Your Benefits
Find an overview of your benefits
Page 2

Medical & Dental Plans
Learn more about how the plans work
Pages 3 & 4

Additional Protection
Prepare for the unexpected
Page 5

Spending Accounts
Reduce your out-of-pocket costs
Page 6

enroll online:
mylacountybenefits.com

enroll by phone:
888-822-0487

questions?

Benefits Hotline representatives are available Monday through Friday, 8 a.m. to 4 p.m. 213-388-9982
Extended hours during annual benefits enrollment Monday through Friday, 8 a.m. to 5 p.m.
The County of Los Angeles and Coalition of County Unions care about you and your family. That’s why we offer a comprehensive benefits program that includes medical, dental, life, accidental death and dismemberment, and medical coverage protection (long-term disability health insurance) to help you enrich your life while protecting your future and your loved ones.

**CHOICES 2017 BENEFITS AT A GLANCE**

**Medical**
- Kaiser Permanente HMO
- CIGNA Network HMO
- CIGNA Network POS
- CAPE/Blue Shield POS (Classic & Lite)
- ALADS/Anthem Blue Cross CaliforniaCare HMO (Basic & Premier)
- ALADS/Anthem Blue Cross Prudent Buyer PPO (Basic & Premier)
- Fire Fighters Local 1014 Medical Plan (for Local 1014 members only)

**Dental**
- MetLife (SafeGuard) HMO
- DeltaCare HMO
- Delta Dental PPO
- ALADS/Anthem Blue Cross Premier PPO (included in ALADS/Anthem Blue Cross Premier medical plans)

**Life Insurance**
- Basic life insurance
- Optional life insurance
- Dependent life insurance

**Accidental Death and Dismemberment (AD&D) Insurance**

**Medical Coverage Protection (Long-Term Disability Health Insurance)**

**Spending Accounts**
- Health Care Spending Account (HCSA)
- Dependent Care Spending Account (DCSA)

**Dependent Eligibility**

Your dependents may be eligible for Choices medical and dental plans. Eligible dependents include:

- Your spouse or domestic partner
- Your children, children legally adopted by you, children awaiting finalization of their adoption by you, stepchildren, children of whom you are the legal guardian, children you support because of a valid court order, and children of your domestic partner:
  - Under age 26
  - Age 26 and older if your child became disabled before the limiting age and is approved by your health plan (check with your health plan to determine the limiting age)

When adding eligible family members during annual benefits enrollment, you must provide Social Security numbers (SSNs) and required documents (birth/adoption/marriage certificate) within 10 calendar days from the date you enroll.

1 Available only to sworn Peace Officers eligible to be members of ALADS (Bargaining Unit 611), and employees in Bargaining Units 612, 614, 621, 631, 632, 641, and 642.

2 The dependent group term life, accidental death and dismemberment plans, and Spending Accounts have different dependent eligibility requirements. See your Choices SPD for details.

3 Under age 18 for legal guardianship.

**Choose Carefully — Your Elections Are Final**

After the enrollment deadline, you will not be able to change your benefits until next year’s annual enrollment. The only exception is if you have a qualifying life event, such as a change in family status or work situation, which may make you eligible to change your elections. Some examples include birth or adoption of a child, marriage, or divorce.

You must complete a life event enrollment and submit supporting documents to the Benefits Plan Administrator within 90 days of the qualifying life event. See pages 14-18 of the Choices Summary Plan Description (SPD) for details.

The SPD is a valuable resource containing detailed plan information. You may download a copy of the Choices SPD at mylacountybenefits.com.
<table>
<thead>
<tr>
<th>Coverage</th>
<th>Health Maintenance Organization (HMO) Plans</th>
<th>Point of Service (POS) Plans</th>
<th>Preferred Provider Organization (PPO) Plans</th>
</tr>
</thead>
<tbody>
<tr>
<td>Health Coverage</td>
<td>Provides comprehensive medical coverage, including (but not limited to): • Preventive care • Routine medical care • Major medical care • Behavioral health care</td>
<td>• You choose a primary care physician (PCP) who oversees your care and refers you to HMO specialists • You have a network of HMO providers to choose from • Except for emergency care, you must be treated by an HMO network physician or hospital to receive benefits</td>
<td>• You can see any licensed doctor or specialist • Your out-of-pocket expenses will be lower when you use providers from the PPO network of participating doctors, hospitals and other health care providers</td>
</tr>
</tbody>
</table>

