

2021-2022 Benefits Summary

Changes

- Plan year will run from October 1 – September 30
- All employees must participate in Open Enrollment (even if not electing any employee paid benefits)
- Open Enrollment
 - July 19-August 13
 - Open Enrollment Assistance available in Irving University at City Hall
 - Completed in Employee Self-Service
- Providers starting October 1:
 - Medical/Pharmacy – BCBS
 - Dental – MetLife
 - Vision – Davis Vision
 - Life and Disability – The Standard
 - FSA/HSA – MetLife
 - Accident /Critical Illness/Hospital Indemnity Plan – Unum
 - Legal/Identity Theft – MetLife

Medical

New names for Medical plans:

- Choice Local Plus now Blue Choice.
- Quality Open Access now Blue Quality
- Quality Connect OA Plus HSA now Blue Edge HSA

Plan (bi-weekly rates)	Blue Choice	Blue Quality	Blue Edge HSA
Employee Only	\$53.54	\$39.45	\$17.12
Employee / Spouse	\$188.44	\$147.58	\$83.65
Employee / Family	\$319.38	\$252.49	\$137.16
Employee / Children	\$180.92	\$141.56	\$74.14

Dental

Plan (bi-weekly rates)	DHMO	DPPO	DPPO Buy-up
Employee Only	\$5.70	\$18.50	\$22.10
Employee / Spouse	\$11.58	\$32.04	\$34.54
Employee / Family	\$18.90	\$56.87	\$72.80
Employee / Children	\$12.19	\$36.61	\$40.73

Vision

Plan (bi-weekly rates)	Standard	Buy-up
Employee Only	\$2.34	\$4.61
Employee / Spouse	\$3.59	\$6.90
Employee / Family	\$5.83	\$11.49
Employee / Children	\$4.08	\$8.03

Life

- City paid Life Insurance = 1 times salary (must elect beneficiary)
- Employee paid Life Insurance
 - Rate Guarantee up to 3 times your salary with a guarantee issue of \$500,000

Worksite Benefits

- Critical Illness
 - Covers most major illnesses (i.e. Cancer, Stroke, etc.)
- Accident Injury
 - Covers a physical injury due to an accident (i.e. broken bone, concussion, torn ligament)
- Hospital Indemnity
 - Provides benefits for hospitalizations (must be admitted/in hospital for at least 24 hours)

Legal

- Provides legal assistance and/or legal discounts for many services

For more information about the new benefits, check INET for 2021 Benefits <http://tx-irvingintranet.civicplus.com/584/Upcoming-2021-Health-Benefits>