



CHAMPAIGN COUNTY

2025 BENEFITS ENROLLMENT

BENEFITS OVERVIEW



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Champaign County is proud to offer a comprehensive benefits package to eligible, full-time employees who work 30 hours per week. The complete benefits package is briefly summarized in this booklet. You will receive plan booklets, which give you more detailed information about each of these programs.

You share the costs of some benefits (medical, dental and voluntary term life), and Champaign County provides other benefits at no cost to you (life, accidental death & dismemberment). In addition, there are voluntary benefits with reasonable group rates that you can purchase through payroll deductions.

Benefits Offered

- Medical - BCBSIL
- Dental - Delta Dental of IL
- Vision - EyeMed
- Group Life and AD&D - Reliance Standard
- Optional Term Life and AD&D - Reliance Standard
- Flexible Spending Accounts - Benefit Planning Consultants (BPC)
- Voluntary Accident Plan - Allstate
- Voluntary Cancer Plan - Allstate

Eligibility

You and your dependents are eligible for Champaign County benefits once you satisfy your eligibility period.

Eligible dependents are your spouse, children under age 26, disabled dependents of any age, or Champaign County eligible dependents.

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.

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.



MEDICAL BENEFITS



Administered by BlueCross BlueShield of Illinois

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 Champaign County.

Champaign County offers you a PPO medical plan. With the PPO, you may select where you receive your medical services. If you use in-network providers, your costs will be less. If you live within IL, you will have access to the Blue Choice PPO (BCS) network of providers. If you live outside the state of IL, a larger, nationwide network called Participating Provider Organization (PPO) is available to you. These networks can be searched by selecting them from the drop down menu when visiting www.bcbsil.com



	BCBSIL BLUECHOICE SELECT		
	In-Network	Out-of-Network	In-Network Benefits AFTER HCA Payments
Lifetime Benefit Maximum	Unlimited		
Annual Deductible	\$5,000 single / \$10,000 family	\$10,000 single / \$20,000 family	\$2,000 single / \$4,000 family
Annual Out-of-Pocket Maximum	\$5,000 single / \$10,000 family	\$10,000 single / \$20,000 family	\$2,000 single / \$4,000 family
Coinsurance	0%	20%	0%
DOCTOR'S OFFICE			
Primary Care Office Visit	\$25 copay	20% after deductible	\$25 copay
Specialist Office Visit	\$50 copay	20% after deductible	\$50 copay
Wellness Care (routine exams, x-rays/tests, immunizations, well baby care and mammograms)	\$0	20% after deductible	\$0
Virtual Visit	\$25 copay	N/A	\$25 copay
PRESCRIPTION DRUGS			
Retail—Generic (30-day supply)	\$7 copay	\$7 copay + 25%	\$7 copay
Retail—Preferred brand (30-day supply)	\$25 copay	\$25 copay + 25%	\$25 copay
Retail—Non-Preferred brand (30-day supply)	\$50 copay	\$50 copay + 25%	\$50 copay
Retail—Specialty (30-day supply)	\$100 copay	\$100 copay + 25%	\$100 copay
Mail Order—Generic (90-day supply)	\$14 copay	Not covered	\$14 copay
Mail Order—Preferred brand (90-day supply)	\$50 copay	Not covered	\$50 copay
Mail Order—Non-Preferred brand (90-day supply)	\$100 copay	Not covered	\$100 copay

MEDICAL BENEFITS

BCBSIL BLUECHOICE SELECT			
	In-Network	Out-of-Network	In-Network Benefits AFTER HCA Payments
HOSPITAL SERVICES			
Emergency Room	\$200 copay per visit	\$200 copay per visit	\$200 copay per visit
Inpatient	0% after deductible	20% after deductible	0% after deductible
Outpatient Surgery	0% after deductible	20% after deductible	0% after deductible
Ambulance Service	\$100 copay	\$100 copay	\$100 copay
MENTAL HEALTH SERVICES			
Inpatient Services	0% after deductible	20% after deductible	0% after deductible
Outpatient Services	\$25 copay per visit	20% after deductible	\$25 copay per visit
SUBSTANCE ABUSE SERVICES			
Inpatient Services	0% after deductible	20% after deductible	0% after deductible
Outpatient Services	\$25 copay per visit	20% after deductible	\$25 copay per visit
OTHER SERVICES			
Maternity Services	PCP:\$25 copay per visit SPC:\$50 copay per visit	20% after deductible	PCP:\$25 copay per visit SPC:\$50 copay per visit
All other maternity hospital/ physician services	0% after deductibles	20% after deductible	0% after deductibles
Muscle Manipulation Services	Covered	Covered	Covered
Physical, Occupational and Speech Therapy Services	0% after deductible	20% after deductible	0% after deductible
Skilled Nursing	0% after deductible	20% after deductible	0% after deductible

