



2021 Benefit Summary

Table of Contents

Benefits Overview.....	3
Medical Insurance	4
Health Savings Account (HSA).....	17
Flexible Spending Accounts (FSAs)	21
Dental Insurance	22
Vision Insurance	23
Life and Accidental Death & Dismemberment (AD&D) Insurance.....	25
Voluntary Life Insurance.....	25
Disability Insurance	26
Voluntary Accident Insurance	27
Voluntary Hospital Indemnity Insurance	30
Voluntary Critical Illness Insurance.....	30
Intermountain Employee Assistance Program.....	33
Employee Assistance Program Office Locations	33
Retirement.....	34
Contact Information	35
Per Pay Period Rates for Benefits (24)	36
Important Notices and Disclosures.....	37

IMPORTANT:

If you (and/or your dependents) have Medicare or will become eligible for Medicare in the next 12 months, federal law gives you more choices about your prescription drug coverage. Please see page 42 for more details.

This document is an outline of the coverage proposed by the carrier(s), based on information provided by your company. It does not include all of the terms, coverage, exclusions, limitations, and conditions of the actual contract language. The policies and contracts themselves must be read for those details. Policy forms for your reference will be made available upon request.

The intent of this document is to provide you with general information regarding the status of, and/or potential concerns related to, your current employee benefits environment. It does not necessarily fully address all of your specific issues. It should not be construed as, nor is it intended to provide, legal advice. Questions regarding specific issues should be addressed by your general counsel or an attorney who specializes in this practice area.

Benefits Overview

Utah County is proud to offer a comprehensive benefits package to eligible, career-service employees* who work 20 or more hours per week. The complete benefits package is briefly summarized in this booklet. You may request plan booklets, which give you more detailed information about each of these programs.

*Eligible Employees include appointed, elected, and retained by election.

Benefit Plans Offered

- Medical Insurance
- Health Savings Account (HSA)
- Flexible Spending Account (FSA)
- Dental Insurance
- Vision Insurance
- Life and Accidental Death & Dismemberment (AD&D) Insurance
- Voluntary Life and AD&D Insurance
- Short-Term Disability Insurance
- Long-Term Disability Insurance
- Voluntary Accident Insurance
- Voluntary Hospital Indemnity Insurance
- Voluntary Critical Illness Insurance
- Employee Assistance Program (EAP)

Eligibility

Medical and Dental coverage begins on the first of the month following your date of hire with Utah County Government. Voluntary benefits (including Vision, Accident, Hospital, and Critical Illness) coverage also begins on the first of the month following your date of hire. Life Insurance, Voluntary Life Insurance, Voluntary Short-Term Disability and Long-Term Disability coverage begins on the first of the month following 30 days of employment.

You and your dependents are eligible for Utah County benefits. Eligible dependents are your spouse, children under age 26, and disabled dependents of any age.

Open Enrollment

The medical and dental plan year is from January 1, 2021 through December 31, 2021. The next open enrollment period will be held in October.

During open enrollment, you may enroll in or make changes to your benefit programs. Open enrollment is the only time that you may add or change benefits during the year, unless you have a qualifying life event. Make sure that you understand the offerings and enroll yourself and your eligible dependents in the programs that you would like for the upcoming plan year. Elections made now will remain until the next open enrollment unless you or your family members experience a qualifying event. If you experience a qualifying event, you must contact HR within 30 days.

Qualifying Events

The following events allow you a 30-day special enrollment period to complete and submit a change request to update your benefits outside of the open enrollment period:

- Loss of Dependent Coverage (including spousal coverage through employer)
- Marriage
- Divorce
- Legal Separation
- Birth of a Child
- Adoption or Change in Custody
- Death

The following events allow you a 60-day special enrollment period to complete and submit a change request to update your benefits outside the open enrollment period:

- You, your spouse, or child loses coverage under either a Medicaid plan under Title XIX or under a state child health plan (CHIP) under Title XXI of the Social Security Act due to a loss of eligibility for that programs coverage.
- You, your spouse, or child becomes eligible for premium assistance with respect to the cost of coverage under our group health plan through either a Medicaid plan under Title XIX (such as Utah's Premium Partnership) or under a state health plan (CHIP) under Title XXI of the Social Security Act (see enclosed disclosure).

Enrolling in benefit plans during special enrollment periods will be allowed according to each insurer's policies/terms and conditions.

2021 Benefit Summary

Medical Insurance

Administered by SelectHealth

Comprehensive and preventive healthcare coverage is important in protecting you and your family from the financial risks of unexpected illness and injury. A little prevention usually goes a long way—especially in healthcare. Routine exams and regular preventive care provide an inexpensive review of your health. Small problems can potentially develop into large expenses. By identifying the problems early, often they can be treated at little cost.

Comprehensive healthcare also provides peace of mind. In case of an illness or injury, you and your family are covered with an excellent medical plan through SelectHealth.

SelectHealth Share—HSA Qualified High Deductible Health Plan	
	In-Network
Annual Deductible (individual/family)	\$2,000/\$4,000
Annual Out-of-Pocket Maximum (individual/family)	\$3,000/\$6,000
Coinsurance	20%
DOCTOR'S OFFICE	
Office Visits (PCP/SCP)	\$15 AD/\$25 AD
Preventive Care	Covered 100%
Connect Care -Telehealth	Covered 100%
PRESCRIPTION DRUGS	
Retail – 30-day supply	
Generic	\$7 AD
Brand Name Preferred	\$21 AD
Brand Name Non-Preferred	\$42 AD
Specialty	\$100 AD
Mail Order – 90-day supply	
Generic	\$7 AD
Brand Name Preferred	\$42 AD
Brand Name Non-Preferred	\$126 AD
HOSPITAL SERVICES	
Emergency Room	\$75 AD
Urgent Care	\$35 AD
Inpatient	20% AD
MENTAL HEALTH SERVICES	
Inpatient Services	20% AD
Outpatient Services	20% AD
OTHER SERVICES	
Maternity Services	20% AD

AD: After Deductible

SelectHealth Share-HSA QHDHP Employee Cost Per Pay Period (24)			
	Full-Time	¾ Time	½ Time
Employee Only	\$0.00	\$0.00	\$144.15
Employee + One	\$0.00	\$0.00	\$291.93
Family	\$0.00	\$0.00	\$391.15

Career Service Employee Status Definition	
Full-Time	Regularly scheduled 40 hours per week
¾ Time	Regularly scheduled 30–39 hours per week
½ Time	Regularly scheduled 20–29 hours per week

SelectHealth Share—Signature Traditional Plan	
	In-Network
Annual Deductible (individual/family)	\$1,000/\$2,000
Annual Out-of-Pocket Maximum (individual/family)	\$3,000/\$6,000
Coinsurance	20%
DOCTOR'S OFFICE	
Office Visits (PCP/SCP)	\$25/\$40
Preventive Care	Covered 100%
Connect Care	Covered 100%
PRESCRIPTION DRUGS	
Retail – 30-day supply	
Deductible	\$100 Per Person
Generic	\$15
Brand Name Preferred	\$30 APD
Brand Name Non-Preferred	\$50 APD
Specialty	\$100 APD
Mail Order – 90-day supply	
Generic	\$15
Brand Name Preferred	\$60 APD
Brand Name Non-Preferred	\$150 APD
HOSPITAL SERVICES	
Emergency Room	\$250 AD
Urgent Care	\$40
Inpatient	20% AD
MENTAL HEALTH SERVICES	
Inpatient Services	20% AD
Outpatient Services	20%
OTHER SERVICES	
Maternity Services	20% AD
Chiropractic	\$20

AD: After Deductible

SelectHealth Share Signature Plan Employee Cost Per Pay Period (24)			
	Full-Time	¾ Time	½ Time
Employee Only	\$46.55	\$46.55	\$190.70
Employee + Spouse	\$94.30	\$94.30	\$386.23
Family	\$126.20	\$126.20	\$517.35

Career Service Employee Status Definition	
Full-Time	Regularly scheduled 40 hours per week
¾ Time	Regularly scheduled 30–39 hours per week
½ Time	Regularly scheduled 20–29 hours per week

2021 Benefit Summary

Utah County provides a waiver incentive for those of you that have selected other medical plans outside of what Utah County offers. You will see from the graph below, depending on your employment the allotted amount you are offered per pay-period.

Waiver Incentive Utah County Contributions to Employee's Paycheck Per Pay Period (24)			
	Full-Time	$\frac{3}{4}$ Time	$\frac{1}{2}$ Time
Employee Only	\$40.00	\$30.00	\$20.00
Employee + Spouse	\$80.00	\$60.00	\$40.00
Family	\$80.00	\$60.00	\$40.00

The waiver incentive is available if you waive medical insurance offered by Utah County.



SelectHealth Share®

SelectHealth Share aims to improve your health through commitments called engagements and keep premiums low.

We've created the checklist on the next page to help you complete your engagements and live the healthiest life possible.

Your Complete Care includes specialists, a free nurse line, telehealth access through Intermountain Connect Care, and pharmacies nationwide. There are over 5,100 providers on the Share network.

Wondering whether your current doctor or neighborhood clinic participates with SelectHealth Share? To find out, visit selecthealth.org/providers. Filter your results by choosing SelectHealth Share from the network drop-down menu.



NEED HELP?

Need help finding a doctor or making an appointment?

PHONE **800-515-2220**

PRIMARY CARE PROVIDERS

A Primary Care Provider (PCP) sees patients for common medical problems, performs routine exams, and helps prevent or treat illness. You can trust a PCP to know your health history, be your partner in preventive care, and help you find other doctors when you need them.

INTERMOUNTAIN CONNECT CARE®

Visit a provider 24/7 via live online video. Many plans cover this service for only \$10, and you'll never pay more than \$49 for the visit.

INTERMOUNTAIN INSTACARE®

What's open late and costs less than the ER? Our InstaCare and KidsCare clinics. If you need urgent care, these are great options.

HOSPITALS

Intermountain hospitals span the state of Utah, offering a variety of care and services. Think heart care, cancer treatment, transplant services, women and newborns, and much more—you name it, they can treat it.

SPECIALISTS

When you need more than your PCP, our network of specialists and surgeons can help—and there are thousands to choose from.

LOCAL CLINICS

Intermountain community clinics and contracted clinics are in your area, so you never have to drive far to get the care you need. Plus, some clinics have extended hours!

EMERGENCY CARE

If you have an emergency, call 911 or go to the nearest hospital—we've got you covered anywhere you are.

INTERMOUNTAIN HEALTH ANSWERS®

Our free nurse line is available 24/7 to ease your mind. Call **844-501-6600** about any condition.

SelectHealth Share Checklist



YOUR FIRST 90 DAYS* (ALL EMPLOYEES)

Create a member account at selecthealth.org. This is key to accessing your Healthy Living tools and tracking your engagements. It's your health hub.

Pick your Primary Care Provider (PCP). Once you choose your provider, make sure to tell us via the SelectHealth member portal or by calling Member Services at **800-538-5038**. Establishing a PCP is critical so you can get appointments when you need care or referrals.

Attend a work-site health screening event or obtain the screening from a physician. This is how we establish your health baseline and figure out the best plan for you.

Complete the annual online health assessment on the Healthy Living website (via your SelectHealth member account). Your assessment can identify health risks so you can address them sooner rather than later.

Establish and contribute to a Health Savings Account (HSA). This is for those of you who have a High Deductible Health Plan and contribute at least 25% of your annual deductible. Consider this your health bucks account—a real lifesaver when you need it.

A FEW EXTRAS

For employees who have certain conditions or are of a specific age and/or gender, there are a few special engagements that will help you feel your best. And because we care, these are also required within the first nine months of your plan year.

Complete age- and gender-based screenings

- > Women age 42-69: One mammogram every two years.
- > Women age 24-64: One Pap test every three years.
- > Men and women age 51-80: One colonoscopy every 10 years, or other colorectal cancer screening once every 1-5 years.

Complete prediabetes education.

If your health screening/assessment indicates you have prediabetes, you will need to complete prediabetes education. Plus, we'll reward you for improving your health with a Healthy Rewards™ Visa® cash card.

Take advantage of these educational opportunities:

- > Meet with your PCP and discuss options to avoid prediabetes.
- > Attend Intermountain Healthcare's Prediabetes 101 class.
- > Complete three Medical Nutrition Therapy visits.
- > Complete The Weigh to Health® program.
- > Meet twice with a SelectHealth Wellness Coach (visits must be at least 30 days apart).

Participate in disease management.

If you have asthma, diabetes, Chronic Obstructive Pulmonary Disease (COPD), or heart failure, you may need to work with a SelectHealth care manager. Plus, we'll reward you for improving your health with Healthy Rewards Visa cash cards.