| Seeking Care | • You choose a primary care physician (PCP) who oversees your care and refers you to HMO specialists • You have a network of HMO providers to choose from • Except for emergency care, you must be treated by an HMO network physician or hospital to receive benefits | • You choose a primary care physician (PCP) who oversees your care and refers you to specialists • You do not need a referral from your PCP to see any licensed doctor or specialist • Your out-of-pocket expenses will be lower when you coordinate care through your PCP and use network providers | • There is a deductible before the plan pays benefits • Deductible is waived for preventive care when you use network providers • Out-of-pocket expenses are lower when you use network providers |

| Determining Costs for Services | • There are no deductibles • You pay a specified amount (copay) for many services • Without the cost of a deductible and with generally lower copays, HMOs typically cost less than PPO plans | • There is no deductible if you use network providers and coordinate your care through your PCP • Out-of-pocket expenses are lower when you use network providers and coordinate your care through your PCP | • There is a deductible before the plan pays benefits • Deductible is waived for preventive care when you use network providers • Out-of-pocket expenses are lower when you use network providers |

For more details, review the Medical and Dental Plans Comparison Chart you received with this guide or the Choices SPD online at mylacountybenefits.com.

### Waiving or Declining Medical Coverage? You Must Take Action!

**WAIVING MEDICAL**

- You may choose to waive medical coverage for 2017 under **Choices** ONLY if:
  1. You have medical coverage through one of the following:
     - Your spouse's/domestic partner's employer-sponsored medical plan
     - Another employer-sponsored medical plan (such as from a second job)
     - Veteran benefits
     - Medicare
  AND
  2. Your other medical plan offers coverage similar to what **Choices** offers

If you waive medical coverage, you will receive the $244 monthly **Choices** Benefits Allowance.

**DECLINING MEDICAL**

- You may choose to decline medical coverage for 2017 under **Choices** ONLY if:
  - You have medical coverage through one of the following:
    - An individual insurance policy (For example: if you purchased insurance directly through an insurance company)
    - The state, federal or private marketplace (For example: insurance purchased through Covered California)

If you decline medical coverage, you WILL NOT receive the $244 monthly **Choices** Benefits Allowance.

You MUST provide information on your other coverage every year.

You can waive or decline online at mylacountybenefits.com when you are newly eligible and during annual benefits enrollment. You must provide information on your other medical coverage each year during annual benefits enrollment. If you do not submit, or if it is not approved, you will be automatically enrolled in Kaiser Permanente HMO for 2017, and will not be able to waive or decline medical coverage again until the next annual benefits enrollment.

**Pensionability Note:** If you waived **Choices** coverage continuously from 2014 through 2016 because you were enrolled in an individual plan and you continue that coverage in 2017, you may continue to waive coverage under **Choices** and receive the $244 benefits allowance.

1 Employees in Bargaining Units 131, 132, 501, 502, 511, and 512 will be automatically enrolled in CAPE/Blue Shield Lite Point of Service (POS) Plan. Sworn Peace Officers eligible to be members of ALADS (Bargaining Unit 611), and employees in Bargaining Units 612, 614, 621, 631, 632, 641, and 642 will be automatically enrolled in the ALADS/Anthem Blue Cross CaliforniaCare HMO Plan. Local 1014 members will be automatically enrolled in the Fire Fighters Local 1014 Medical Plan.
Your Choices program offers two HMO dental plans:
- MetLife (SafeGuard)
- DeltaCare

The program also offers the following PPO dental plans:
- Delta Dental
- ALADS/Anthem Blue Cross Premier (included in ALADS/Anthem Blue Cross Premier medical plans)

When you enroll in one of the HMO dental plans, you choose a dental office, which becomes your "primary care office." You must go to this office for all of your dental care.