Prior Authorization / Pre-Certification

Blue Cross and Blue Shield has established programs to review certain services in order to determine if they are medically necessary.

Prior Authorization Required

- Inpatient Hospital Services
- Skilled Nursing Facility Services
- Services received in a Coordinated Home Care Program
- Private Duty Nursing

Call the Medical Services Advisory (800.635.1928) number on your ID Card PRIOR to services being rendered. There will be a penalty applied to any claim payment when you do not call which will result in a reduction in your benefits.

Pre-Certification Required

- Certain Surgeries (back / gastric bypass are a few examples)
- Imaging (CT / PET / MRI)
- Mental Health / Behavioral Health Services
- Durable Medical Equipment
- Hospice Services

Call the Customer Service (800.828.3116) number on your ID card PRIOR to services being rendered. Failure to pre-certify may result in the denial of claim. Behavioral Health certifications can call 800.851.7498.

This is not a complete list of services requiring Prior Authorization or Pre-Certification. Please review your benefit booklet for details.

Provider Finder

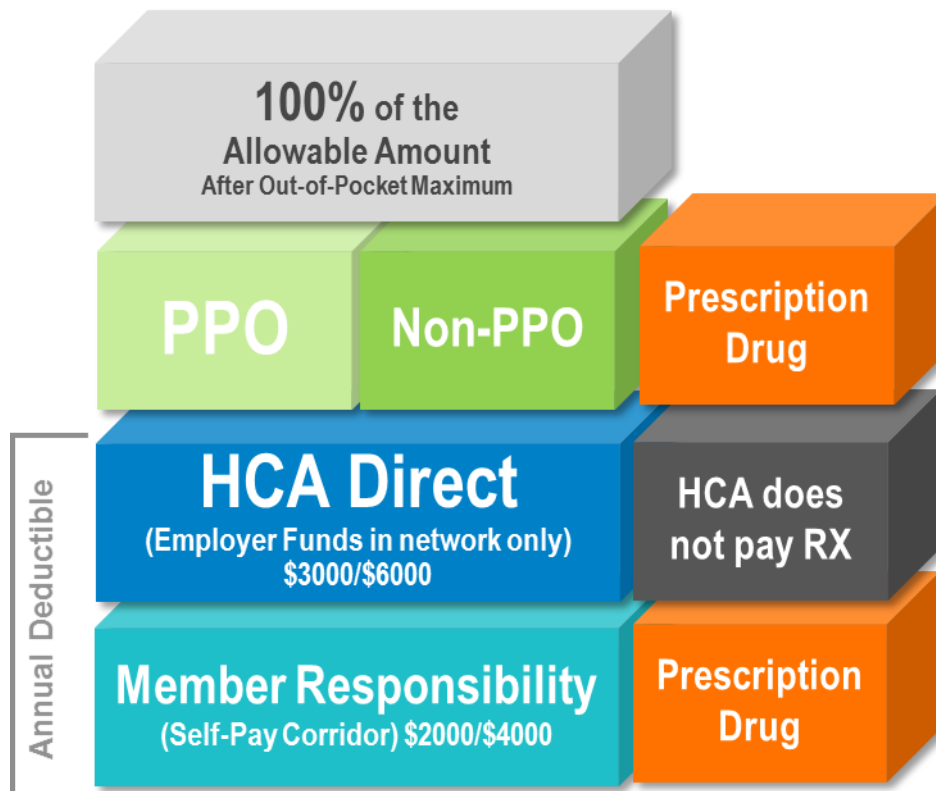
Call - using the number on the back of your card 800.810.2583

Online - go to www.bcbsil.com If searching for a provider on this website, those living in IL should choose Blue Choice PPO (BCS) from the drop-down menu. Those living outside the state of IL should choose Participating Provider Organization (PPO)