YOUR FIRST NINE MONTHS* (ALL EMPLOYEES)

Complete one online digital health coaching program. Receive tips and resources on improving your health issues. Log in to the SelectHealth member portal, and find "Enroll in Digital Coaching" on your Member Checklist.

Get moving with Virgin Pulse. This is a two-part engagement. First, create a Virgin Pulse account. This is where you track your activity. Then, complete at least two campaigns (eight total weeks of activity) through the options below. **Note:** You can't get credit for both a Company/Activity Challenge and 7,000 Steps in the same month.

- > Company/Activity Challenges—Challenges last for four weeks (completion counts as one campaign).
- > 7,000 Steps—Take 7,000 steps for 20 days within the same calendar month (completion counts as one campaign).
- > Healthy Habit Challenges—These challenges last for one week each month (completing four of these challenges counts as one campaign).

*of the plan year

How to Participate in Healthy LivingSM

FOR SELECTHEALTH SHARE[®]

1. Attend Your Workplace Health Education and Screening Event. Get personalized health coaching and a biometric screening at our Health & Wellness display at your worksite—or, if you prefer, see your primary care doctor prior to the event.

2. Log in at selecthealth.org to access your Healthy Living dashboard. Within the SelectHealth member portal you can also learn more about your benefits, view claims, check lab results, and compare prescription drug prices.

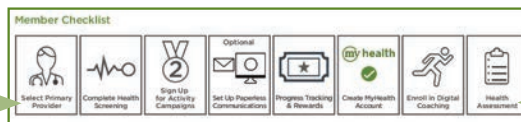
Problems logging in? Call Online Services at **800-442-5502** weekdays, from 7:00 a.m. to 8:00 p.m., and Saturdays, from 7:00 a.m. to 3:00 p.m.

Visit selecthealth.org.



3. Select Your Primary Care Provider. Within the SelectHealth member portal, choose “**Select Primary Provider**” from your Member Checklist. Then scroll down and click on “**Select New Primary Care Provider**” on the lower-left-hand corner of the page. Using the “**Find a Doctor**” tool, select “**+Add as Primary Care Provider (PCP)**” below the provider of your choice.

Select **Primary Provider** to choose your doctor.



Choose **Health Assessment** from the **Member Checklist**.



4. The Health Assessment. Our health assessment helps you discover connections between everyday lifestyle choices and your long-term health. Because there are many aspects to health, this assessment includes four categories: Biometrics, Body, Mind, and Lifestyle.

Take your **Health Assessment**.

continued on next page

How to Participate in Healthy Living

FOR SELECTHEALTH SHARE

Participate in a Company Challenge. First, you'll need a team to participate. Teams can range from one to ten players, but larger teams have an advantage. If possible, fill your team with all ten players. Each Company Challenge has a registration period (six times a year) before starting to give you time to join an existing team or create your own. Company Challenges will populate on the Challenges tab of the website or mobile app on the registration start date.



Once a challenge becomes available, click **Challenges**, then **Join**.

Create a new team or join one of the suggested teams.

Teams Track Steps. Participants report steps weekly during four-week challenges. Your team's total steps will be added to the map as you travel to each location until you reach the final destination or run out of time. You'll be able to virtually visit each location before moving on. Participants receive credit for completing the challenge if they tracked their steps weekly during the four-week period—even if they didn't reach the final destination. If you'd like more competition, select rival teams and track your progress against theirs. Or just support your team and work on reaching your own personal activity goals.



Your team's total steps will be applied to the map.

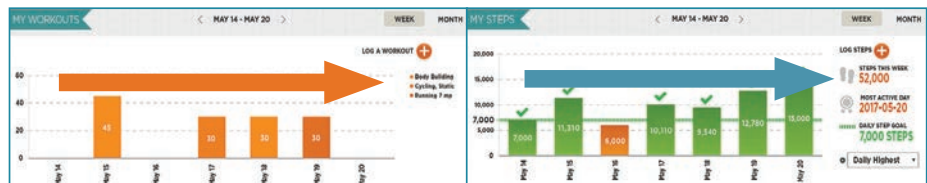


Select your tracking device to sync your activity.

Apps and Devices. Activity tracking devices like Fitbit® and Garmin® can be synced to the VP platform. The device will report your Company Challenge steps. Similarly, apps like Apple Health or Samsung Health can be synced to the VP app, turning your smart phone into a fitness tracker. Some apps/devices require that you open the VP app weekly or open the app from the device's manufacturer (e.g., Fitbit app) before steps are sent to the challenge. **We recommend opening your app weekly during challenges.**

Website Tracking. If you aren't using an app or device, use the VP website to manually track your steps. Report daily steps or use the conversion tool to estimate how many step equivalents you've taken for other exercises, such as swimming or bicycling. To use the steps conversion tool, use the

“Log a Workout” option. (See the orange arrow.)
To manually report steps, use the “Log Steps” option. (See the blue arrow.)



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How to Participate in Healthy Living

FOR SELECTHEALTH SHARE

5. Take One or More Digital Coaching Programs. Healthy Living offers 11 scientifically proven programs that work like a live coaching session. Programs are personal, private, convenient, and designed to guide you through a variety of topics important to your personal health.



6. Create Your Healthy Living Virgin Pulse (VP) Account and Participate in Two or More Online Activity Campaigns.

Access Your VP Account. First things first, before you can use the VP website or app, you'll need to create an account. Log in to the SelectHealth member portal at selecthealth.org and click on **Activity Challenges**. Once your account has been created, you can access the program three ways:

1. Through the **Activity Challenges** in the SelectHealth member portal.
2. Visit member.virginpulse.com. Log in using your email address as your username and your VP password. (bookmark for quick access.)
3. Use the VP mobile app.

Note: You cannot create a VP account by going directly to the VP website or from their mobile app. You must create the account within your SelectHealth member portal before using their webpage or mobile app.



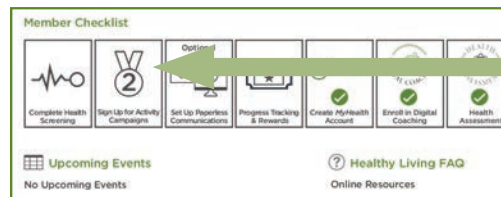
Participate in Two or More Online Activity Campaigns. To earn your two Activity Campaigns, select from three challenge types. Choose any combination from the options below:

- > **Company Challenges.** Read about participating in these virtual destination challenges on the next page.
- > **7,000 Steps Challenges.** Get at least 7,000 steps per day for at least 20 days in a calendar month to earn one Activity Campaign. For non-stepping activities (like swimming), the "add a workout" tool can be used to convert activities to steps. Be sure to track weekly to earn credit.
- > **Healthy Habit Challenges.** Offered throughout the year, these one-week challenges can help you develop healthy habits. Participate by tracking daily activities in one of nine wellness areas, like being more active and choosing healthy foods. Complete each challenge by performing the target behavior successfully at least five of seven days and reporting it on the VP website or app. Completing four challenges equals one Activity

Campaign. (Because these challenges are only offered once per month, it takes four months to complete four challenges or the equivalent of one Activity Campaign).

Note: If you complete two challenges in the same month, like 7,000 steps and a Company Team Challenge, only one will count towards your Activity Campaigns.

Access your **Online Activity Campaigns**.



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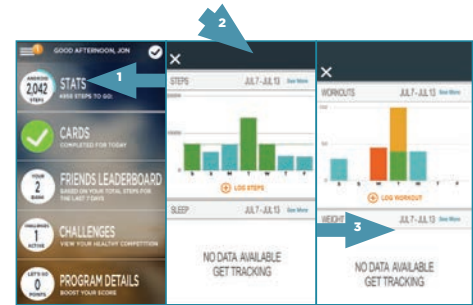
How to Participate in Healthy Living

FOR SELECTHEALTH SHARE

7. Track Your Progress Toward Earning a Reward, if Applicable. The Rewards icon shows you a list of available wellness activities and allows you to see your progress toward earning your employer's wellness incentive. If you have a medical condition limiting your physical ability, you may be able to earn your wellness incentive another way. Contact your HR department for information.

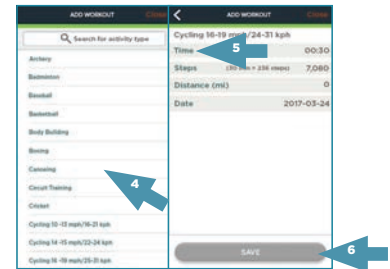


Access **Rewards Page**.



8. Complete Prediabetes Education, if Applicable. If your health screening/assessment indicates you are at risk for prediabetes, you will need to complete prediabetes education. Plus, we'll reward you for improving your health with a Healthy Rewards™ Visa® cash card. Participate in one of the five educational opportunities we have available.

- > Meet with your PCP and discuss options to avoid prediabetes.
- > Attend Intermountain Healthcare's Prediabetes 101 class.
- > Complete three Medical Nutrition Therapy visits.
- > Complete The Weigh to Health® program.
- > Meet twice with a SelectHealth Wellness Coach (visits must be at least 30 days apart).



9. Participate in Care Management, if Applicable. If you have asthma, diabetes, Chronic Obstructive Pulmonary Disease (COPD), or heart failure, you may need to work with a SelectHealth care manager. Plus, we'll reward you for improving your health with Healthy Rewards Visa cash cards.



Participate in **Care Management** and earn yearly incentives if you have **asthma, diabetes, COPD, or heart failure**.

10. Get Your Cancer Screenings. Regular preventive care can help you stay healthy and identify health problems early—when they are easier to treat and cure. Complete these age- and gender-based screenings.

- > Women age 42-69: One mammogram every two years.
- > Women age 24-64: One Pap test every three years.
- > Men and women age 51-80: One colonoscopy every 10 years, or other colorectal cancer screening once every 1-5 years.

Who Will See My Personal Information? Your personal health information will be provided to and kept confidential by SelectHealth®. We will only disclose your personal health information to third parties as permitted or required by law. Your screening data will be loaded into your secure Healthy Living user profile and used to provide you with personal feedback. Your name and participation data may be shared with your employer for incentive determination purposes.

QUESTIONS?

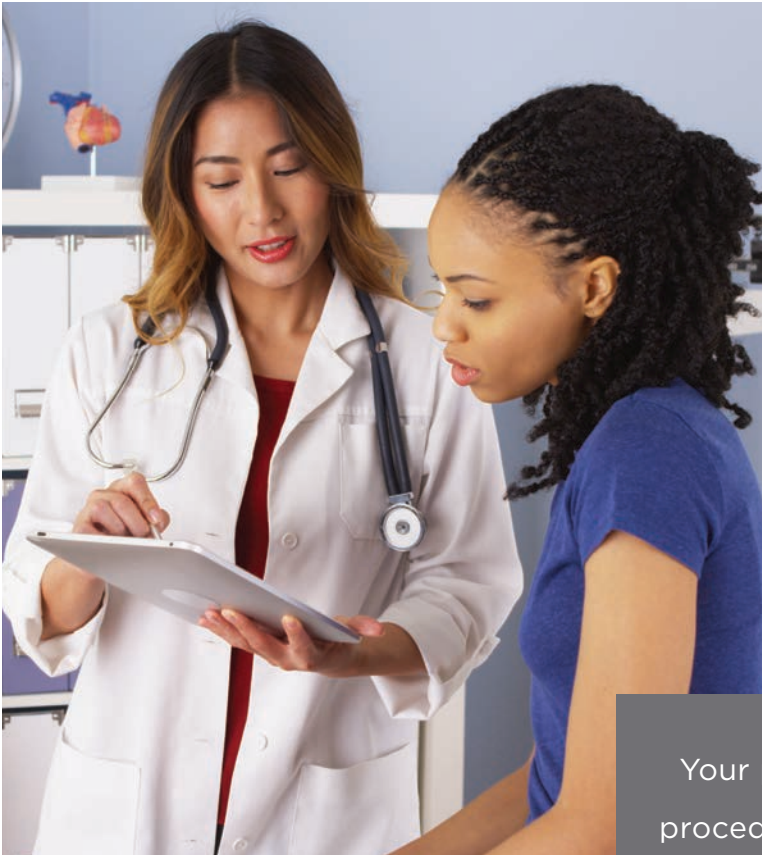
PHONE



Call Member Services at **800-538-5038** weekdays, from 7:00 a.m. to 8:00 p.m., and Saturdays, from 9:00 a.m. to 2:00 p.m.



Preventive Care



DID YOU KNOW?

Your plan covers many procedures, services, and preventive screenings at no out-of-pocket cost to you. With 100% coverage, you can get the preventive care you need.

For services to be covered as preventive, your doctor must submit claims with preventive codes. If a preventive service identifies a condition that needs further testing or treatment, regular copays, coinsurance, or deductibles may apply. Unless otherwise indicated, these services are generally covered once every 12 months.

This information is subject to change at any time and additional limitations may apply. To verify if your service or supply is considered preventive, call Member Services at **800-538-5038**.



