2019 Employee Benefits
Open Enrollment

Effective July 1, 2019

Presented May 14th 2019
Welcome to Our 2019 Open Enrollment!!

2019 OPEN ENROLLMENT MEETING

7:30 am  Breakfast
8:00 – 8:30 am  Welcome & Executive Director Address – Bill Mawyer
8:30 – 9:15 am  Safety Program Overview - Liz Coleman, Safety Manager
9:15 – 9:30 am  Break
9:30 am – 12:00 pm  OPEN ENROLLMENT INFORMATION SESSION
  9:30 – 10:00  2019 Healthcare Plans – David Talbert
  10:00 – 10:10  HSA Administrators
  10:10 – 10:20  Optima – Brittany Giovannetti
  10:20 – 10:30  Aflac – Michelle Lawson
  10:30 – 10:45  Break
  10:45 – 10:55  LDB Insurance – Karen Groves
  10:55 – 11:05  ACAC – Joe Schwar
  11:05 – 11:15  Legal Resources – Trish Eads
  11:15 – 11:35  VRS – John Kegel
  11:35 – 11:55  ICMA-RC – Antoinette Guy-Wharton
  11:55 – 12:00  Closing

12:00 – 1:00 pm  Break-out Period:  Vendors will remain in the lobby until 1:00 pm for questions. Questions that are specific to your needs, especially health condition/insurance related specific questions, can be asked during the breakout period.
## 2019 Medical Savings

### Monthly Premiums

#### HK - POS

**EMPLOYEEDEDUCTION FOR INSURANCE**

<table>
<thead>
<tr>
<th></th>
<th>FY 2019</th>
<th>FY 2020</th>
<th>Savings Per month</th>
<th>Savings Per Check</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Employee Only</strong></td>
<td>$46.12</td>
<td>$35.00</td>
<td>$11.12</td>
<td>$5.56</td>
</tr>
<tr>
<td><strong>Employee+ 1Child</strong></td>
<td>$149.35</td>
<td>$111.00</td>
<td>$38.35</td>
<td>$19.18</td>
</tr>
<tr>
<td><strong>Employee +Children</strong></td>
<td>$368.43</td>
<td>$327.00</td>
<td>$41.43</td>
<td>$20.72</td>
</tr>
<tr>
<td><strong>Employee Spouse</strong></td>
<td>$415.92</td>
<td>$373.00</td>
<td>$42.92</td>
<td>$21.46</td>
</tr>
<tr>
<td><strong>Employee+Family</strong></td>
<td>$508.44</td>
<td>$454.00</td>
<td>$54.44</td>
<td>$27.22</td>
</tr>
</tbody>
</table>

| Annual Savings | $133.44 | $460.20 | $497.16 | $515.04 | $653.28 |

### Monthly Premiums

#### H.S.A. - HDHP Plan

**EMPLOYEEDEDUCTION FOR INSURANCE**

<table>
<thead>
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</tr>
</thead>
<tbody>
<tr>
<td><strong>Employee Only</strong></td>
<td>$10.00</td>
<td>$5.00</td>
<td>$5.00</td>
<td>$2.50</td>
</tr>
<tr>
<td><strong>Employee+ 1Child</strong></td>
<td>$100.00</td>
<td>$70.00</td>
<td>$30.00</td>
<td>$15.00</td>
</tr>
<tr>
<td><strong>Employee +Children</strong></td>
<td>$295.00</td>
<td>$265.00</td>
<td>$30.00</td>
<td>$15.00</td>
</tr>
<tr>
<td><strong>Employee Spouse</strong></td>
<td>$335.00</td>
<td>$305.00</td>
<td>$30.00</td>
<td>$15.00</td>
</tr>
<tr>
<td><strong>Employee+Family</strong></td>
<td>$397.00</td>
<td>$360.00</td>
<td>$37.00</td>
<td>$18.50</td>
</tr>
</tbody>
</table>

| Annual Savings | $60.00  | $360.00 | $360.00 | $360.00 | $444.00 |
HealthSavings
Open Enrollment Presentation
What is an HSA?

**health savings account** (noun) A savings account used in conjunction with a consumer driven health plan (CDHP) that allows users to save money tax-free to pay for qualified healthcare expenses
Triple Tax Savings

1. Contributions are TAX DEDUCTIBLE

2. Earnings and interest grow TAX FREE

3. Withdrawals for eligible medical expenses are TAX FREE
HSA Benefits

- Funds roll over from year to year; there’s no “use it or lose it” like with an FSA
- You can invest your HSA funds and let them grow long-term like a 401(k)
- You can use your HSA funds to pay for your spouse or tax dependents’ qualified medical expenses tax-free, even if they’re on different health plans or ineligible for HSAs
- Your HSA stays with you even if you change jobs or retire; the funds in your HSA are yours to keep
- Save your receipts; you can reimburse yourself later — even years later
Other Potential HSA Advantages

- Lower insurance premiums with the CDHP
- Become a better consumer of your health care dollars by learning the true cost of medical treatments, shopping around and taking advantage of money-saving resources
- Supplement your retirement — funds in your HSA can be invested, grown and used in your retirement for health care expenses (tax-free) or non-medical expenses (taxed, but no penalty, after age 65)
Are You Eligible?