The Delta Dental PPO offers two different networks of participating dentists and dental care providers:
- Delta Preferred Provider Option (PPO) network: Using this network offers the highest benefits. Most preventive services are covered at 100%; many other services are covered at 85%. You pay no deductible. The annual maximum benefit is $1,500 per person.
- Delta Participating Dentist network: Delta pays benefits based on a fee agreement with the network's dentists. Most routine services are covered at 80%, after you have met a deductible. The annual maximum benefit is $1,200 per person.

When you enroll in a PPO dental plan, you can go to any dentist in either network, or to an out-of-network dentist. When you go to network providers, the plan pays higher benefits (you pay less).

The ALADS/Anthem Blue Cross Premier Plan is available only to sworn Peace Officers eligible to be members of ALADS (Bargaining Unit 611), and employees in Bargaining Units 612, 614, 621, 631, 632, 641, and 642.

The Fire Fighters Local 1014 Medical Plan provides a $3,000 lifetime orthodontia benefit as well as a $1,500 "excess dental" benefit for out-of-pocket expenses incurred through your LA County dental plan. The plan is only available to members of Local 1014.

For more details, review the Medical and Dental Plans Comparison Chart you received with this guide or the Choices SPD, which is online at mylacountybenefits.com.

Your medical coverage includes prescription drug coverage.

If you are taking "maintenance medication" — for high blood pressure, cholesterol, thyroid conditions, or birth control, for example — using your plan’s mail-order service will generally save you money. Plus, you get the convenience of having your medications delivered to you rather than having to pick them up at the pharmacy.

For more details about these benefits, review the Medical and Dental Plans Comparison Chart you received with this guide or contact your medical plan.

How to Save Money with Generic Drugs
You will save money when you substitute brand-name drugs with generic drugs, which become available when the original patent on the brand-name drug expires. When you are prescribed a brand-name drug, ask your health care provider if a generic version is available.

Medicare Part D Notice
If you or your dependents have Medicare or become eligible in the next 12 months, a federal law gives you more prescription drug coverage options.

See the Medicare notice in the legal notices in your benefits enrollment packet.
Sometimes, the unexpected happens and it affects not just your life, but also the lives of those you care about. Your Choices program offers life insurance, AD&D insurance, and LTD health insurance to protect you and your family.

Life Insurance
The County gives you basic life insurance at no cost to you.

- Safety Members of Retirement Plan A, B, C, or General Members of Retirement Plan A, B, C, D, or G of the Los Angeles County Employees Retirement Association (LACERA):
  You are insured for $2,000.
- Members of Retirement Plan E:
  You are insured for $10,000.

You may buy optional life insurance of one to eight times your annual salary. You may only increase your insurance amount by one times your annual salary each year.

If you buy optional life insurance for yourself, you may also buy a limited amount of life insurance for your spouse or domestic partner and dependent children. The enrollment materials in your enrollment packet show how much you can buy and your monthly cost of coverage. See the Choices SPD at mylacountybenefits.com for more information.

Accidental Death and Dismemberment Insurance (AD&D)
You can buy AD&D insurance at low monthly rates. If you die in an accident, become paralyzed, or lose a limb, eyesight, speech, or hearing because of an accident, your AD&D insurance pays benefits. Review your enrollment materials for AD&D coverage amounts and monthly costs.

If you have AD&D coverage under Choices, you may also buy coverage for your eligible spouse or domestic partner under age 70, and dependent children under age 21, or through age 25 if full-time students. See the Choices SPD, at mylacountybenefits.com, for rules.

Medical Coverage Protection
Long-Term Disability (LTD) Health Insurance
If you are a General (not Safety) Member of Retirement Plan A, B, C, D, E, or G of LACERA and are enrolled in a CAPE/Blue Shield, CIGNA, or Kaiser medical plan, you are eligible to participate in the LTD health insurance plan. It will help you continue your medical insurance coverage if you become totally and permanently disabled, and are eligible for long-term disability benefits.

If you experience a disability on or after the later of January 1, 2008 (January 1, 2015, for CAPE/Blue Shield), or the date your medical coverage begins, the LTD Health Insurance plan pays 75 percent of your monthly medical premium while you are disabled and receiving LTD benefits. You must pay the remaining 25 percent.