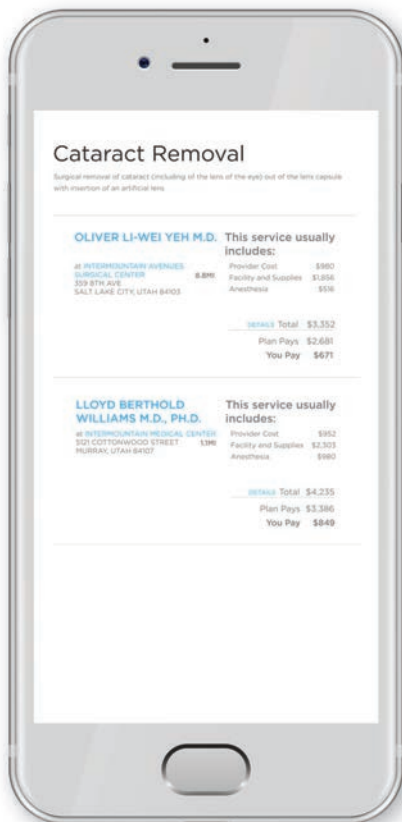
Zero Out-of-Pocket Cost

<p>Adult Preventive Services (ages 18 and older)</p> <p>Laboratory Tests</p> <ul style="list-style-type: none"> > Complete Blood Count (CBC) > Prostate Cancer Screening (PSA) > Diabetes Screening > Cholesterol Screening > Gonorrhea Screening > Human Papillomavirus (HPV) Testing (once every 3 years for women ages 21-65) > Chlamydia Screening > Human Immunodeficiency Virus (HIV) Screening > Syphilis Screening > Tuberculosis (TB) Testing > Lead Screening > BRCA 1 & 2 Testing (covered once per lifetime for high-risk individuals who meet criteria) > Hepatitis B Virus (HBV) Screening (covered for high-risk individuals who meet criteria) > Hepatitis C Virus (HCV) Screening (once per lifetime for individuals over age 50) <p>Procedures</p> <ul style="list-style-type: none"> > Pap Test > Lung Cancer Screening (between ages 55 and 80) > Screening Mammogram > Colon Cancer Screening > Abdominal Aortic Aneurysm Screening (males only, once between ages 65 and 75) > Bone Density/DEXA (once every two years in women ages 60 and older) > Certain Sterilization Procedures (such as tubal ligation) <p>Examinations/Counseling</p> <ul style="list-style-type: none"> > Physical Exam > Tobacco Use Counseling > Alcohol Misuse Screening and Counseling 	<ul style="list-style-type: none"> > Hearing Screening (ages 65 and older) > Glaucoma Screening (Every 12 months) > Sexually Transmitted Infections Counseling > Dietary Counseling (only for certain diet-related chronic diseases) <p>Immunizations</p> <ul style="list-style-type: none"> > Influenza > Tetanus or Tetanus, Diphtheria, and Pertussis (Td, Tdap) > Pneumococcal > Hepatitis A > Meningitis > Zoster (ages 50 and older OR ages 59 and older) > Human Papillomavirus (HPV) (ages 9 to 25) <p>Contraception</p> <p>Most contraceptives are covered as a preventive service under your pharmacy benefits.</p> <ul style="list-style-type: none"> > Cervical Cap with Spermicide > Diaphragm with Spermicide > Emergency Contraception (Ella, Plan B) > Female Condom > Implantable Rod > IUDs > Generic Oral Contraceptives (Combined Pill, Progestin Only, or Extended/Continuous Use) > Patch > Shot/Injection (Depo-Provera) > Spermicide > Sponge with Spermicide > Surgical Sterilization for Women (Tubal Ligation) > Surgical Sterilization Implant for Women > Vaginal Contraceptive Ring 	<p>Pediatric Preventive Services (younger than age 18)</p> <p>Procedures/Counseling</p> <ul style="list-style-type: none"> > Well-Child Visit (preventive when billed on the following schedule: birth; 2 to 4 days; 2 to 4 weeks; 2, 4, 6, 9, 12, 15, and 18 months; ages 2, 2 1/2; once a year from ages 3 to 18) > Eye Exam > Developmental Testing > Newborn Hearing Screening (once per lifetime) > Hearing Screening (ages 10 and younger) > Application of Fluoride Varnish (younger than age 5) <p>Laboratory Tests</p> <ul style="list-style-type: none"> > Newborn Metabolic Screening (younger than age 1) > Human Immunodeficiency Virus (HIV) Screening > PKU Screening (younger than age 1) > Thyroid (younger than age 1) > Sickle Cell Disease Screening (younger than age 1) <p>Immunizations</p> <p>(As recommended by the CDC/ACIP)</p> <ul style="list-style-type: none"> > Measles, Mumps, Rubella (MMR) > Diphtheria, Tetanus, Pertussis (Dtap, DT, DTP) > Haemophilus Influenzae Type B (Hib, DtaP-Hib-IPV, DTP-Hib, Dtap-Hib) > Polio (OPV, IPV, DtaP-Hep-LPV) > Influenza > Pneumococcal > Hepatitis A 	<ul style="list-style-type: none"> > Hepatitis B > Meningitis > Varicella (including MMVR) > Rotavirus > Human Papillomavirus (HPV) (ages 9 to 25)
<p>Obstetrical Preventive Services</p> <p>These are specific to pregnant women. To determine which additional non-obstetrical services may be considered preventive, please refer to the Adult or Pediatric Preventive Services lists.</p> <p>Laboratory Tests</p> <ul style="list-style-type: none"> > Iron Deficiency Anemia Screening > Diabetes Screening > Urine Study to Detect Asymptomatic Bacteriuria (first prenatal visit or at 12 to 16 weeks gestation) > Rubella Screening > Rh(D) Incompatibility Screening > Hepatitis B Infection Screening (at first prenatal visit) > Gonorrhea Screening > Chlamydia Screening > Syphilis Screening <p>Breast-feeding Supplies and Support</p> <ul style="list-style-type: none"> > Breast Pump, Electronic AC or DC (one per birth) > Lactation Class (one per birth at a SelectHealth-approved facility) 			

This information is subject to change at any time and additional limitations may apply. To verify if your service or supply is considered preventive, call Member Services at **800-538-5038**.

Online Tools

My Health can be accessed from your mobile device or computer by visiting **selecthealth.org**. Once you log in, click the SelectHealth® icon or link and enjoy being an informed healthcare consumer.



MEDICAL COST ESTIMATOR

We can use your benefits to estimate the cost of many healthcare services. For example, we can estimate the cost of cataract removal, including charges for the facility, provider, and anesthesiologist. Bundling these numbers together, we'll estimate how much your plan will cover and what you will pay.

ID CARDS

Lost your ID card? No worries—you can view and print copies of your card on *My Health*.

REQUEST A CALL

Use our call request feature to schedule a call back from our Member Services team at a set time that's convenient for you.

CHAT WITH US

No time for a phone call? Use our secure chat feature to talk with Member Services online. If you need to know if your medication will be covered or how much a doctor's bill was, chat can help.

HEALTHCARE INFORMATION

View your benefits, claims, and deductible levels. Also, many of our contracted providers and facilities can receive secure messages and will even upload lab results, imaging reports, and other health information right to your *My Health* account.

We Can Help

Health insurance doesn't have to be complicated. We can help you with everything from understanding your benefits to finding the right doctor. Our customer service teams are dedicated to providing exceptional service.



Health Savings Account (HSA)

Administered by HealthEquity

What is a Health Savings Account (HSA)?

A Health Savings Account (HSA) is an account that can be funded by you with pretax dollars, by your employer, or both. The HSA helps pay for eligible medical expenses not covered by an insurance plan, including the deductible, coinsurance, and in some cases, health insurance premiums.

Who is eligible for a Health Savings Account?

Anyone who satisfies all of the following:

- Covered by a Qualified High Deductible Health Plan (QHDHP);
- Employee cannot be covered under another non-qualified HDHP;
- Not enrolled in Medicare A or Medicare B benefits; and,
- Not eligible to be claimed on another person's tax return.

When do I use my HSA?

After visiting a physician, facility, or pharmacy, request that they submit your claim to the health plan for payment. You should make sure that your provider has your most up-to-date insurance information. Once the claim has been processed, any out-of-pocket expenses will be billed. At this time you may choose the following options:

- Use your HSA debit card to pay for any out-of-pocket expenses.
- You may choose to pay with another form of payment, receiving reimbursement at a later date.
- You can choose to save your HSA dollars for future medical expenses.

You should always ask that your claim be submitted to the health plan before you seek reimbursement from your HSA. This procedure will ensure that provider discounts are applied. Also, remember to keep all medical receipts and Explanation of Benefits (EOBs) to support your personal tax record. You should keep these records for at least four years.

Benefits of an HSA

- Pay for qualified medical, dental and vision expenses with tax-free dollars.
- Lower health insurance premiums with an HSA qualified health plan.
- Keep your contributions year after year and watch your balance grow. There is no "use it or lose it" rule. It's yours.
- Invest your balance over the threshold amount to grow your HSA further.
- If you participate in the High Deductible Health Plan (HDHP), and contribute to your HSA, you are eligible for a company match.

2021 Benefit Summary

How much can be contributed to an HSA?

As noted by federal law, the Annual Contribution limits are:

Type of Coverage	2021 Maximum Annual Contribution
Individual	\$3,600*
Family	\$7,200*

*A \$1,000 additional catch up contribution is allowed for account holders age 55+

These limits include contributions from all sources, including those from Utah County.

Employer Contribution

Annual HSA Matching Contribution with the Share Program Utah County will contribute to your Health Savings Account on a 1:1 match.			
	Full-Time	¾ Time	½ Time
Single	\$400 1:1	\$200 1:1	\$200 1:1
2-Party/Family	\$800 1:1	\$400 1:1	\$400 1:1

Participants are also eligible for additional incentive dollars. See chart below.

By participating in the Share HSA Qualified High Deductible Plan, you may receive additional Utah County contributions to your HSA when you complete the activities below, beyond the dollar-for-dollar match. Employees enrolled in the traditional medical plan will receive the incentive as a taxable bonus on your paycheck.

Wellness incentive available for Share Engagement - Full-Time	
Single Up to \$600	Receive: <ul style="list-style-type: none"> • \$100 for completing the online Health Assessment • \$100 for attendance at the Health Education Screening Event(s) (if you cannot make an event, you can go to your healthcare provider for your annual screenings) • \$200 for completing two Wellness/Activity Campaigns • \$200 for completing at least one online Digital Health Coaching (Journeys)
Two Party/Family Up to \$1,200	Receive: <ul style="list-style-type: none"> • \$200 for completing the online Health Assessment • \$200 for attendance at the Health Education Screening Event(s) (if you cannot make an event, you can go to your healthcare provider for your annual screenings) • \$400 for completing two Wellness/Activity Campaigns • \$400 for completing at least one online Digital Health Coaching (Journeys)

Wellness incentive available for Share Engagement - 3/4 Time and 1/2 Time	
Single Up to \$300	Receive: <ul style="list-style-type: none"> • \$50 for completing the online Health Assessment • \$50 for attendance at the Health Education Screening Event(s) (if you cannot make an event, you can go to your healthcare provider for your annual screenings) • \$100 for completing two Wellness/Activity Campaigns • \$100 for completing at least one online Digital Health Coaching (Journeys)
Two Party/Family Up to \$600	Receive: <ul style="list-style-type: none"> • \$100 for completing the online Health Assessment • \$100 for attendance at the Health Education Screening Event(s) (if you cannot make an event, you can go to your healthcare provider for your annual screenings) • \$200 for completing two Wellness/Activity Campaigns • \$200 for completing at least one online Digital Health Coaching (Journeys)

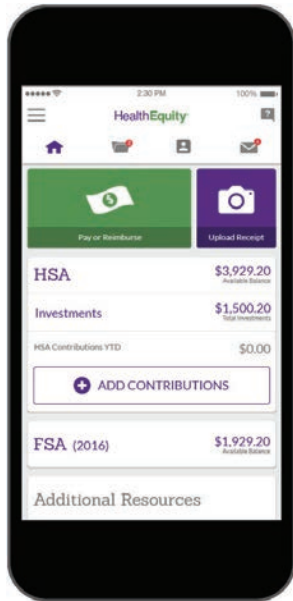
ONLINE MEMBER PORTAL

Introduction

The online member portal is a powerful tool that gives you access to all account management features. To access your account, visit www.MyHealthEquity.com.



sample screenshot



Now available on-the-go



The HealthEquity mobile app¹ provides easy, on-the-go access to all of your health accounts. The free app provides comprehensive tools to help you manage transactions and maximize your health savings.

CONVENIENT, POWERFUL TOOLS:

On-the-go access

You can access all account types wherever you go.

Photo documentation

Simply take a photo with your device to initiate claims and payments.