Mobile device - get the app, text BCBSILAPP TO 33633 or search for BCBSIL in iTunes App or Google Play

The BlueEdge HCA Direct

- The employee pays first for services and the amount is applied toward the self-pay corridor and to the annual deductible
 - Single - \$2,000
 - Family* - \$4,000
- Once self-pay corridor is satisfied, the HCA Direct pays for covered services and is applied to the remainder of the annual deductible
 - Single - \$3,000
 - Family* - \$6,000
- Seamless claims administration
- Balance details on Blue Access for MembersSM



*Embedded deductibles

DENTAL BENEFITS



Administered by Delta Dental

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 the Champaign County dental benefit plan.

The County offers two dental plans to full-time/full-year employees. The first – Network Plan, has the lowest premium rate and requires that you seek services from an in-network provider. The second – Premier Plan, has a higher premium rate and allows you to see any dentist. To search for in-network dentist visit www.deltadentalil.com/provider-search. If the dentist you wish to seek services from does not populate on the search, consider enrolling in the Delta Dental Non-Network plan.

DELTA DENTAL NETWORK PLAN (lower cost)			
Services	DELTA DENTAL PPO NETWORK DENTIST	DELTA DENTAL PREMIER® NETWORK DENTIST	NON-NETWORK DENTIST
Annual Deductible	\$50 per person; \$150 family limit	\$100 per person; \$300 family limit	\$100 per person; \$300 family limit
Annual Benefit Maximum	\$1,200	\$1,200	\$1,200
Preventive Dental Services (cleanings, oral evaluations, sealants, x-rays)	100%*	70%**	70%***
Basic Dental Services (fillings, x-rays, emergency exams & palliative)	80% after deductible*	50% after deductible**	50% after deductible***
Major Dental Services (crowns, jackets, cast restorations, endodontics)	50% after deductible*	50% after deductible**	50% after deductible***
Orthodontia Services (covered to age 19)	50% to \$1,000 lifetime maximum	50% to \$1,000 lifetime maximum	50% to \$1,000 lifetime maximum

This is the benefit summary of the Delta Dental Network Plan. You and each dependent insured, has an annual benefit maximum of \$1,200. If you do not expend the full annual benefit, the balance rolls to the next benefit plan year. Certain health conditions qualify you and/or dependents for coverage of additional cleanings in a benefit year. Please review the benefit booklet for a listing of these specific health conditions. Your annual cleanings and bitewing x-rays, aka-preventative services, provided by Delta Dental Network/ PPO provider are covered at 100%. Basic and major services are subject to a deductible as listed above. Once the deductible has been met, Delta pays 80% for basic services and 50% for major services. Orthodontic benefit is available for members under the age of 19. The maximum lifetime orthodontic benefit is \$1000.

TOGO Benefit - Allows you to carry forward any unused amount of your annual benefit maximum into the future.

For additional information regarding the Delta Dental Plans, please visit the benefit tab on the county employee website.

Provider Finder

Call - 1.800.323.1743

Online - go to www.deltadentalil.com



*Delta Dental PPO dentists accept payment based on the lesser of the submitted fee (their usual fee) or Delta Dental's allowed PPO fee. PPO network dentists cannot charge you for costs exceeding the PPO fee.

**Delta Dental Premier dentists accept payment based on the lesser of the submitted fee (their usual fee) or Delta Dental's maximum plan allowance. Premier dentists may not charge you for costs exceeding the maximum plan allowance.

***Non-network dentists (non-Delta Dental PPO/non-Delta Dental Premier) do not agree to accept Delta Dental's allowed fees as payment in full; payment is based on the lesser of the submitted fee (their usual fee) or Delta Dental's maximum plan allowance. These dentists can charge you for costs exceeding the maximum plan allowance.

