per child, or 2.5 percent of a household's gross income, (whichever amount is greater).

**Myth:** This is the only time of year to enroll in a health care plan.

**Fact:** Yes, this is the only time frame a person can select a health care plan unless he or she experiences a "life qualifying event." After a major life event (e.g. getting married, becoming a parent or losing a job), a person has 60 days to enroll in a health care plan.

**Myth:** I can't afford health insurance.

**Fact:** Monthly premiums must be paid, regardless of how well you are. However, if you experience an unexpected injury and are uninsured, you will have to cover medical costs plus the tax penalty. The YMCA of OC contributes \$300 per month toward your health care costs each month, making health care more affordable to our employees.

Watch Facts versus Myths about Health Care below!

<https://thebenefitsguide.com/health-care-myths-vs-facts/>