Send payments and reimbursements

You can send payments to providers or reimburse yourself for out-of-pocket expenses.

Manage debit card transactions

Link your debit card transactions to claims and documentation.

View claims status

View the status of claims as well as link payments and documentation to claims.

Make claims

Create new reimbursement claims for FSA and HRA transactions.

For help with the
mobile app, contact us at:

866.346.5800
available every hour
of every day

¹ Accounts must be activated via the HealthEquity website in order to use the mobile app.

Flexible Spending Accounts (FSAs)

Administered by Discovery Benefits

A Flexible Spending Account (FSA) provides you the opportunity to pay for health care and dependent care expenses on a pretax basis. By anticipating your family's health care and dependent care costs for the next plan year, you can lower your taxable income.

Flexible Spending Accounts are convenient and easy to use. With a little up-front planning, you can enjoy significant tax savings, while paying for a wide assortment of out-of-pocket health care and dependent care expenses.

How it Works

Each plan year you designate an annual election to be deposited into your health care and/or dependent care accounts. Your annual election will be divided by the number of pay periods in the plan year and deducted equally from each paycheck on a pretax basis. For health care expenses, you have immediate access to the total amount you elected to contribute for the plan year. With the dependent care, you have access to the amount requested at the time you request reimbursement.

Things to Consider

- Be conservative when estimating your annual election amount. The IRS has a strict "use it or lose it" rule. If there is a balance in your account after the end of the plan year, you may carry over up to \$500 to be used in the next plan year.
- Your 2021 contributions must be used for expenses you incur January 1, 2021 to December 31, 2021.
- There is a 60 day run out period after the plan year ends on December 31, 2021 in which you may request reimbursement from your 2021 elected FSA amount for claims incurred in 2021.
- The health care and dependent care FSA's are two separate accounts and funds cannot be transferred between accounts.
- The Dependent Care FSA cannot be used for a dependent's medical expenses.
- You cannot stop or change your FSA contribution amount during the year unless you have a qualified change in family status.
- Expenses reimbursed through an FSA cannot be used as a deduction or credit on your federal income taxes.
- You cannot be enrolled in an HSA and a Healthcare FSA during the same tax year, this includes a spouse's FSA and/or HSA. You are allowed to be enrolled in an HSA with a limited purpose FSA and/or Dependent Care FSA.

FSA Reimbursement Options

To receive reimbursement from your FSA, you can submit a claim online, complete a paper claim form or use your FSA debit card. It is important to save your receipts. Discovery Benefits may ask you to provide a copy to substantiate a claim.

Dependent Care Flexible Spending Account

The Dependent Care Flexible Spending Account enables you to pay for work-related dependent day care costs with pretax dollars. Available regardless of enrollment in the FSA or HSA.

Limited Purpose FSA

If you enroll in the High Deductible Health Plan (HDHP) with an HSA you are eligible to enroll in a Limited Purpose FSA and will only be able to use these funds for qualified dental and vision expenses. Common examples of dental and vision expense are: dental deductibles, orthodontics and coinsurance. Vision expenses include things such as exams, frames, lenses, contacts and Lasik.

Flexible Spending Account Options			
	Healthcare FSA	Dependent Care FSA	Limited Purpose FSA
Maximum Plan Year Contribution Amount	Up to \$2,750	Up to \$5,000 (\$2,500 if married and filing separate income tax returns)	Up to \$2,750
Examples of Eligible Expenses	Medical, RX, and dental expenses, hearing care and prescription eye care	Cost of child care for children under age 13	Dental and vision expenses. Can only be used for medical expense after you have met the deductible on the High Deductible Health Plan (HDHP)
Eligibility	Traditional (Medical Plan only)	Either Medical Plan	High Deductible Health Plan Only

Submit claims for reimbursement online at www.discoverybenefits.com.

2021 Benefit Summary

Dental Insurance

Administered by Dental Select

Good oral care enhances overall physical health, appearance and mental well-being. Problems with the teeth and gums are common and easily treated health problems. Keep your teeth healthy and your smile bright with one of the Utah County dental benefit plans.

Dental Select—Gold Plan	In-Network Benefits Only
Annual Deductible	No deductible
Annual Benefit Maximum	No maximum
Preventive Dental Services (cleanings, exams, x-rays)	100% covered
Basic Dental Services (fillings, root canal therapy, oral surgery)	Up to 70% coverage*
Major Dental Services (extractions, crowns, inlays, onlays, bridges, dentures, repairs)	Up to 50% coverage*
Orthodontia Services	20% discount
Orthodontia Lifetime Maximum	No maximum
Specialists Endodontists, Oral Surgeons, Orthodontists, Periodontists, Prosthodontists, Pediatric Specialists	20% discount

There is no out-of-network benefit.

*Fixed copays. Refer to Patient copay Schedule on WorkDay.

In-Network General Dentists: Providers accept combination of fixed copay and insurance payment

In-Network Specialists: You receive 20% off the specialists fee for covered services

Discount Only: No benefit will be paid

Dental Select—Platinum Plan	In-Network	Out-of-Network
Annual Deductible	\$50/\$150	
Annual Benefit Maximum	\$2,000 per person per year	
Preventive Dental Services (cleanings, exams, x-rays)	100% covered	80% of UCR
Basic Dental Services (fillings, root canal therapy, oral surgery)	80%	60% UCR
Major Dental Services (extractions, crowns, inlays, onlays, bridges, dentures, repairs, implants)	50%	40% UCR
Orthodontia Services - Children under age 19	50%	
Orthodontia Lifetime Maximum	\$1,500	
Specialists Endodontists, Oral Surgeons, Orthodontists, Periodontists, Prosthodontists, Pediatric Specialists	*See below	Reimbursed same as General Dentists

UCR: Usual, Customary, and Reasonable Fees for Utah. You pay any balance billing.

1) You receive a 20% discount off the Specialists fee.*

2) After discount, plan pays according to the General Dentists Schedule of Fees

Dental Select Gold Plan	Employee Cost Per Pay Period (24) (Full-Time, ¾ Time, ½ Time)	Dental Select Platinum Plan	Employee Cost Per Pay Period (24) (Full-Time, ¾ Time, ½ Time)
Employee Only	\$0.00	Employee Only	\$5.06
Two-Party	\$5.03	Two-Party	\$18.79
Family	\$12.86	Family	\$35.91

Vision Insurance

Administered by EMI Health with VSP Plus Network

Regular eye examinations can not only determine your need for corrective eyewear but also may detect general health problems in their earliest stages. Protection for the eyes should be a major concern to everyone.

These plans may offer in-network and out-of-network benefits. However, to receive the maximum benefits from the plan you should always use participating providers. To find a provider, use the respective contact information shown in the back of this guide.

EMI Health Vision Base Plan	In-Network (Member Pays)	Out-of-Network (Reimbursement)
Eye Exam	\$20 copay	Up to \$65 allowance
FRAMES		
Any Available Frame at Provider Location	\$0 copay, \$100 allowance; \$55 allowance at Costco, Walmart, or Sam's Club	Up to \$70 allowance
LENSES		
Single Vision Lenses	\$20 copay	Up to \$30 allowance
Bifocal Lenses	\$20 copay	Up to \$50 allowance
Trifocal Lenses	\$20 copay	Up to \$65 allowance
Lens Options		
UV Coating	\$16 copay	Non-Contracted (Provider Discretion)
Tint (Solid and Gradient)	\$15 copay	
Standard Scratch Resistance	\$17 copay	
Standard Polycarbonate	\$40 copay	
Standard Anti-Reflective	\$41 copay	
Progressive	\$55 - \$175 copay	
Other Add-Ons and Services	Up to 25% discount	
Contacts		
Conventional	\$0 copay, \$100 allowance	Up to \$145 allowance
Disposable	\$100 allowance	Up to \$145 allowance
Medically Necessary	\$0 copay, Paid-in-Full	Up to \$200 allowance
Additional Eyewear Purchases	Up to 20% off Retail	N/A
Lasik and PRK Vision Correction	Up to \$500 Savings	N/A
Frequency		
Examination		Once every 12 months
Frames		Once every 12 months
Lenses or Contact Lenses		Once every 12 months

EMI Health Vision Base Plan	Employee Cost Per Pay Period (24) (Full-Time, ¾ Time, ½ Time)
Employee Only	\$2.75
Two-Party	\$5.40
Family	\$8.55



2021 Benefit Summary

EMI Health Vision Buy Up Plan	In-Network (Member Pays)	Out-of-Network (Reimbursement)
Eye Exam	\$10 copay	Up to \$65 allowance
FRAMES		
Any Available Frame at Provider Location	\$0 copay, \$160 allowance; \$90 allowance at Costco, Walmart, or Sam's Club	Up to \$80 allowance
LENSES		
Single Vision Lenses	\$10 copay	Up to \$30 allowance
Bifocal Lenses	\$10 copay	Up to \$50 allowance
Trifocal Lenses	\$10 copay	Up to \$65 allowance
Lens Options		
UV Coating	\$16 copay	Non-Contracted (Provider Discretion)
Tint (Solid and Gradient)	\$15 copay	
Standard Scratch Resistance	\$17 copay	
Standard Polycarbonate	\$40 copay	
Standard Anti-Reflective	\$41 copay	
Progressive	\$55 - \$175 copay	
Other Add-Ons and Services	Up to 25% discount	
Contacts		
Conventional	\$0 copay, \$160 allowance, 15% discount on Fitting Services	Up to \$145 allowance
Disposable	\$0 copay, \$160 allowance, 15% discount on Fitting Services	Up to \$132 allowance
Medically Necessary	\$0 copay, Paid-in-Full	Up to \$200 allowance
Additional Eyewear Purchases	Up to 20% off Retail	N/A
Lasik and PRK Vision Correction	Up to \$500 savings	N/A
Frequency		
Examination		Once every 12 months
Frames		Once every 12 months
Lenses or Contact Lenses		Once every 12 months

EMI Health Vision Buy Up Plan	Employee Cost Per Pay Period (24) (Full-Time, ¾ Time, ½ Time)
Employee Only	\$4.15
Two-Party	\$8.00
Family	\$12.25

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

Insured by The Standard

Life Insurance

Life insurance provides financial security for the people who depend on you. Your beneficiaries will receive a lump-sum payment if you pass away while employed by Utah County. The company provides basic life insurance of \$40,000 at no cost to you. Your spouse is eligible for a \$10,000 basic life benefit, and your child(ren) are eligible for \$10,000 as well.

Accidental Death and Dismemberment (AD&D) Insurance

Accidental Death and Dismemberment (AD&D) insurance provides payment to you or your beneficiaries if you lose a limb or pass away in an accident. Utah County provides employee AD&D coverage of \$40,000 at no cost to you. This coverage is in addition to your Utah County paid life insurance described above.

Voluntary Life Insurance

Insured by The Standard

You may purchase life insurance in addition to the Utah County-provided coverage. You may also purchase life insurance for your dependents if you purchase additional coverage for yourself. You are guaranteed coverage (the lesser of 5 times annual compensation to a maximum of \$300,000, and 100% of the employee's benefit, up to \$20,000, for your spouse) without answering medical questions if you enroll when you are first eligible.

Employee — Maximum of up to \$500,000 in increments of \$10,000

Spouse — Maximum of up to \$200,000 in increments of \$5,000, not to exceed 100% of employee voluntary life

Children (Birth to 26 years) — Minimum benefit \$5,000; \$10,000 maximum amount

Mutual of Omaha – Voluntary Life and AD&D Employee Cost Per Pay Period (24)

Age Band	Employee Rate (Per \$1,000)	Spouse Rate* (Per \$1,000)	All Children Rate (Per \$1,000)
< 25	\$0.033	\$0.033	\$0.078
25–29	\$0.033	\$0.033	
30–34	\$0.040	\$0.040	
35–39	\$0.045	\$0.045	
40–44	\$ 0.065	\$0.065	
45–49	\$0.111	\$0.111	
50–54	\$0.169	\$0.169	
55–59	\$0.241	\$0.241	
60–64	\$0.410	\$0.410	
65–69	\$0.819	\$0.819	
70–74	\$1.716	\$1.716	
75–79	\$3.314	\$3.314	
80+	\$3.314	\$3.314	

*Spouse rates are based on the employee's age.

2021 Benefit Summary

Disability Insurance

Administered by The Standard

Meeting your basic living expenses can be a real challenge if you become disabled. Your options may be limited to personal savings, spousal income, and possibly Social Security. Disability insurance provides protection for your most valuable asset – your ability to earn income. You may purchase short-term disability. Utah County provides long-term disability at no additional cost to you.

