

Benefit Summary

(Plan year October 1st, 2021 through September 30th, 2022)

If you are currently a full-time employee you are eligible to enroll in the medical, dental, and vision plans within in 30 days of becoming eligible and during open enrollment.

Summary of Benefit Plan:

Meritain/Aetna –

- **Core Medical Plan** - \$100 p/mo. for an employee with the ability to earn a refund at the end of the plan year if you participate in the wellness program. You can cover children up to age 26. Spouses are excluded from the plan.
- **Value Medical Plan** - \$50 p/mo. For an employee with the ability to earn a refund at the end of the plan year if you participate in the wellness program. You can cover children up to age 26. Spouses are excluded from the plan.
- **Willamette Dental-High and Low plans** (8.9% increase) – Employees can cover spouses and children up to age 26.

Moda Dental - High and Low plans (no increase) – Can cover spouses and children up to age 26.

VSP (no increase) - Can cover spouses and children up to **age 25**.

HRA/FSA-Plan change: Full-time employees covered under the one of the health insurance benefits can elect to have a \$1200 contribution made to one of the following accounts:

1. **HRA:** MV will contribute up to \$1200 on your behalf to a health reimbursement account (\$300 placed in quarterly) to be used for healthcare cost not covered under the plan (co-pays, deductibles, prescription cost, etc.). or
2. **FSA:** MV can contribute up to \$1200 on your behalf in lieu of the HRA account to a FSA Dependent Account.
3. **FSA (your money):**
 - \$2750 max. contribution amount for “Other medical expenses”
 - \$5250 max. contribution amount for “single dependent care” If you chose to have MV contribute the \$1200 to this account you may only contribute the difference of \$4050.
 - \$10,500 max. contribution amount for “joint dependent care”
4. **Voluntary Life Insurance** – If you are a FT hourly or salaried employee and would like to purchase additional voluntary life insurance for you, your spouse or your dependents now is the time to do so. Information, including the rates can be found under the employee portal or you can pick up information in the Human Resources department.

Wellness Plan

Employees who choose to participate in our 2021-22 wellness program will have the opportunity to earn up to a \$300 refund check at the end of the plan year. To earn the full refund the employees must participate in 5 of the following wellness activities and be on the plan at the end of the plan year September 30th. Employees will be charged \$100 or \$50 each month depending on choice of medical plan with the ability to earn up to a \$300 refund check (prorated by # of months covered) at the end of the plan year. Refund checks will be issued by the end of October after the plan year. It is the employee's responsibility to make sure Human Resources has all the necessary information to issue the refund check no later than October 31st to be eligible to receive the refund. The following are ways you may earn the refund:

1. Bio-screening on campus (TBD based on current COVID safety guidelines)
2. Flu shot (if off campus must provide proof)
3. Covid Vaccine shot(s) (if off campus must provide proof) or booster if necessary
4. Non-tobacco user or complete a cessation program (must provide proof)
5. Preventative Health Screening (form to be completed by Healthcare provider and submitted to DirectPath)
6. 110 visits to our Wellness Center or any other Fitness Club. (need proof of 110 visits)
7. Health Coaching with DirectPath
8. 2 community/charity fitness events (walking, running, bicycling) Check out Virtual Events
9. Safety/Wellness Virtual Fair attendance (Date: TBD)
10. Participate in Community/Church league sports. Must be able to show proof of enrollment in the league (ex. Parks & Recreation, Boys & Girls Club, Corvallis Sports Park, Organized Church Leagues).
11. Meet with a financial advisor (have advisor initial date and time of appointment)
12. Meet with a nutritionist or Registered Dietician (have provider initial date and time of appointment)
13. Walk or Bike to work 108 times in the benefit plan year (Oct-Sept) must complete punch card and submit to HR
14. Donating blood or plasma (maximum of 1 pt. earned in plan year)

** 3 items completed will earn ½ a refund check.

** Refund is prorated by the number of months covered on the medical plan

** If you are unable to participate in any of the above because of medical reasons, contact HR.

Other Benefits

- Teladoc coverage offering both medical and behavioral health appointments with a \$0.00 copay. Employees who have had a hard time finding a mental health provider can access one through teladoc. You can establish a relationship with the same provider, but all visits will take place through the teladoc platform. Convenient and no additional cost.

- Specialty Drug Program
- Small Loan Program: Mennonite Village will be launching a small loan program for employees this fall. Information on this benefit will be shared later.

Declining Benefits

If you waive benefits you **must** still complete the enrollment form indicating you are declining benefits. This is a requirement under the affordable care act. If you have any questions or would like a full benefit packet please contact Human Resources Monday through Friday 8 am to 4:30 pm.

You can also find the summary of benefits for medical, dental and vision along with information about all our supplemental benefits (STD, LTD, EAP and life insurance policies) on our website at: <https://mennonitevillage.org/employee-portal/>.