DENTAL BENEFITS



DELTA DENTAL PREMIER PLAN (more providers)			
SERVICES	DELTA DENTAL PPO NETWORK DENTIST	DELTA DENTAL PREMIER® NETWORK DENTIST	NON-NETWORK DENTIST
Annual Deductible	\$50 per person; \$150 family limit	\$50 per person; \$150 family limit	\$50 per person; \$150 family limit
Annual Benefit Maximum	\$1,200	\$1,200	\$1,200
Preventive Dental Services (cleanings, oral evaluations, sealants, x-rays)	100%*	100%**	100%***
Basic Dental Services (fillings, x-rays, emergency exams & palliative)	80% after deductible*	80% after deductible**	80% after deductible***
Major Dental Services (crowns, jackets, cast restorations, endodontics)	50% after deductible*	50% after deductible**	50% after deductible***
Orthodontia Services (covered to age 19)	50% to \$1,000 lifetime maximum	50% to \$1,000 lifetime maximum	50% to \$1,000 lifetime maximum

This is the benefit summary of the Delta Dental Non-Network Plan. You and each dependent insured, has an annual benefit maximum of \$1,200. If you do not expend the full annual benefit, the balance rolls to the next benefit plan year. Certain health conditions qualify you and/or dependents for coverage of additional cleanings in a benefit year. Please review the benefit booklet for a listing of these specific health conditions. Your annual cleanings and bitewing x-rays, aka-preventative services, provided by Delta Dental Network/ PPO provider are covered at 100% of the maximum plan allowance. Basic and major services are subject to a deductible as listed above. Once the deductible has been met, Delta pays 80% of maximum plan allowance for basic services and 50% of maximum plan allowance for major services. Please note that you can be balanced billed by the provider for difference between dentist charge and the maximum plan allowance. Orthodontic benefit is available for members under the age of 19. The maximum lifetime orthodontic benefit is \$1000.

TOGO Benefit - Allows you to carry forward any unused amount of your annual benefit maximum into the future.

For additional information regarding the Delta Dental Plans, please visit the benefit tab on the county employee website.

Provider Finder

Call - 1.800.323.1743

Online - go to www.deltadentalil.com



*Delta Dental PPO dentists accept payment based on the lesser of the submitted fee (their usual fee) or Delta Dental's allowed PPO fee. PPO network dentists cannot charge you for costs exceeding the PPO fee.

**Delta Dental Premier dentists accept payment based on the lesser of the submitted fee (their usual fee) or Delta Dental's maximum plan allowance. Premier dentists may not charge you for costs exceeding the maximum plan allowance.

***Non-network dentists (non-Delta Dental PPO/non-Delta Dental Premier) do not agree to accept Delta Dental's allowed fees as payment in full; payment is based on the lesser of the submitted fee (their usual fee) or Delta Dental's maximum plan allowance. These dentists can charge you for costs exceeding the maximum plan allowance.

VISION BENEFITS



Administered by EyeMed

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.

The vision plan covers many services with a variety of low co-pays. An advantage of this plan over many vision plans is that you can obtain exams, lenses and frames every 12 months if you wish.

Contacts are available instead of glasses. Some employees alternate their benefits obtaining glasses one year and contacts the next year.

If you purchase frames above the plan network allowance, the additional amounts are discounted so you never pay full price for your frames with this plan.

Your coverage from a EyeMed doctor

SERVICE	IN-NETWORK	OUT-OF-NETWORK
Eye Exam — once every 12 months	\$10 copay	Up to \$40
LENSES — ONCE EVERY 12 MONTHS		
Single Vision Lenses	\$25 copay	Up to \$30
Lined Bifocal Lenses	\$25 copay	Up to \$50
Lined Trifocal Lenses	\$25 copay	Up to \$70
Lenticular Lenses	\$25 copay	Up to \$70
Frames — once every 12 months	\$130 allowance; 20% off balance over \$130	Up to \$91
CONTACT LENSES — ONCE EVERY 12 MONTHS IF YOU ELECT CONTACTS INSTEAD OF LENSES/FRAMES		
Conventional	\$130 allowance; 15% off balance over \$130	Up to \$130
Disposable	\$130 allowance; plus balance over \$130	Up to \$130
Medically necessary	Paid in full	Up to \$210

No need for an ID card. To take advantage of your EyeMed vision benefit, simply contact a EyeMed provider and let them know you have EyeMed coverage—they handle the paperwork for you.

As you can see there is a copayment required for an eye exam and lenses. Eye Med pays the first \$130 for frames and you receive a 20% discount on the frame balance. You may get an eye exam, lenses and frames once PER 12 months. A copy of the Eye Med plan booklet is available on the benefits tab of the Champaign County employee website.

