



JULY 1, 2019 – JUNE 30, 2020 ANNUAL OPEN ENROLLMENT



It's time to think about your benefits!

**Nye County's annual open enrollment will be held between May 14th and June 14th
All forms you may need and additional information can be found on Nye County's Human Resources' Website
Any new elections or changes will become effective July 1, 2019**

What is Open Enrollment?

Open enrollment is your once-a-year opportunity to review your current benefit elections and make sure they continue to meet your needs and the needs of your family. Keep in the mind that unless you experience a qualifying event, you will not be eligible to elect, drop, or change your choices until this time next year. Qualifying events include: marriage, birth or adoptions, gain/loss of other coverage, court-ordered coverage, etc.

What do you need to do?

Employees will be automatically enrolled in their current 2018 selections for the 2019 plan year. This includes employees' current dependent enrollments; i.e. which family members are being covered. You only need to fill out the appropriate enrollment/change form if you would like to change your medical plan, who you're covering, or to select a primary care/OB-GYN provider on the HMO. You can find copies of any form you need, as well as additional information about all the benefits offering on Nye County's Human Resources' Website. **All forms are due back to Human Resources no later than June 14th.**

Medical Plans

Medical plans are still being offered through Sierra Health and Life and Health Plan of Nevada. Detailed summaries of each plan available are available online.

Dental and Vision Plans

Dental and vision are still being offered through Ameritas. Detailed summaries of the benefits are available online.

Flexible Spending Account (FSA)

Nye County's Flexible Spending Account plan provides tax savings on qualified healthcare and dependent care expenses. All employees wishing to participate in the flexible spending plan in 2019 must complete a new 2019 enrollment form and return it to Human Resources no later than June 14th.

Health Savings Account (HSA)

A health savings account is a tax-favored account that allows the account holder to save and pay for qualified healthcare expenses tax free. Nye County will contribute to your HSA for the 2019 plan year. They will fund \$83.33 per month to total \$1,000 for the plan year. You can fund additional amounts tax-free via payroll deduction, up to the IRS limits, as desired.

Pre-Tax Premium Only Plan

Under this arrangement, your share of medical, dental, and vision premiums are subtracted from your gross pay before federal payroll taxes are applied. This allows you to lower your income that can be taxed and allows you to save money by being taxed less.

Additional Voluntary Benefits

Employees have the option of electing from a variety of voluntary/employee-paid benefits. These include, but are not limited to: additional life/ad&d insurance for employees and their family members, short-term disability, long-term disability, deferred compensation, etc.