Voluntary Short-Term Disability Insurance

Voluntary Short-Term Disability	
Weekly Benefit Amount	60% of Salary
Maximum Weekly Benefit	\$1,800
Elimination (waiting) Period	7 days accident/7 days illness
Benefit Duration	13 weeks
Pre-Existing Condition Waiting Period*	60 days

*Late enrollees (those who enroll at open enrollment instead of during their initial new hire enrollment window) will be subject to a 60-day benefit waiting period for sickness or pregnancy during the first 12 months of being enrolled in the plan.

The Standard Vol STD Employee Cost Per Pay Period (24)	
\$10 weekly benefit	
<29	\$0.195
30-34	\$0.200
35-39	\$0.205
40-44	\$0.210
45-49	\$0.215
50-54	\$0.270
55-59	\$0.320
60-64	\$0.375
65-69	\$0.425
70>	\$0.480

Long-Term Disability Insurance

Long-Term Disability	
Monthly Benefit Amount	60% of salary
Maximum Monthly Benefit	\$5,000
Elimination (waiting) Period	90 days
Benefit Duration	To Social Security Normal Retirement Age (SSNRA)
Pre-Existing Condition Waiting Period*	3/12

*If you file a claim for disability in the first 12 months of being covered by the plan and you received treatment, consultation, care, services, or diagnostic measures for the same condition during the 3 months prior to the plan effective date, The Standard reserves the right to decline payment for that claim.

Voluntary Accident Insurance

Administered by Voya

An accidental injury can be costly, especially if you are financially unprepared. Your current medical coverage will help pay for expenses associated with an injury, but won't cover all of the out-of-pocket expenses you may face. Don't wait until you are rushed to the emergency room to realize you need more protection. With accident insurance, you will receive additional coverage that your medical insurance may not cover.

The plan has limitations and exclusions that may affect benefits payable. Below is for illustrative purposes only and is not a complete list of benefits payable. Refer to your certificate for complete details, definitions, limitations, and exclusions.

Accident Hospital Care	
Surgery (open abdominal, thoracic)	\$1,200
Surgery (exploratory or without repair)	\$175
Blood, Plasma, Platelets	\$600
Hospital Admission	\$1,250
Hospital Confinement (per day to 365 days)	\$375
Critical Care Unit Confinement (per day up to 15 days)	\$600
Rehabilitation Facility Confinement (per day up to 90 days)	\$200
Coma (duration of 14 or more days)	\$17,000
Transportation (per trip up to 3 per accident)	\$750
Lodging (per day up to 30 days)	\$180
Family care (per child per day up to 45 days)	\$25
Accident Care	
Initial Doctor Visit	\$90
Urgent Care Facility Treatment	\$225
Emergency Room Treatment	\$225
Ground Ambulance	\$360
Air Ambulance	\$1,500
Follow-Up Doctor Treatment	\$90
Chiropractic Treatment (up to 6 per accident)	\$45
Medical Equipment	\$120
Physical or Occupational Therapy (up to 6 per accident)	\$45
Prosthetic Device (one)	\$750
Prosthetic Device (two or more)	\$1,200
Major Diagnostic Exams	\$240
Outpatient Surgery (once per accident)	\$225
X-ray	\$45
Common Injuries	
Burns (2nd degree, at least 36% of body)	\$1,250
Burns (3rd degree, at least 9 but less than 35 sq in of body)	\$7,500
Burns (3rd degree, 35 or more sq in of body)	\$15,000
Skin grafts	25% of burn benefit
Emergency Dental Work (Crown)	\$350
Emergency Dental Work (Extraction)	\$90
Eye Injury (removal of foreign object)	\$100
Eye Injury (surgery)	\$350
Torn Knee Cartilage (surgery with no repair or if cartilage is shaved)	\$225
Torn Knee Cartilage (surgical repair)	\$800
Laceration* (treated - no sutures)	\$30
Laceration* (sutures up to 2")	\$60
Laceration* (sutures 2" to 6")	\$240

2021 Benefit Summary

Laceration* (sutures over 6")	\$480
Ruptured Disk (surgical repair)	\$800
Tendon, Ligament, Rotator Cuff (exploratory arthroscopic surgery with no repair)	\$425
Tendon, Ligament, Rotator Cuff (1, surgical repair)	\$825
Tendon, Ligament, Rotator Cuff (2 or more, surgical repair)	\$1,225
Concussion	\$225
Paralysis (paraplegia)	\$16,000
Paralysis (quadriplegia)	\$24,000
Common Injuries - DISLOCATIONS Closed / Open Reduction	
Hip Joint	\$3,850/\$7,700
Knee	\$2,400/\$4,800
Ankle or foot bone(s) other than toes	\$1,500/\$3,000
Shoulder	\$1,600/\$3,200
Elbow	\$1,100/\$2,200
Wrist	\$1,100/\$2,200
Finger/Toe	\$275/\$550
Hand bone(s) other than fingers	\$1,100/\$2,200
Lower jaw	\$1,100/\$2,200
Collarbone	\$1,100/\$2,200
Partial dislocations	25% of the closed reduction amount
Common Injuries - FRACTURES Closed / Open Reduction	
Hip	\$3,000/\$6,000
Leg	\$2,500/\$5,000
Ankle	\$1,800/\$3,600
Kneecap	\$1,800/\$3,600
Foot (excluding toes, heel)	\$1,800/\$3,600
Upper arm	\$2,100/\$4,200
Forearm, hand, wrist (except fingers)	\$1,800/\$3,600
Finger, Toe	\$240/\$480
Vertebral body	\$3,360/\$6,720
Vertebral processes	\$1,440/\$2,880
Pelvis (except coccyx)	\$3,200/\$6,400
Coccyx	\$400/\$800
Bones of the face (except nose)	\$1,200/\$2,400
Nose	\$600/\$1,200
Common Injuries - FRACTURES Closed / Open Reduction	
Upper jaw	\$1,500/\$3,000
Lower jaw	\$1,440/\$2,880
Collarbone	\$1,440/\$2,880
Ribs or rib	\$400/\$800
Skull - Simple (except bones of the face)	\$1,400/\$2,800
Skull - Depressed (except bones of the face)	\$3,000/\$6,000
Sternum	\$360/\$720
Shoulder blade	\$1,800/\$3,600
Chip fractures	25% of the closed reduction amount

AD&D Benefit				
Employee*	Spouse*	Children	Home Modification Benefit	Vehicle Modification Benefit
\$120,000	\$60,000	\$30,000	\$5,000	\$5,000

*Benefit reduces to 50% at age 65, and to 25% of the original benefit amount at age 70.

Wellness Benefit		
Employee	Spouse	Children*
\$50	\$50	\$25

*Wellness Benefit amount, to a maximum of \$100 for all children

Accident Plan	Employee Cost Per Pay Period (24) Full-time, 3/4 time, 1/2 time
Employee	\$4.88
Employee + Spouse	\$8.33
Employee + Children	\$9.71
Family	\$13.15



2021 Benefit Summary

Voluntary Hospital Indemnity Insurance

Administered by Voya

When hospitalized, you may not realize that most primary health insurance plans do not cover all hospital costs. Hospital Indemnity Insurance can complement your medical coverage by helping to ease the financial impact of a hospitalization due to accident or illness. Coverage is available for employees, spouses, and families. Benefits are paid directly to employees unless otherwise specified and regardless of any other insurance. Eligible employees and dependents will be able to elect coverage during Open Enrollment regardless of prior health history. Voya pays predetermined cash directly to you for covered hospital, outpatient, nursing, transportation, or physician services.

Hospital Indemnity Benefit	Employee	Spouse	Children
Hospital (1x Daily Benefit Amount)	\$100	\$100	\$100
Critical Care Unit (2x Daily Benefit Amount)	\$200	\$200	\$200
Rehabilitation Facility (.5x Daily Benefit Amount)	\$50	\$50	\$50
Initial Hospital Confinement	\$1,000	\$1,000	\$1,000



Hospital Indemnity	Employee Cost Per Pay Period (24) Full-time, 3/4 time, 1/2 time
Employee	\$7.95
Employee + Spouse	\$15.94
Employee + Children	\$11.94
Family	\$19.93

Voluntary Critical Illness Insurance

Administered by Voya

No one knows what lies ahead on the road through life. Will you have to undergo a major organ transplant or a coronary artery bypass procedure? Will you suffer a stroke or a heart attack? The signs pointing to a critical illness are not always clear and may not be preventable, but our coverage can help offer financial protection in the event you are diagnosed. Critical illness coverage can help offer peace of mind when a critical illness diagnosis occurs. Depending on your election amount, that dollar amount will be paid to you at the below percentages if the corresponding critical illness diagnoses occur.

Base Module	
Heart attack (cardiac arrest is not a heart attack)	100%
Cancer	100%
Stroke	100%
Major organ transplant	100%
Coronary artery bypass	25%
Carcinoma in situ	25%
Major Organ Module	
Type 1 diabetes	100%
Severe burns	100%
Transient ischemic attacks (TIA)	10%
Ruptured or dissecting aneurysm	10%
Abdominal aortic aneurysm	10%
Thoracic aortic aneurysm	10%

Open heart surgery for valve replacement or repair	10%
Transcatheter heart valve replacement or repair	10%
Coronary angioplasty	10%
Implantable (or Internal) cardioverter defibrillator (ICD) placement	10%
Pacemaker placement	10%
Enhanced Cancer Module	
Benign brain tumor	100%
Skin cancer	10%
Bone marrow transplant	25%
Stem cell transplant	25%
Covered Benefit Amount	
Employee	
Benefit amount: Choice of \$10,000, \$20,000 or \$30,000 Total maximum benefit: 2x the benefit amount	
Spouse	
Spouse coverage matches employee benefit schedule, additional benefits and riders. Benefit amount: Choice of \$5,000, \$10,000 or \$15,000 Total maximum benefit: 2x the benefit amount	
Child	
Children's coverage matches employee benefit schedule, additional benefits and riders. Benefit amount: Choice of \$5,000 or \$10,000 Total maximum benefit: 2x the benefit amount	
Base Module	
Heart attack (cardiac arrest is not a heart attack)	100%
Cancer	100%
Stroke	100%
Major organ transplant*	100%
Coronary artery bypass	25%
Carcinoma in situ	25%
*Major organ transplant means the irreversible failure of your heart, lung, pancreas, entire kidney or liver, or any combination thereof, determined by a Physician specialized in care of the involved organ.	
Major Organ Module	
Type 1 diabetes	100%
Severe burns	100%
Transient ischemic attacks (TIA)	10%
Ruptured or dissecting aneurysm	10%
Abdominal aortic aneurysm	10%
Thoracic aortic aneurysm	10%
Open heart surgery for valve replacement or repair	10%
Transcatheter heart valve replacement or repair	10%
Coronary angioplasty	10%
Implantable (or Internal) cardioverter defibrillator (ICD) placement	10%
Pacemaker placement	10%

2021 Benefit Summary

Enhanced Cancer Module	
Benign brain tumor	100%
Skin cancer	10%
Bone marrow transplant	25%
Stem cell transplant	25%
Wellness Benefit	
Employee	\$50
Spouse	\$50
Child	50% of employee's Wellness Benefit amount, to a maximum of \$100 for all children

Critical Illness Rates Employee Cost Per Pay Period (24) Full-time, 3/4 time, 1/2 time		
Per \$1,000		
Employee	Non-Tobacco	Tobacco
Under 25	\$0.195	\$0.325
25-29	\$0.205	\$0.35
30-34	\$0.23	\$0.40
35-39	\$0.285	\$0.50
40-44	\$0.385	\$0.70
45-49	\$0.56	\$1.04
50-54	\$0.81	\$1.54
55-59	\$1.145	\$2.195
60-64	\$1.55	\$3.00
65-69	\$1.985	\$3.85
70+	\$2.705	\$5.275
Spouse*	Non-Tobacco	Tobacco
Per \$1,000		
Under 25	\$0.20	\$0.335
25-29	\$0.215	\$0.365
30-34	\$0.225	\$0.39
35-39	\$0.275	\$0.485
40-44	\$0.375	\$0.685
45-49	\$0.545	\$1.015
50-54	\$0.825	\$1.57
55-59	\$1.225	\$2.355
60-64	\$1.58	\$3.06
65-69	\$2.01	\$3.905
70+	\$2.755	\$5.375

*Spouse Critical Illness rate is based on the Spouse Age

Children
\$0.45 for \$5,000
\$0.90 for \$10,000
\$1.35 for \$15,000



Intermountain Employee Assistance Program

Our Mission

- We provide counseling, support, information and education to employees, family members and managers.
- Our staff works together to provide high quality services in a timely, seamless manner.
- We care about our customers and are always looking for ways to improve our ability to serve them.
- Confidentiality is a cornerstone of our service.



EAP Counseling Services

We offer free, confidential counseling about many personal, family, and work-related problems. These include marital conflict, parenting, depression, substance abuse, and financial problems. You and your counselor will meet, assess the situation and develop a plan for improvement. If the assessment indicates EAP appropriateness, there are no session limits. If your problem requires a specialist or long-term care, you'll be referred to a provider through your medical insurance or community resources.