You must be:

• Covered under an HSA-qualified consumer-driven health plan on the first day of the month
• To be HSA-eligible, account holders must be eligible for the full month (every day)
• HSA eligibility is assessed at an individual level, based on the individual’s health coverage
Are You Eligible?

You must not be:

• Covered by any other health plan, including your spouse’s health insurance
• Covered by your own or spouse’s medical flexible spending account (FSA)
• Enrolled in any part of Medicare or Tricare
• Receiving Veteran’s health benefits now or in the past 90 days for a non-service connected disability
• Claimed as a dependent on another person’s tax return
HSA Contributions

- Contribute through pre-tax payroll withholding, saving state, federal and FICA taxes (7.65%) where allowed
- Contribute after-tax (and deduct the contribution on your tax return), but you would not avoid FICA taxes with this option
- Change your contribution amount as often as your employer allows; a qualifying event is not required
- There’s no minimum contribution
Each year, accountholders can contribute to their HSAs until that year’s federal income tax deadline.

<table>
<thead>
<tr>
<th></th>
<th>Self-Only Health Coverage</th>
<th>Family Health Coverage</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019</td>
<td>$3,500</td>
<td>$7,000</td>
</tr>
<tr>
<td>2018</td>
<td>$3,450</td>
<td>$6,900</td>
</tr>
</tbody>
</table>

**Catch-up Contributions:**
If you are 55 or older, you can make “catch-up” contributions, meaning you can deposit an additional $1,000 per year. If your spouse is also 55 or older, they may establish a separate HSA and make a “catch-up contribution to that account.
HSA Contributions

If you aren’t HSA-eligible for the full year, you have two options for how much to contribute:

- You can prorate your contribution by the number of months you were HSA-eligible
- If you are HSA-eligible as of December 1\textsuperscript{st}, you can use the “last-month rule” to make a full contribution
- If you use the last-month rule, though, you must stay HSA-eligible through the end of the next year
HSA Transfers & Rollovers

- Transfer any existing HSA dollars over
- Take advantage of your advisor’s enhanced investment lineup
- Have ALL of your HSA dollars accessible in one place
- Let your investments grow together!
What If I Terminate or Retire?

- Your HSA belongs to you — take it with you
- You can continue to pay medical expenses tax-free — even after Medicare eligibility
- Your HSA is always available for pay for medical expenses for you, your spouse and your tax dependents, even after you lose HSA eligibility
- You cannot make further contributions unless covered by another HSA-qualified health plan
Eligible Expenses

- Defined by IRS publications 969 and 502
- Eligible medical expenses before insurance deductible
- Generally, anything therapeutic that returns you to a normal state of health
- Doctor bills, prescriptions, hospital visits, lab tests
- Eyeglasses, contact lenses/solution, Lasik
- Dental cleanings, braces, crowns and fillings
Eligible Insurance Premiums

- **Can use** for qualified long-term care, COBRA and healthcare coverage, while receiving unemployment compensation
- **Can use** if you are Medicare-eligible, can pay employer-sponsored health premiums and Medicare premiums
- **Can use** for Medicare Part B/D premiums
- **Cannot use** HSA funds for Medigap premiums
- **Cannot** reimburse yourself for HDHP premiums deducted from paycheck
Taxable Withdrawals

• Accountholders can withdraw funds for non-eligible expenses at any time for any reason
• However, these withdrawals are subject to income tax and an additional 20% penalty if the account holder is under age 65 and not disabled
• After age 65, accountholders can withdraw funds for non-medical costs and just pay income tax (no 20% tax penalty)
Debit Card Options

• Interest-bearing debit account with VISA debit card
• Interest varies depending upon account balance
• Receive one free additional card for an authorized signer
• Bills can be paid with debit card
Your Visit to the Doctor

• Show your insurance card
  • Get credit towards your deductible
  • Pay the negotiated (allowable) rate
• Doctor sends the bill to the insurer
• Insurer checks deductible and applies discount
• You and your doctor get an explanation of benefits (EOB)
• Don’t pay until you see the EOB — make sure the bill from your doctor matches the EOB
When to Reimburse Yourself

- You are not required to reimburse yourself from your HSA in the same tax year as the expense
- You can pay with personal funds and save your receipts
- You can carry unreimbursed expenses forward if your account balance is insufficient, then reimburse yourself when you have the funds
- Also, you can let your funds grow over time and pay for medical costs out of pocket, then reimburse yourself tax-free down the road – “shoeboxing your HSA”
Why Invest Your HSA?