Provider Finder

Call - 1.866.723.0596

Online - go to www.eyemed.com. You're on the ACCESS Network



LIFE INSURANCE



LIFE AND ACCIDENTAL DEATH & DISMEMBERMENT INSURANCE

Insured by Reliance Standard Life Insurance

Life Insurance

Life insurance provides financial security for the people who depend on you. Your beneficiaries will receive a lump sum payment if you die while employed by Champaign County. The company provides basic life insurance of \$20,000 at no cost to you.

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 die in an accident. Champaign County provides AD&D coverage of \$20,000 at no cost to you. This coverage is in addition to your company-paid life insurance described above.

VOLUNTARY LIFE AND AD&D INSURANCE

Insured by Reliance Standard Life Insurance

You may purchase life and AD&D insurance in addition to the company-provided coverage. You may also purchase life and AD&D insurance for your dependents if you purchase additional coverage for yourself. You are guaranteed coverage (up to \$200,000 and up to \$30,000 for your spouse) without answering medical questions if you enroll when you are first eligible.

Employee— In increment of \$10,000; up to \$300,000 maximum amount or 5 x annual salary; whichever is less
(Amount of life insurance equal to \$150,000 or more may be subject to an earnings cap)

Spouse— In increment of \$5,000; up to \$100,000 maximum amount
(spouse amount may not exceed 50% of employee amount)

Children— Birth to age 6 months : \$250
6 months to age 26 : \$10,000

During open enrollment you can purchase optional term life insurance coverage. You can purchase up to \$20,000 guaranteed issue for yourself, \$10,000 guaranteed issue for your spouse and \$10,000 for each of your children. If you currently have optional term life insurance coverage, you can increase your coverage by \$20,000 and increase spouse coverage by \$10,000. The employee maximum is 5 times your annual salary or \$300,000; whichever is less. Spouse coverage cannot be more than 50% of employee coverage, with a maximum amount of \$100,000. Premiums are based upon employee date of birth. The premium cost for child coverage is \$.50 per paycheck, no matter the number of children covered. Child coverage ends at age 19.

Additional Value Added Services with Reliance Standard

Travel Assistance 24-Hour

Anytime you need assistance while traveling 24 hours a day, 365 days a year we can help with -

- Pre-Trip Assistance
- Emergency Medical Transportation
- Emergency Personal Assistance
- Medical Assistance Services

Calling within the US 800.456.3893

Calling worldwide 603.328.1966

Bereavement Support

Provides confidential and professional support services to covered employees and family members to cope with the loss of a loved one - at no additional cost. To access services contact ACI Specialty Benefits at rsli@acieap.com or call 855.775.4357.

- Grief Counseling
- Legal and Financial Services

FLEXIBLE SPENDING



Administered by Chard-Snyder

A Flexible Spending Account allows you to set aside pre-tax dollars to pay for medical and/or dependent care expenses. By participating in this plan, you will save on payroll taxes. Money set aside in the medical flexible spending account is available to you on the first day of the plan year – January 1 or your effective date.

MEDICAL Flexible Spending Accounts

Medical Flex Summary

You may use your medical flexible spending account funds for yourself, your spouse and eligible children to the age of 26. Your spouse and children do not have to be enrolled on your medical insurance in order to submit request for reimbursement. Expenses that you can submit for reimbursement include, copayments, deductible expenses, prescription copayments, dental and vision expenses. Over the counter supplies and medicines are also eligible for reimbursement. There are some items that are not eligible for reimbursement – such as, cosmetic surgery, teeth whitening, weight loss program food items.

DEPENDENT CARE Flexible Spending Accounts

Dependent Care Flex Summary

The Dependent Care Flexible Spending account can be used for reimbursement of childcare expenses, including before and after school care and summer day camps. These flex dollars are available after they have been deducted from your paycheck – which is different than the medical flexible spending account. The maximum you can set aside in a dependent care flexible spending account is \$5,000 per family. Only expenses from providers with a tax ID number are eligible to be reimbursed from a dependent care flexible spending account.

Limitations on Flex

You are unable to change your flexible spending account unless you have a qualifying life change event. Expenses must be incurred within the plan year. Our plan year is January 1 to December 31. You cannot move medical funds to dependent care account and vice versa. You have 90 days after the plan year end to submit reimbursements. Any unused funds at the end of the plan year are forfeited. If you have not participated in a Flexible Spending Account before, be conservative in your first year.