Help for Caregivers

While it can be rewarding to support your loved ones, care giving can be challenging and overwhelming. We provide information, resources, and coaching to employees and family members who are caregivers.

Examples of help include:

- Talking with a loved one about not driving
- Identifying safe housing arrangements
- Coping with emotional issues

Crisis Services

An EAP counselor is available by phone 24 hours a day, 7 days a week at 800.832. 7733. Crisis appointments are also available during weekdays.

Our Staff

A trademark of EAP is the highly trained and experienced staff. Members of our team are selected for their reputation of being the best in their field and for exemplifying the mission statement of the program. Continuing education supports the staff in maintaining their skills and keeping them on the cutting edge of mental health, substance abuse and EAP research and interventions.

Office Hours

Office hours are 7:30 a.m. to 5 p.m. (MST) Monday through Friday, with counselor appointments available during lunch hours and after 5 p.m. After 5 p.m. and on weekends, a crisis counselor is available by calling **800.832.7733**. Counselors are also available by phone for consultations, referrals or crisis services.

Every effort is made to schedule clients in a timely and convenient manner. Our goal is to offer an appointment within 5 working days or at the client's earliest convenience. Clients with emergency situations receive same-day attention.

Website

Visit intermountainhealthcare.org/eap for valuable information. *Self-Care for Life's Challenges* provides quick information on common life problems, including a brief description of the topic, resources such as *Our Favorite Books*, and one-page *Quick Tips*.

Employee Assistance Programs—Covered 100% by Utah County

Employee Assistance Program Office Locations

Bear River

Bountiful

Brigham City

Logan

Ogden

Salt Lake City

Murray

Sandy

West Valley

Provo

Richfield

Delta

Mt. Pleasant

Cedar City

Panguitch

St. George

Burley, Idaho

Outside of Utah, we identify licensed, qualified professionals to provide EAP services.

Retirement

Defined Benefit Plan

Participation in a Utah Retirement System (URS) pension plan is mandatory for most Career Service* employees. Plans vary based upon employee's hire date. The County pays all or a portion depending on which URS plan the employee is eligible to participate in.

This valuable benefit provides retirement income based upon salary, length of service, and/or contributions. Visit the URS website for more information (www.urs.org).

Defined Contribution Plans**

401(k) Retirement Plan

All Career Service* employees hired after January 2012 will automatically be enrolled after 60 days, and deductions of 6.2% will be taken from the employee's gross salary unless the employee makes a different payroll election. The employee has the option to make pretax or post-tax (ROTH 401k) contributions through payroll deductions. Upon completion of probation, Utah County, will make a dollar-for-dollar matching contribution up to 6.2%.

At retirement, termination of employment, or age 59 ½, employees may elect partial withdrawals, structured payments, lump sum amounts, or may choose to defer distribution until a later date. Early-withdrawal tax penalties may apply.

457(b) Deferred Compensation Plan

The 457(b) Deferred Compensation Plan is voluntary for Career Service* employees. Payroll deductions are withheld before income taxes are calculated and are not taxable until withdrawn. At retirement or termination of employment, employees may elect partial withdrawals, structured payments, lump sum amounts, or may choose to defer distribution until a later date. The entire balance (less tax withholdings) of the account may be distributed to the employee at retirement or termination. There is no early withdrawal penalty assessed on a 457(b) account.

*Eligible employees include appointed, elected, and retained by election.

**FICA replacement



Contact Information

If you have specific questions about any of the benefit plans, please contact the administrator listed below, or your local Human Resources department.

Benefit	Administrator	Phone	Website/Email
Your Benefits – Benefits Administration Utah County HR	Stacey Bush	801.851.8167	staceyb@utahcounty.gov
	Brandon Chambers	801.851.8162	brandonbc@utahcounty.gov
Medical	SelectHealth	800.538.5038	www.selecthealth.org
Dental	Dental Select	800.999.9789	www.dentalselect.com
Vision	EMI Health	800.662.5850	www.emihealth.com
Life and Disability Insurance	The Standard	800.378.5742	www.standard.com
Health Savings Account	HealthEquity	866.346.5800	www.healthequity.com
Flexible Spending Account	Discovery Benefits	866.451.3399	www.discoverybenefits.com
Voluntary Benefits – Accident, Hospital Indemnity, Critical Illness	Voya	855.663.8692	www.voya.com
Employee Assistance Program (EAP)	Intermountain Healthcare	800.832.7733	www.intermountainhealthcare.org/eap
Retirement Plan/401(k)	Prudential Retirement	800.992.4472	www.prudential.com



Per Pay Period Rates for Benefits (24)

Benefit Plan	Full-Time	¾ Time	½ Time
Medical—SelectHealth Share-HSA QHDHP			
Employee	\$0.00	\$0.00	\$144.15
Employee + Spouse	\$0.00	\$0.00	\$291.93
Family	\$0.00	\$0.00	\$391.15
Medical—SelectHealth Share Signature Plan Traditional			
Employee	\$46.55	\$46.55	\$190.70
Employee + Spouse	\$94.30	\$94.30	\$386.23
Family	\$126.20	\$126.20	\$517.35
Dental—Gold Plan			
Employee	\$0.00	\$0.00	\$0.00
Two Party	\$5.03	\$5.03	\$5.03
Family	\$12.86	\$12.86	\$12.86
Dental—Platinum Plan			
Employee	\$5.06	\$5.06	\$5.06
Two Party	\$18.79	\$18.79	\$18.79
Family	\$35.91	\$35.91	\$35.91
Vision—Base Plan			
Employee	\$2.75	\$2.75	\$2.75
Two Party	\$5.40	\$5.40	\$5.40
Family	\$8.55	\$8.55	\$8.55
Vision—Buy Up Plan			
Employee	\$4.15	\$4.15	\$4.15
Two Party	\$8.00	\$8.00	\$8.00
Family	\$12.25	\$12.25	\$12.25

Accident Semi-Monthly Rate

Employee	\$4.88
Employee + Spouse	\$8.33
Employee + Children	\$9.71
Family	\$13.15

Hospital Indemnity Semi-Monthly Rate

Employee	\$7.95
Employee + Spouse	\$15.94
Employee + Children	\$11.94
Family	\$19.93

*Please see 32 for Critical Illness rates.



Important Notices and Disclosures

Women’s Health and Cancer Rights Act

If you have had or are going to have a mastectomy, you may be entitled to certain benefits under the Women’s Health and Cancer Rights Act of 1998 (WHCRA). For individuals receiving mastectomy-related benefits, coverage will be provided in a manner determined in consultation with the attending physician and the patient for:

- All stages of reconstruction of the breast on which the mastectomy has been performed;
- Surgery and reconstruction of the other breast to produce a symmetrical appearance;
- Prostheses; and
- Treatment of physical complications of all stages of mastectomy, including lymphedema.

These benefits will be provided subject to the same deductibles and coinsurance applicable to other medical and surgical benefits provided under the plan.

If you would like more information on WHCRA benefits, please contact your plan administrator.

Newborn’s Act Disclosure

Group health plans and health insurance issuers generally may not, under federal law, restrict benefits for any hospital length of stay in connection with childbirth for the mother or newborn child to less than 48 hours following a vaginal delivery or less than 96 hours following a cesarean section.

However, federal law generally does not prohibit the mother’s or newborn’s attending provider, after consulting with the mother, from discharging the mother or her newborn earlier than 48 hours (or 96 hours as applicable). In any case, plans and issuers may not, under federal law, require that a provider obtain authorization from the plan or the insurance issuer for prescribing a length of stay not in excess of 48 hours (or 96 hours).

HIPAA Special Enrollment Rights

If you are declining enrollment for yourself or your dependents (including your spouse) because of other health insurance or group health plan coverage, you may be able to enroll yourself and your dependents in this plan if you or your dependents lose eligibility for that other coverage (or if the employer stops contributing toward your or your dependents’ other coverage).

However, you must request enrollment within [insert “30 days” or any longer period that applies under the plan] after your or your dependents’ other coverage ends (or after the employer stops contributing toward the other coverage).

In addition, if you have a new dependent as a result of marriage, birth, adoption, or placement for adoption, you may be able to enroll yourself and your dependents.

However, you must request enrollment within 30 days or any longer period that applies under the plan] after the marriage, birth, adoption, or placement for adoption.

To request special enrollment or obtain more information, contact Human Resources.

Qualified Medical Child Support Orders

Coverage will be provided to any of your dependent child(ren) if a Qualified Medical Child Support Order (QMCSO) is issued, regardless of whether the child(ren) currently reside with you. A QMCSO may be issued by a court of law or issued by a state agency as a National Medical Support Notice (NMSN), which is treated as a QMCSO. If a QMCSO is issued, the child or children shall become an alternate recipient treated as covered under the Plan and are subject to the limitations, restrictions, provisions, and procedures as all other plan participants.

Premium Assistance Under Medicaid and the Children’s Health Insurance Program (CHIP)

If you or your children are eligible for Medicaid or CHIP and you’re eligible for health coverage from your employer, your state may have a premium assistance program that can help pay for coverage, using funds from their Medicaid or CHIP programs. If you or your children aren’t eligible for Medicaid or CHIP, you won’t be eligible for these premium assistance programs but you may be able to buy individual insurance coverage through the Health Insurance Marketplace. For more information, visit www.healthcare.gov.

If you or your dependents are already enrolled in Medicaid or CHIP and you live in a state listed below, contact your State Medicaid or CHIP office to find out if premium assistance is available.

If you or your dependents are **not** currently enrolled in Medicaid or CHIP, and you think you or any of your dependents might be eligible for either of these programs, contact your State Medicaid or CHIP office or dial **877.KIDS.NOW** or www.insurekidsnow.gov to find out how to apply. If you qualify, ask your state if it has a program that might help you pay the premiums for an employer-sponsored plan.

If you or your dependents are eligible for premium assistance under Medicaid or CHIP, as well as eligible under your employer plan, your employer must allow you to enroll in your employer plan if you aren’t already enrolled. This is called a “special enrollment” opportunity, and you must request coverage within 60 days of being determined eligible for premium assistance. If you have questions about enrolling in your employer plan, contact the Department of Labor at www.askebsa.dol.gov or call **866.444.EBSA (3272)**.

If you live in one of the following states, you may be eligible for assistance paying your employer health plan premiums. The following list of states is current as of July 31, 2020. Contact your state for more information on eligibility.

ALABAMA – Medicaid
http://myalhipp.com 855.692.5447
ALASKA – Medicaid
The AK Health Insurance Premium Payment Program http://myakhipp.com/ 866.251.4861 CustomerService@MyAKHIPP.com Medicaid Eligibility: http://dhss.alaska.gov/dpa/Pages/medicaid/default.aspx
ARKANSAS – Medicaid
http://myarhipp.com 855.MyARHIPP (855.692.7447)

