

2020 ANNUAL BENEFITS ENROLLMENT



WHEN:

October 1 to October 31, 2019

ENROLL AT:

mylacountybenefits.com

QUESTIONS ?

213-388-9982

Benefits Hotline Representatives are available Monday - Friday, 8 a.m. to 4 p.m.

During annual enrollment hours are extended, 8 a.m. to 5 p.m.

REMEMBER YOU MUST COMPLETE AN ENROLLMENT TO...

- Waive or decline medical or dental coverage, if you qualify.
- Enroll or re-enroll in the Health Care and/or Dependent Care Spending Account.
- Buy Elective Annual Leave Days.
(*Megaflex* participants only)

IMPORTANT CHANGES FOR *OPTIONS* AND *CHOICES* COUNTY EMPLOYEES:

\$325 MONTHLY TAXABLE CASH CAP

(*OPTIONS* AND *CHOICES* PARTICIPANTS ONLY)

You are given a monthly allowance to “spend” on benefits. When you do not spend all of your monthly allowance, the unused amount (taxable cash) is added to your monthly pay as income. Starting in the 2020 Plan Year, there will be a monthly taxable cash cap of \$325. You will not receive any unused benefits allowance above the cap.

NEW! CAPE BLUE SHIELD MEDICAL PLAN

ELIGIBILITY RULES

(*CHOICES* PARTICIPANTS ONLY)

You must be a dues-paying member of a union affiliated with the Coalition of County Unions (CCU), as of August 1, 2019, to enroll or continue your enrollment, in a CAPE medical plan in 2020 and must select another medical plan during annual enrollment.

NEW MEDICAL PLAN OPTION:

UNITEDHEALTHCARE (UHC) HARMONY HMO

(*OPTIONS* PARTICIPANTS ONLY)

There is a smaller network of doctors, specialists, and facilities. You will have no deductibles and will pay lower premiums with the same copay amounts, as the UHC HMO plan. Providers are chosen based on where you live in Los Angeles County, Orange County, Riverside County, San Bernardino County, or San Diego County.

KAISER VISION & HEARING AID BENEFITS

(*OPTIONS* PARTICIPANTS ONLY)

Kaiser enrollees will now have a \$150 allowance to spend on eyeglass frames with prescription lenses or contact lenses, in lieu of eyeglasses. In addition, enrollees will have a \$5,000 benefit allowance to spend on a hearing device from Kaiser or another vendor.