Flex Plan Election Limits

The maximum you can set aside in a medical flexible spending account in 2025 is \$3,300 or \$137.50 per paycheck. The maximum you can set aside in a dependent care flexible spending account in 2025 (PER FAMILY) is \$5,000 or \$208.33 per paycheck.

Provider Phone and Website

Call - 800.982.7715

Online - go to www.chard-snyder.com

VOLUNTARY PLANS

VOLUNTARY ACCIDENT PLAN

Insured by Allstate

The accident coverage pays cash benefits for expenses associated with an off the job accidental injury. On the job accidents are covered by the County's worker's compensation policy. The Allstate accident brochure can be found on the Champaign County employee's website.



TIER	COST PER PAYCHECK		
	PLAN A	PLAN B	PLAN C
Employee	\$7.76	\$14.59	\$39.79
EE + Spouse	\$14.44	\$21.27	\$46.47
EE + Child(ren)	\$15.93	\$22.76	\$47.96
EE + Family	\$19.64	\$26.47	\$51.67

Here are the premium rates for the Allstate accident coverage. Plan B includes disability rider benefit for an employee. The disability benefit is \$1000 per month. The disability benefit pays if you have an off the job accident that prevents you from working. Plan C includes a disability rider benefit if you become ill and cannot work. Maternity leave would be in this category. Please see the brochure for a listing of other illnesses that would qualify for disability benefit.

VOLUNTARY CANCER PLAN

Insured by Allstate

The cancer coverage pays cash benefits for cancer expenses over and above medical benefits paid. The plan also covers numerous other illness, please see the plan brochure for a listing of other illnesses covered. A copy of the plan brochure can be found on the Champaign County Employee's website.

TIER	COST PER PAYCHECK	
	LOW OPTION	HIGH OPTION
Employee	\$13.02	\$15.18
EE + Family	\$21.98	\$26.38

These are the premium rates for the Allstate cancer policy. Premiums are deducted twice per month.



EMPLOYEE CONTRIBUTIONS



EMPLOYEE CONTRIBUTIONS FOR BENEFITS

BENEFIT PLAN

MEDICAL/RX BLUE CHOICE PPO (BCS) & BLUE CHOICE SELECT PLAN

Contributions for the Medical Plan are based on the employee's department and contribution agreements in place.

BENEFIT PLAN

PER PAY VISION RATES

Employee	\$3.60
Employee + Spouse	\$7.57
Employee + Child(ren)	\$6.09
Family	\$10.15

Rates are guaranteed through December 31, 2025

BENEFIT PLAN

DELTA DENTAL PER PAY RATES * **NETWORK PLAN** (lower cost)

Employee	\$ 8.98
Employee + Spouse	\$17.96
Employee + Child(ren)	\$25.50
Family	\$40.62

DELTA DENTAL PER PAY RATES * **PREMIER PLAN** (more providers)

Employee	\$15.56
Employee + Spouse	\$31.09
Employee + Child(ren)	\$31.33
Family	\$57.92

Rates are guaranteed through December 31, 2025

CONTACT INFORMATION



CONTACT INFORMATION

If you have specific questions about a benefit plan, please contact the administrator listed below, or your local human resources department.

BENEFIT	ADMINISTRATOR	PHONE	WEBSITE/EMAIL
Medical	BlueCross BlueShield of Illinois	800.828.3116	www.bcbsil.com
Dental	Delta Dental	800.323.1743	www.deltadentalil.com
Vision	EyeMed	866.723.0596	www.eyemed.com
Life and AD&D Insurance	Reliance Standard Life Insurance	800.922.0509	www.RelianceStandard.com
Voluntary Life and AD&D Insurance	Reliance Standard Life Insurance	800.922.0509	www.RelianceStandard.com
Flexible Spending Account	Chard-Snyder	800.982.7715	www.chard-snyder.com
Voluntary Accident Plan	Allstate	800.521.3535	www.allstatebenefits.com
Voluntary Cancer Plan	Allstate	800.521.3535	www.allstatebenefits.com
Insurance Specialist	DeShonna Matthew	217.384.3776 Ext 2117	dmatthew@champaigncountyil.gov



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NOTES

This benefit summary prepared by



Gallagher

Insurance | Risk Management | Consulting