2021 Benefit Summary

CALIFORNIA – Medicaid	MISSOURI – Medicaid
https://www.dhcs.ca.gov/services/Pages/TPLRD_CAU_cont.aspx 916.440.5676	http://www.dss.mo.gov/mhd/participants/pages/hipp.htm 573.751.2005
COLORADO – Medicaid and CHIP	MONTANA – Medicaid
Health First Colorado (Colorado's Medicaid Program) https://www.healthfirstcolorado.com Member Contact Center: 800.221.3943 State Relay 711 Child Health Plan Plus (CHP+) https://www.colorado.gov/pacific/hcpf/child-health-plan-plus Customer Service: 800.359.1991 State Relay 711 Health Insurance Buy-In Program (HIBI) https://www.colorado.gov/pacific/hcpf/health-insurance-buy-program HIBI Customer Service: 855.692.6442	http://dphhs.mt.gov/MontanaHealthcarePrograms/HIPP 800.694.3084
FLORIDA – Medicaid	NEBRASKA – Medicaid
www.flmedicaidprecovery.com/flmedicaidprecovery.com/hipp/index.html 877.357.3268	http://www.ACCESSNebraska.ne.gov Phone: 855.632.7633 Lincoln: 402.473.7000 Omaha: 402.595.1178
GEORGIA – Medicaid	NEVADA – Medicaid
https://medicaid.georgia.gov/health-insurance-premium-payment-program-hipp 678.564.1162, ext. 2131	http://dhcfp.nv.gov 800.992.0900
INDIANA – Medicaid	NEW HAMPSHIRE – Medicaid
Healthy Indiana Plan for low-income adults 19-64 http://www.in.gov/fssa/hip/ 877.438.4479 All other Medicaid http://www.indianamedicaid.com 800.403.0864	https://www.dhhs.nh.gov/oii/hipp.htm 603.271.5218 Toll-Free:800.852.3345, ext. 5218
IOWA – Medicaid and CHIP (Hawki)	NEW JERSEY – Medicaid and CHIP
Medicaid: https://dhs.iowa.gov/ime/members 800.338.8366 Hawki: http://dhs.iowa.gov/Hawki 800.257.8563	Medicaid: http://www.state.nj.us/humanservices/dmahs/clients/medicaid 609.631.2392 CHIP: http://www.njfamilycare.org/index.html 800.701.0710
KANSAS – Medicaid	NEW YORK – Medicaid
http://www.kdheks.gov/hcf/default.htm 800.792.4884	https://www.health.ny.gov/health_care/medicaid/ 800.541.2831
KENTUCKY – Medicaid	NORTH CAROLINA – Medicaid
Kentucky Integrated Health Insurance Premium Payment Program (KI-HIPP) Website: https://chfs.ky.gov/agencies/dms/member/Pages/kihipp.aspx 855.459.6328 KIHIPPPROGRAM@ky.gov KCHIP: https://kidshealth.ky.gov/Pages/index.aspx 877.524.4718 Medicaid: https://chfs.ky.gov	https://medicaid.ncdhhs.gov/ 919.855.4100
LOUISIANA – Medicaid	NORTH DAKOTA – Medicaid
www.medicaid.la.gov or www.ldh.la.gov/lahipp 888.342.6207 (Medicaid hotline) or 855.618.5488 (LaHIPP)	http://www.nd.gov/dhs/services/medicalserv/medicaid 844.854.4825
MAINE – Medicaid	OKLAHOMA – Medicaid and CHIP
Enrollment: http://www.maine.gov/dhhs/of/public-assistance/index.html 800.442.6003 TTY: Maine relay 711 Private Health Insurance Premium: https://www.maine.gov/dhhs/of/applications-forms 800.977.6740 TTY: Maine relay 711	http://www.insureoklahoma.org 888.365.3742
MASSACHUSETTS – Medicaid and CHIP	OREGON – Medicaid
http://www.mass.gov/eohhs/gov/departments/masshealth 800.862.4840	http://healthcare.oregon.gov/Pages/index.aspx http://www.oregonhealthcare.gov/index-es.html 800.699.9075
MINNESOTA – Medicaid	PENNSYLVANIA – Medicaid
https://mn.gov/dhs/people-we-serve/children-and-families/health-care/health-care-programs/programs-and-services/other-insurance.jsp 800.657.3739	https://www.dhs.pa.gov/providers/Providers/Pages/Medical/HIPP-Program.aspx 800.692.7462
	RHODE ISLAND – Medicaid and CHIP
	http://www.eohhs.ri.gov 855.697.4347 or 401.462.0311 (Direct Rlte Share Line)
	SOUTH CAROLINA – Medicaid
	http://www.scdhhs.gov 888.549.0820
	SOUTH DAKOTA – Medicaid
	http://dss.sd.gov 888.828.0059
	TEXAS – Medicaid
	http://gethipptexas.com 800.440.0493

UTAH – Medicaid and CHIP
Medicaid: https://medicaid.utah.gov CHIP: http://health.utah.gov/chip 877.543.7669
VERMONT – Medicaid
http://www.greenmountaincare.org 800.250.8427
VIRGINIA – Medicaid and CHIP
https://www.coverva.org/hipp/ Medicaid: 800.432.5924 CHIP: 855.242.8282
WASHINGTON – Medicaid
https://www.hca.wa.gov/ 800.562.3022
WEST VIRGINIA – Medicaid
http://mywvhipp.com/ 855.MyWVHIPP (855.699.8447)
WISCONSIN – Medicaid and CHIP
https://www.dhs.wisconsin.gov/badgercareplus/p-10095.htm 800.362.3002
WYOMING – Medicaid
https://health.wyo.gov/healthcarefin/medicaid/programs-and-eligibility/ 800.251.1269

To see if any other states have added a premium assistance program since July 31, 2020, or for more information on special enrollment rights, contact either:

U.S. Department of Labor
Employee Benefits Security Administration
www.dol.gov/agencies/ebsa
866.444.EBSA (3272)

U.S. Department of Health and Human Services
Centers for Medicare & Medicaid Services
www.cms.hhs.gov
877.267.2323, Menu Option 4, Ext. 61565

2021 Benefit Summary

HIPAA Privacy Notice

This notice describes how medical information about you may be used and disclosed by the employer and its affiliates, if any, and how you can get access to this information as mandated for health plans that are subject to HIPAA. Please review it carefully.

The Health Insurance and Portability and Accountability Act of 1996 (HIPAA) requires certain health plans to notify plan participants and beneficiaries about its policies and practices to protect the confidentiality of their health information (45 Code of Federal Regulations parts 160 and 164). Where HIPAA applies to a health plan sponsored by the Employer, this document is intended to satisfy HIPAA's notice requirement for all health information created, received, or maintained by the Employer sponsored health plans (the plans). The regulations will supersede any discrepancy between the information in this notice and the regulations.

The plans need to create, receive, and maintain records that contain health information about you to administer the plans and provide you with health care benefits. This notice describes the plans' health information privacy policy for your health care, dental, personal spending account and flexible reimbursement account benefits. The notice tells you the ways the plans may use and disclose health information about you, describes your rights, and the obligations the plans have regarding the use and disclosure of your health information. It does not address the health information policies or practices of your health care providers.

Our Commitment Regarding Health Information Privacy

The privacy policy and practices of the plans protect confidential health information that identifies you or could be used to identify you and relates to a physical or mental health condition or the payment of your health care expenses. This individually identifiable health information is known as "protected health information" (PHI). Your PHI will not be used or disclosed without a written authorization from you, except as described in this notice or as otherwise permitted by Federal and State health information privacy laws.

Privacy Obligations of the Plans

The plans are required by law to: (a) make sure that health information that identifies you is kept private; (b) give you this notice of the plans' legal duties and privacy practices for health information about you; and (c) follow the terms of the notice that is currently in effect.

How the Plans May Use and Disclose Health Information about You

The following are the different ways the plans may use and disclose your PHI without your written authorization:

For Treatment. The plans may disclose your PHI to a healthcare provider who renders treatment on your behalf. For example, if you are unable to provide your medical history as the result of an accident, the plans may advise an emergency room physician about the types of prescription drugs you currently take.

For Payment. The plans may use and disclose your PHI so claims for health care treatment, services, and supplies you receive from health care providers may be paid according to the terms of the plans. For example, the plans may receive and maintain information about surgery you received to enable the plans to process a hospital's claim for reimbursement of surgical expenses incurred on your behalf.

For Health Care Operations. The plans may use and disclose your PHI to enable it to operate or operate more efficiently or make certain all of the plans' participants receive their health benefits. For example, the plans may use your PHI for case management or to perform population-based studies designed to reduce health care costs. In addition, the plans may use or disclose your PHI to conduct compliance reviews, audits, actuarial studies, and/or for fraud and abuse detection. The plans may also combine health information about many plan participants and disclose it to the Employer and its affiliates, if any, in summary fashion so it can decide what coverages the plans should provide. The plans may remove information that identifies you from health information disclosed so it may be used without the Employer's learning who the specific participants are.

To the Employer. The plans may disclose your PHI to designated Employer personnel so they can carry out their plan related administrative functions, including the uses and disclosures described in this notice. Such disclosures will be made only to the Employer's Privacy Officer and personnel under the Privacy Officer's supervision. These individuals will protect the privacy of your health information and ensure it is used only as described in this notice or as permitted by law. Unless authorized by you in writing, your health information: 1) may not be disclosed by the plans to any other employee and 2) will not be used by the Employer for any employment-related actions and decisions or in connection with any other employee benefit plan sponsored by the Employer.

To a Business Associate. Certain services are provided to the plans by third-party administrators known as "business associates." For example, the plans may input information about your health care treatment into an electronic claim processing system maintained by the business associate so your claim may be paid. In so doing, the plans will disclose your PHI to its business associate so it can perform its claims payment function. However, the plans will require its business associates, through contract, to appropriately safeguard your health information.

Treatment Alternatives. The plans may use and disclose your PHI to tell you about possible treatment options or alternatives that may be of interest to you.

Health-Related Benefits and Services. The plans may use and disclose your PHI to tell you about health-related benefits or services that may be of interest to you.

Individual Involved in Your Care or Payment of Your Care. The plans may disclose PHI to a close friend or family member involved in or who helps pay for your health care. The plans may also advise a family member or close friend about your condition, your location (for example, that you are in the hospital), or death.

As Required by Law. The plans will disclose your PHI when required to do so by Federal, State, or local law, including those that require the reporting of certain types of wounds or physical injuries.

To the Secretary of the Department of Health and Human Services (HHS). The plans may disclose your PHI to HHS for the investigation or determination of compliance with privacy regulations.

Special Use and Disclosure Situations

The plans may also use or disclose your PHI under the following circumstances:

Lawsuits and Disputes. If you become involved in a lawsuit or other legal action, the plans may disclose your PHI in response to a court or administrative order, a subpoena, warrant, discovery request, or other lawful due process.

Law Enforcement. The plans may release your PHI if asked to do so by a law enforcement official, for example, to identify or locate a suspect, material witness, or missing person or to report a crime, the crime's location or victims, or the identity, description, or location of the person who committed the crime.

Workers Compensation. The plans may disclose your PHI to the extent authorized by and to the extent necessary to comply with worker's compensation laws and other similar programs.

Military and Veterans. If you are or become a member of the U.S. armed forces, the plans may release medical information about you as deemed necessary by military command authorities.

To Avert Serious Threat to Health or Safety. The plans may use and disclose your PHI when necessary to prevent a serious threat to your health and safety, or the health and safety of the public or another person.

Public Health Risks. The plans may disclose health information about you for public health activities. These activities include preventing or controlling disease, injury or disability; reporting births and deaths; reporting child abuse or neglect; or reporting reactions to medication or problems with medical products or to notify people of recalls of products they have been using.

Health Oversight Activities. The plans may disclose your PHI to a health oversight agency for audits, investigations, inspections, and licensure necessary for the government to monitor the health care system and government programs.

Research. Under certain circumstances, the plans may use and disclose your PHI for medical research purposes.

National Security, Intelligence Activities, and Protective Services. The plans may release your PHI to authorized Federal officials: 1) for intelligence, counterintelligence, and other national security activities authorized by law and 2) to enable them to provide protection to the members of the U.S. government or foreign heads of state, or to conduct special investigations.

Organ and Tissue Donation. If you are an organ donor, the plans may release medical information to organizations that handle organ procurement or organ, eye, or tissue transplantation or to an organ donation bank to facilitate organ or tissue donation and transplantation.

Coroners, Medical Examiners, and Funeral Directors. The plans may release your PHI to a coroner or medical examiner. This may be necessary, for example, to identify a deceased person or to determine the cause of death. The plans may also release your PHI to a funeral director, as necessary, to carry out his or her duty.

Your Rights Regarding Health Information about you
Your rights regarding the health information the plans maintain about are as follows:

Right to Inspect and Copy. You have the right to inspect and copy your PHI. This includes information about your plan eligibility, claim and appeal records, and billing records, but does not include psychotherapy notes. To inspect and copy health information maintained by the plans, submit your request in writing to the Privacy Officer. The plans may charge a fee for the cost of copying

and/or mailing your request. In limited circumstances, the plans may deny your request to inspect and copy your PHI. Generally, if you are denied access to health information, you may request a review of the denial.

Right to Amend. If you feel that health information the plans have about you is incorrect or incomplete, you may ask to amend it. You have the right to request an amendment for as long as the information is kept by or for the plans. To request an amendment, send a detailed request in writing to the Privacy Officer. You must provide the reason(s) to support your request. The plans may deny your request if you ask to amend health information that was: accurate and complete, not created by the plans; not part of the health information kept by or for the plans; or not information that you would be permitted to inspect or copy.

Right to an Accounting of Disclosures. You have the right to request an "accounting of disclosures". This is a list of disclosures of your PHI that the plans have made to others, except for those necessary to carry out health care treatment, payment, or operations; disclosures made to you; disclosures made prior to this effective date at the end of this notice; or in certain other situations. To request an accounting of disclosures, submit your request in writing to the Privacy Officer. Your request must state a time period, which may not be longer than six years prior to the date the account was requested.

Right to Request Restrictions. You have the right to request a restriction on the health information the plans use or disclose about you for treatment, payment, or health care operations. You also have the right to request a limit on the health information the plans disclose about you to someone who is involved in your care or the payment of your care, like a family member or friend. For example, you could ask that the plans not use or disclose information about a surgery you had. To request restrictions, make your request in writing to the Privacy Officer. You must advise us: 1) what information you want to limit; 2) whether you want to limit the plans' use, disclosure, or both; and 3) to whom you want the limit(s) to apply. Note: The plans are not required to agree to your request.