- 82% of employees consider medical costs as their most challenging retirement expense, but only 8% focus on saving HSA funds for future healthcare costs
- The average couple retiring at age 65 in 2018 could face over $400,000 in non-Medicare-covered medical costs
- If that couple used 401(k) funds to pay those expenses, they could pay as much as $130,000 more once taxes are factored in
Why Invest Your HSA?

- HSAs allow retirees to grow tax-free “medical nest eggs” and save their 401(k) plans for other costs.
- After you turn 65, you can use HSA funds for non-medical expenses with no 20% tax penalty; you just pay regular income taxes.
- After age 65, HSAs function similar to 401(k) plans, except withdrawals for medical expenses are tax-free.
Investing with HealthSavings

- No minimum investment thresholds, so every dollar can start growing for you
- Robust selection of low-cost, institutional-class funds (meaning you get lower “wholesale” pricing)
- No investment trading fees
- Average expense ratios 75% lower than industry average
- Can get reimbursement made directly into your personal checking account
Questions?

HealthSavings.com
Email: askus@HealthSavings.com
Toll-free: (888) 354-0697
Optima EAP
Orientation for Employees
What is the Optima Employee Assistance Program (EAP)?

- extends to employees and household members
- is provided at no cost
- is confidential

An easy-to-use resource to help address life’s challenges.
Why does my organization offer an EAP?

- EAPs are effective at helping individuals overcome challenges.
- Some matters that affect job performance are better handled by an outside resource.

Investment in employee’s well-being = Investment in organization
What are common problems addressed by Optima EAP?

- Stress and burnout
- Relationship concerns
- Depression
- Anger management
- Child/adolescent issues
- Interpersonal conflict
- Divorce and separation
- Domestic violence
- Substance abuse
- Work challenges
- Caregiving struggles
- Grief and loss
- Career concerns
- Anxiety
How do I know if I may need help?

Persistent feelings of anger, frustration, sadness or worry

Inappropriate outbursts

Extreme sensitivity

Regular fatigue or illness

Attendance/arrival issues

Increased errors

Withdrawal from people and activities

Increased inattention and mental distraction
How does Optima EAP help?

- Shows you how to address and resolve issues
- Offers information on a variety of topics
- Provides up to three (3) short-term, solutions-focused counseling with skilled and caring professionals
  
  *(household members do not have to be accompanied by the employee to use the counseling service)*

- Assists with referrals and coordination of benefits
What if my manager refers me to EAP?

- The goal is to create a win-win situation for the employee and the organization
- It’s a resource for you…not a punishment
- There are two types of referrals, **Formal** and **Mandatory**, that managers can use to support their employee’s success
Is Optima EAP really confidential?

- **YES!**
  - Confidentiality is critical to program success and employee participation

- EAP maintains strict adherence to:
  - state and federal laws (PHI)
  - professional licensing regulations

- EAP documentation is **not** part of your employee record and use of services does not jeopardize your job status or future opportunities
Are There Exceptions to Confidentiality?

- With your written permission
- Make threat to harm self or others
- Subpoenas
  - Rare
  - Respond in legally appropriate manner and will keep you informed
Work/Life Services

Online services offered to help employees manage and balance career and personal priorities and address everyday demands, such as…

- child care,
- parenting support,
- adoption,
- education,
- elder care, etc.
How do I access my Optima EAP benefit?

- Simply call **1-800-899-8174**
  - 24 hour/7 days a week accessibility
- Counseling appointments scheduled at a time and location that best meets your needs
- Counselors conveniently located throughout the Commonwealth of Virginia
Log-on any time, anywhere…

www.OptimaEAP.com
User log-in: RWSA
Work/Life Services Website

NEWS FOR YOU
Find relevant information about current events. Keep up to date with what is happening now.

ONLINE SEMINARS
Online Seminars are an interactive learning experience you can view at your convenience. Learn about upcoming Online Seminars or browse the On Demand archives.

LOCATE PROVIDERS
Are you in need of a caregiver or another type of provider? Use our handy search tool.

CENTERS
- TaxAct
- Savings Center
- Legal/Financial

OptimaHealth
Employee Assistance Program
We’re ready to help!

1-800-899-8174

www.OptimaEAP.com

User Name: RWSA