For disabilities occurring on or after January 1, 2008 (January 1, 2015, for CAPE/Blue Shield), eligible employees can elect to “buy up” to 100 percent LTD Health Insurance at a cost of $3.00 per month. Under this optional coverage, the LTD Health Insurance plan will pay 100 percent of the monthly medical plan premium while you receive LTD benefits.

If you do not elect (or you cancel) the optional 100% LTD health insurance coverage for a plan year, you cannot elect this coverage for the next plan year. You must wait two calendar years before you again have the option to elect this coverage. See the Choices SPD, at mylacountybenefits.com, for more information.
Spending Accounts offer a great way to save money on eligible health care and dependent care expenses.

You never pay federal or state income taxes on the money you contribute. That means you could save between 10% and 30% on every dollar you spend on health care or dependent care, depending on your tax bracket.

You should carefully estimate the amount of expenses that you will be able to pay from these accounts to determine how much you want to contribute. If there’s money left in your Dependent Care Spending Account at year end, you will not get it back (IRS requirements). This is sometimes referred to as the "Use it or Lose it Rule."

With a Health Care Spending Account, you can carry over up to $500 in unused funds to spend in the following year. See below for details.

That’s why it’s important to take a little time to plan, and not put more in your account than you estimate you will spend for the year.

Choices offers two types of Spending Accounts:

<table>
<thead>
<tr>
<th>Health Care Spending Account</th>
<th>Dependent Care Spending Account</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pay for eligible health care expenses with pre-tax dollars, including but not limited to:</td>
<td>Pay for eligible dependent care expenses with pre-tax dollars while you and your spouse work outside the home, or attend school full time. These expenses include, but are not limited to:</td>
</tr>
<tr>
<td>• Medical plan copays</td>
<td>• The cost of properly licensed day care centers, summer day camp</td>
</tr>
<tr>
<td>• Deductibles</td>
<td>• Nursery school</td>
</tr>
<tr>
<td>• Prescription drugs</td>
<td>• Preschool</td>
</tr>
<tr>
<td>• Eyeglasses, contacts, laser eye surgery</td>
<td>• Child and adult day care provided at your home</td>
</tr>
<tr>
<td>• Out-of-pocket dental expenses</td>
<td></td>
</tr>
<tr>
<td>• Hearing aids and tests</td>
<td>Dependent Care expenses must be used for the care of a:</td>
</tr>
<tr>
<td>• Chiropractic care</td>
<td>• Child under the age of 13</td>
</tr>
<tr>
<td>• Nicotine patches and nicotine gum prescribed by a doctor</td>
<td>• Mentally or physically disabled child of any age, or</td>
</tr>
<tr>
<td>• Plus many more expenses</td>
<td>• Legally dependent adult who spends a minimum of eight hours each day in your home and is unable to care for himself/herself</td>
</tr>
<tr>
<td>Some expenses (such as insurance premiums) are not eligible for reimbursement.</td>
<td></td>
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</tbody>
</table>

When you enroll, you decide how much to contribute to each account.

You can contribute a maximum of **$200 a month.**

You can contribute a maximum of **$400 a month.**

Expenses for both types of Spending Accounts must be incurred by December 31, 2017, and submitted for reimbursement by June 30, 2018. See the Spending Account section of the Choices SPD, at mylacountybenefits.com, for more information about eligibility and what other types of expenses you can pay with tax-free dollars through a Spending Account.

### Health Care Spending Account: Carry Over up to $500 Each Year

If you have a Health Care Spending Account (HCSA), you can carry over up to $500 in unused funds to spend in the next Plan Year; however, you will lose any remaining balance above $500.

The amount you carry over to the next year will not affect your annual maximum contribution. You can still contribute up to the full $2,400 to your HCSA in 2017. Any money you carry over from 2016 will be available for use in 2017 along with your designated 2017 contribution amount.

The carryover rule does not apply to the Dependent Care Spending Account (DCSA). If you enroll in a DCSA, you must spend all your funds by the end of the plan year or you will lose them.

To learn more, check out the Spending Accounts eMagazine (see next page for more information).
Making Your Dependent Care Spending Account Even More Valuable

If you enroll in the Dependent Care Spending Account, the County will make a nontaxable monthly contribution to your account based on your annual pay.

You do not need to contribute, but you must enroll to be eligible for the County contribution. See the chart at the right to find out how much the County will contribute in 2017.