Right to Request Confidential Communications. You have the right to request that the plans communicate with you about health matters in a certain way or at a certain location. For example, you can ask that the plans send you explanation of benefits (EOB) forms about your benefit claims to a specified address. To request confidential communications, make your request in writing to the Privacy Officer. The plans will make every attempt to accommodate all reasonable requests. Your request must specify how or where you wish to be contacted.

A Note About Personal Representatives

You may exercise your rights through a personal authorized representative. Your personal representative will be required to produce evidence of his or her authority to act on your behalf before that person will be given access to your PHI or allowed to take any action for you. Proof of such authority may take one of the following forms:

- A power of attorney for health care purposes, notarized by a notary public;
- A court order of appointment of the person as the conservator or guardian of the individual; or
- An individual who is the parent of a minor child.

2021 Benefit Summary

The plans retain discretion to deny access to your PHI to a personal representative to provide protection to those vulnerable people who depend on others to exercise their rights under these rules and who may be subject to abuse or neglect. This also applies to personal representatives of minors.

Change to this Notice

The plans reserve the right to change this notice at any time and to make the revised or changed notice effective for health information the plans already have about you, as well as any information the plans receive in the future. The plans will post a copy of the current notice in the Employer's office. All individuals covered under the Plan will receive a revised notice within 60 days of a material revision to the notice.

Notice of Breach of PHI

You have a right to receive a notice when there is a breach of your unsecured PHI.

Complaints

If you believe your privacy rights under this policy have been violated, you may file a written complaint with the Privacy Officer at the address listed below. Alternatively, you may file a complaint with the Secretary of the U. S. Department of Health and Human Services (Hubert H. Humphrey Building, 200 Independence Avenue S.W., Washington D.C. 20211), generally within 180 days of when the act or omission complained of occurred. Note: The plans, the Employer, and any of its affiliates will not retaliate against you for filing a complaint.

Other Uses and Disclosures of Health Information

A plan must obtain your written authorization to use or disclose psychotherapy notes, to use PHI for marketing purposes, or to sell PHI. An authorization for a use or disclosure of psychotherapy notes may only be combined with another authorization for a use and disclosure of psychotherapy notes. Plans (excluding long-term care plans) are prohibited from using or disclosing PHI that is genetic information for underwriting purposes.

Other uses and disclosures of health information not covered by this notice or by the laws that apply to the plans will be made only with your written authorization. If you authorize the plans to use or disclose your PHI, you may revoke the authorization, in writing, at any time. If you authorize the plans to use or disclose your PHI, you may revoke the authorization, in writing, at any time. If you revoke your authorization, the plans will no longer use or disclose your PHI for the reasons covered by your written authorization; however, the plans will not reverse any uses or disclosures already made.

Contact Information: If you have any questions about this notice, please contact the Privacy Officer at the Employer,

Attention: Privacy Officer.

Updated and effective March 26, 2013

Prescription Drug Creditable Coverage Disclosure

Please read this notice carefully and keep it where you can find it. This notice has information about your current prescription drug coverage with Utah County and about your options under Medicare's prescription drug coverage. This information can help you decide whether or not you want to join a Medicare drug plan. If you are considering joining, you should compare your current coverage, including which drugs are covered at what cost, with the coverage and costs of the plans offering Medicare prescription drug coverage in your area. Information about where you can get help to make decisions about your prescription drug coverage is at the end of this notice.

1. Medicare prescription drug coverage became available in 2006 to everyone with Medicare. You can get this coverage if you join a Medicare Prescription Drug Plan or join a Medicare Advantage Plan (like an HMO or PPO) that offers prescription drug coverage. All Medicare drug plans provide at least a standard level of coverage set by Medicare. Some plans may also offer more coverage for a higher monthly premium.
2. Utah County has determined that the prescription drug coverage offered by the SelectHealth plans are, on average for all plan participants, expected to pay out as much as standard Medicare prescription drug coverage pays and is therefore considered Creditable Coverage. Because your existing coverage is Creditable Coverage, you can keep this coverage and not pay a higher premium (a penalty) if you later decide to join a Medicare drug plan.

When Can You Join a Medicare Drug Plan?

You can join a Medicare drug plan when you first become eligible for Medicare and each year from October 15 through December 7. However, if you lose your current creditable prescription drug coverage, through no fault of your own, you will also be eligible for a two-month Special Enrollment Period (SEP) to join a Medicare drug plan.

What Happens to Your Current Coverage if You Decide to Join a Medicare Drug Plan?

If you decide to join a Medicare drug plan, your current Utah County coverage will not be affected. You can keep this coverage if you elect Part D and this plan will coordinate with Part D coverage. If you do decide to enroll in a Medicare prescription drug plan and drop your Utah County prescription drug coverage, be aware that you may not be able to get this coverage back until the next annual open enrollment period or if you experience a qualifying event.

You should compare your current coverage, including which drugs are covered, with the coverage and cost of the plans offering Medicare prescription drug coverage in your area. In addition, your current coverage pays other health expenses in addition to prescription drugs, and you will still be eligible to receive all of your current health and prescription drug benefits if you choose to enroll in a Medicare prescription drug plan.

When Will You Pay a Higher Premium (Penalty) to Join a Medicare Drug Plan?

You should also know that if you drop or lose your current coverage with Utah County and do not join a Medicare drug plan within 63 continuous days after your current coverage ends, you may pay a higher premium (a penalty) to join a Medicare drug plan later.

If you go 63 continuous days or longer without creditable prescription drug coverage, your monthly premium may go up by at least 1% of the Medicare base beneficiary premium per month for every month that you did not have that coverage. For example, if you go nineteen months without creditable coverage, your premium may consistently be at least 19% higher than the Medicare base beneficiary premium. You may have to pay this higher premium (a penalty) as long as you have Medicare prescription drug coverage. In addition, you may have to wait until the following October to join. For more information about this notice or your current prescription drug coverage, please contact Human Resources.

For more information about this notice or your current prescription drug coverage contact the person listed at the end of this notice for further information. Note: you'll get this notice each year. You will also get it before the next period you can join a Medicare drug plan, and if this coverage through Utah County changes you may also request a copy of this notice at any time.

For More Information About Your Options Under Medicare Prescription Drug Coverage

More detailed information about Medicare plans that offer prescription drug coverage is in the "Medicare & You" handbook. You'll get a copy of the handbook in the mail every year from Medicare. You may also be contacted directly by Medicare drug plans.

For More Information About Medicare Prescription Drug Coverage:

- Visit www.medicare.gov.
- Call your State Health Insurance Assistance Program (see inside back cover of your copy of the Medicare and You handbook for their telephone number) for personalized help.
- Call **800.MEDICARE (800.633.4227)**. TTY users should call **877.486.2048**.

If you have limited income and resources, extra help paying for Medicare prescription drug coverage is available. For information about this extra help, visit Social Security on the web at www.socialsecurity.gov, or call them at **800.772.1213**.

Remember to keep this creditable coverage notice. If you decide to join one of the Medicare drug plans, you may be required to provide a copy of this notice when you join to show whether or not you have maintained creditable coverage and, therefore, whether or not you are required to pay a higher premium (a penalty).

For more information about this notice or your current prescription drug coverage contact the person listed at the end of this notice for further information. Note: you'll get this notice each year. You will also get it before the next period you can join a Medicare drug plan, and if this coverage through Utah County changes you may also request a copy of this notice at any time.

Date: 10/26/2020
Name of Entity/Sender: Utah County Government
Contact--Position/Office: Brandon Chambers Manager, Benefits and Engagement
Address: 100 East Center Street, Provo, UT 84606
Phone Number: 801.851.8162

Mental Health Parity Notice

The Mental Health Parity Act (MHPA) provides for parity in the application of aggregate lifetime and annual dollar limits on mental health benefits with dollar limits on medical/surgical benefits. In general, group health plans offering mental health benefits cannot set annual or lifetime dollar limits on mental health benefits that are lower than any such dollar limits for medical/surgical benefits.

A plan that does not impose an annual or lifetime dollar limit on medical/surgical benefits may not impose such a dollar limit on mental health benefits under the plan. MHPA's provisions, however, do not apply to benefits for substance abuse or chemical dependency.

For more information about mental health coverage under your plan, please refer to the plan's Summary Plan Description (SPD). You may obtain a copy of the SPD by contacting Human Resources.

Family & Medical Leave Act (FMLA)

FMLA is designed to help employees balance their work and family responsibilities by allowing them to take reasonable unpaid leave for certain family and medical reasons. It also seeks to accommodate the legitimate interests of employers and promote equal employment opportunity for men and women. FMLA applies to all public agencies, all public and private elementary and secondary schools, and companies with 50 or more employees.

There may be times when you need an extended leave of absence. The company has a Family and Medical Leave Policy that is in compliance with The Family and Medical Leave Act of 1993 (FMLA), as amended. FMLA provides an entitlement of up to 12 weeks, which protects employees' jobs and benefits in the event of a medical or family circumstance, which requires the employee to take time off from work without pay. In general, the employee must have worked for at least 12 months and at least, 1,250 hours within the last 12 months immediately prior to the first day of leave.

Circumstances Permitting Family and Medical Leave

- Birth of an employee's child (within 12 months after birth)

2021 Benefit Summary

- Adoption of a child by an employee (within 12 months after placement)
- Placement of a child with the employee for foster care (within 12 months after placement)
- Care of a child, spouse or parent having a serious health condition
- Incapacity of the employee due to a serious health condition.
- Military Leave

Additional leave laws may apply to you depending upon your specific state and if you or a dependent or a military member. Whenever possible leave must be requested in advance. If you have questions about FMLA or any leave requests, please contact Human Resources.

Michelle's Law

"Michelle's Law" applies to Utah County as to certain dependents eligible for extended coverage while a student. Michelle's Law requires group health plans to provide continued coverage for certain dependents who are covered under Utah County group health plan as a student but lose their student status because they take a medically necessary leave of absence from school. This continuation of coverage is described below.

If your dependent is no longer a student, as defined in the plan, because he/she is on a medically necessary leave of absence, your dependent may continue to be covered under the plan for up to one year from the beginning of the leave of absence. This continued coverage applies if, immediately before the first day of the leave of absence, your dependent was (1) covered under the plan and (2) enrolled as a student at a post-secondary educational institution (includes colleges and universities).

For purposes of this continued coverage, a "medically necessary leave of absence" means a leave of absence from a post-secondary educational institution, or any change in enrollment of the dependent at the institution, that:

1. begins while the dependent is suffering from a serious illness or injury,
2. is medically necessary, and
3. causes the dependent to lose student status for purposes of coverage under the plan.

The coverage provided to dependent during any period of continued coverage:

4. is available for up to one year after the first day of the medically necessary leave of absence, but ends earlier if coverage under the plan would otherwise terminate, and
5. stays the same as if your dependent had continued to be a covered student and had not taken a medically necessary leave of absence.

If the coverage provided by the plan is changed under the plan during this one-year period, the plan must provide the changed coverage for the dependent for the remainder of the medically necessary leave of absence unless, as a result of the change, the plan no longer provides coverage for these dependents.

If you believe your dependent is eligible for this continued coverage, the dependent's treating physician must provide a written certification to the plan stating that your dependent is suffering from a serious illness or injury and that the leave of absence (or other change in enrollment) is medically necessary.

Coordination with COBRA Continuation Coverage

If your dependent is eligible for Michelle's Law's continued coverage and loses coverage under the plan at the end of the continued coverage period, continuation coverage under COBRA will be available at the end of Michelle's Law's coverage period and a COBRA notice will be provided at that time. If further federal guidance permits the plan to apply this continued coverage to the period of time COBRA coverage is available, the plan will reduce the COBRA period by any period of coverage under coverage extended under Michelle's Law.

Patient Protection Notice (PCP and OB/GYN Choice Notice)

Regence Blue Cross Blue Shield generally allows the designation of a primary care provider. You have the right to designate any primary care provider who participates in our network and who is available to accept you or your family members. For information on how to select a primary care provider, and for a list of the participating primary care providers, contact your medical provider at the number listed at the back of this book.

For plans and issuers that require or allow for the designation of a primary care provider for a child, add:

For children, you may designate a pediatrician as the primary care provider.

For plans and issuers that provide coverage for obstetric or gynecological care and require the designation by a participant or beneficiary of a primary care provider, add:

You do not need prior authorization from your medical insurance carrier or from any other person (including a primary care provider) in order to obtain access to obstetrical or gynecological care from a health care professional in our network who specializes in obstetrics or gynecology. The health care professional, however, may be required to comply with certain procedures, including obtaining prior authorization for certain services, following a pre-approved treatment plan, or procedures for making referrals. For a list of participating health care professionals who specialize in obstetrics or gynecology, contact the medical insurance contact listed in the Contact Information section of this booklet.

Notes

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This benefit summary prepared by



Gallagher

Insurance | Risk Management | Consulting