



WILLIAMSON COUNTY GOVERNMENT Benefits Department

Williamson County Health Plan Open Enrollment for 2019

Open enrollment for your 2019 benefit elections must be completed online. Employees are encouraged to complete the online process regardless if making changes to their current benefits.

The 2019 open enrollment portal will open at 12:01 a.m., October 29, 2018 and close at midnight, November 17, 2018. All changes made during open enrollment will be effective on January 1, 2019.

- 1** At any time you can login to <https://www.aflacatwork.com> and review your current coverage and cost.
Your Employee ID: is the first 4 letters of your last name and the last 4 digits of your social security number.
Your PIN: is the last 4 digits of your social security number and the last 2 digits of your birth year.

Before open enrollment begins it is a perfect time to login and make sure we have a current email address for you as this is how most of the open enrollment communication will be sent to you.

- 2** The online open enrollment process will take you step by step so you can:
 - ✓ Determine if you need to add or drop medical, dental, flexible spending account or voluntary benefits.
 - ✓ Determine if you need to add or drop any dependents.
 - ✓ Determine the amount you want to contribute into your flexible spending account. You must make a new election to continue this benefit or are enrolling for the first time for 2019.
 - ✓ Determine the amount you want to contribute to your health savings account (HSA). You must make a new election to continue this benefit or are enrolling for the first time for 2019.
 - ✓ Name beneficiaries for your life insurance policies.
 - ✓ Update your email address

By following the online process, it will provide you coverage details and any pay period cost change. Plan information can also be viewed by visiting the Williamson County Benefits website @ www.williamsoncounty-tn.gov/mybenefits.

- 3** The open enrollment portal will be available at 12:01 a.m. on October 29, 2018 and close at midnight on November 17, 2018.

- 4** <https://www.aflacatwork.com/enroll>
Your Employee ID: is the first 4 letters of your last name and the last 4 digits of your social security number.
Your PIN: is the last 4 digits of your social security number and the last 2 digits of your birth year.

The online benefits system is easy to use and will walk you through all benefits available, giving you the option to make changes or keep your benefits the same for 2019. Once you have completed the process and confirmed your benefits for 2019, print your revised benefit statement for your records.

HELPFUL INFORMATION FOR OPEN ENROLLMENT

Medical	*NO CHANGES* *Per pay period costs remain the same *plan coverages and networks choices are the same *networks choices are the same *If you do not submit a new election for 2019 by the deadline, your medical coverage will automatically continue.
Dental	*NO CHANGES* *Per pay period costs remain the same *plan coverages and network choices are the same *If you do not submit a new election for 2019 by the deadline, your dental coverage will automatically continue.
HSA Participation	Your account remains active; however, to continue contributing to your HSA through pre-tax payroll deductions, you must make a new election for 2019.
FSA participation	Your participation will end on December 31,2018. To continue contributing to these accounts, you must reenroll and elect your contribution for 2019.
Voluntary benefits participation	*Your current elections will continue without interruption. *Per pay cost change based on age and income.

MEDICAL PLAN

OAP MEDICAL PLAN(S) INFORMATION

If you choose the OAP (Open Access Plus) network, employees and dependents will have a per pay period cost for this election. Refer to the below informational sheets for the per pay period cost and provider network.

- **OAP network**

- [OAP Central TN](#)

- [OAP East TN](#)

- [OAP West TN](#)

- [Option 1 OAP deductible plan cost](#)
 - [Option 2 OAP deductible plan with HSA cost](#)
 - [2019 HSA employer contributions](#)
 - [Convenient Care Clinics covered under Local PlusIN and OAP](#)

LOCAL PlusIN PLAN(s) INFORMATION

IN stands for **in-network providers only**. These plans have no out of network benefits, the network of providers is limited and plans do not have out of network benefits. If you use a provider not in the Local PlusIN network your claim will be denied.

If you choose the Local PlusIN network, employees have no per pay period cost, only dependents have a per pay period cost for this election. Refer to the below informational sheets for the per pay period cost and provider network.

- **Local PlusIN network**

- [Option 3 Local PlusIN deductible Plan cost](#)
 - [Option 4 Local PlusIN deductible plan with HSA cost](#)
 - [2019 HSA employer contributions](#)
 - [Helpful Information on the Local PlusIN Network and finding providers outside of Tennessee](#)

- [Convenient Care Clinics covered under Local PlusIN and OAP](#)
- [Will my child have coverage if living outside of the Local PlusIN network](#)
- [Coverage for emergencies outside the Local Plus IN network](#)

DENTAL PLAN:

No Change to benefits

[2019 per pay period dental cost](#)

LONG TERM DISABILITY and/or SUPPLEMENTAL LIFE INSURANCE:

If you see an increase to your Long Term Disability and/or Supplemental Life Insurance premium, this is due to increase in salary and/or age change. When you go through the online open enrollment process, any change in your premium for 2019 that is due to salary and/or age will be reflected at that time.

HELPFUL DOCUMENTS:

[2019 Health Plan Options Booklet](#)

[Option 1 OAP deductible plan 2019 Summary of Benefits and Coverage](#)

[Option 2 OAP deductible plan with HAS 2019 Summary of Benefits and Coverage](#)

[Option 3 Local PlusIN deductible plan 2019 Summary of Benefits and Coverage](#)

[Option 4 Local PlusIN deductible plan with HSA 2019 Summary of Benefits and Coverage](#)

Contact any of the staff in the Williamson County Benefits Department with questions regarding open enrollment.

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