Total contributions, yours and the County’s, to a Dependent Care Spending Account cannot exceed $4,800 a year if married filing jointly, or $2,500 if married filing separately (IRS limits).

Important Note: The Coalition of County Unions and the plan sponsor, the County of Los Angeles, agreed to an annual maximum dollar amount the County will spend for this benefit and how this benefit will be administered. This benefit will be monitored on a monthly basis. If the dollar maximum is reached in any month in 2017, the contribution you receive from the County will be reduced that month and will be suspended for the remainder of the plan year. In addition, you may be allowed to make other changes that are consistent with a qualifying change in status, cost, or coverage (for example, revoking your election if your dependent care provider quits or terminates its contract with you). See the Choices SPD, at mylacountybenefits.com, for more information.

<table>
<thead>
<tr>
<th>YOUR ANNUAL BASE PAY</th>
<th>COUNTY’S MONTHLY CONTRIBUTION (Subject to Annual Gap on Contribution)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than $30,000</td>
<td>$375</td>
</tr>
<tr>
<td>$30,000 to $34,999</td>
<td>$300</td>
</tr>
<tr>
<td>$35,000 to $39,999</td>
<td>$275</td>
</tr>
<tr>
<td>$40,000 to $44,999</td>
<td>$200</td>
</tr>
<tr>
<td>$45,000 to $49,999</td>
<td>$125</td>
</tr>
<tr>
<td>$50,000 or more</td>
<td>$75</td>
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</table>

Spending Account eMagazine

The County of Los Angeles’ Spending Account eMagazine is an easy way to help you get the most out of the Health Care and Dependent Care Spending Accounts.

It’s interactive with lots of easy-to-use tools like downloadable forms and a savings calculator to help you determine how much you will save in taxes when you use a Spending Account. Use the built-in worksheets to add up your yearly expenses so you will know how much to set aside each pay period.

Visit mylacountybenefits.com and click on the eMagazine link on the homepage.
health care at your fingertips

Now, there are even more ways to access your health care information. With smartphone apps and mobile-optimized sites from your health plan, you can manage your benefits anytime, anywhere. Check with your health plan’s website for more information on all the great mobile benefits available to you.

Find a Doctor or Dentist: Visit your health plan’s website and click "Find a Doctor/Dentist" to search for a health care provider near you.

Find an Urgent Care Clinic: Search for a nearby urgent care clinic from your health plan’s mobile app if you need immediate, non-emergency care.

Check Your Claims: Find out what was billed, how much your health plan paid, and if you owe anything.

Manage Prescription Benefits: Check the cost of drugs, get refills, or switch to home delivery.

Get Your ID Card: Share or email your ID card right from your smartphone.

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<tr>
<th>CONTACT INFORMATION</th>
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<td><strong>Contact</strong></td>
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<td>BENEFITS SYSTEM</td>
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<td>Benefits Enrollment</td>
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<tr>
<td>COUNTY DEPARTMENT OF HUMAN RESOURCES</td>
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<tr>
<td>Benefits Hotline</td>
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<tr>
<td>MEDICAL</td>
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<tr>
<td>CIGNA</td>
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<td>Kaiser Permanente</td>
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<td>CAPE/Blue Shield</td>
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<td>Fire Fighters Local 1014</td>
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<td>DENTAL</td>
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<td>MetLife (SafeGuard)</td>
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<tr>
<td>Delta Dental</td>
</tr>
<tr>
<td>ALADS/Blue Cross (dental)</td>
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<tr>
<td>SPENDING ACCOUNTS</td>
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<tr>
<td>LIFE AND AD&amp;D INSURANCE</td>
</tr>
<tr>
<td>CIGNA Life</td>
</tr>
</tbody>
</table>

The County reserves the right to take appropriate action against anyone who knowingly presents a false or fraudulent claim under the Plan, or who otherwise attempts to defraud the Plan, including (but not limited to) termination from participation in the Plan and of employment.

This Highlights Guide is not an official Choices Summary Plan Description (SPD) or official plan document. If you need a copy of an official plan document, contact the plan’s customer service department directly. If there is a difference between what you read in this guide and what you read in an official plan document, the official plan document will rule.