



**Weber Human Services  
Benefit Package Overview  
July 1, 2016 – June 30, 2017**

**Eligibility:**

You are eligible to enroll for benefits if you are a full-time employee working 30 or more hours per week.

**Allstate Supplemental Insurance: (Effective upon approval from Allstate)**

A supplemental insurance plan offered through payroll deduction.

**Basic Life Insurance – Hartford: (Effective on the first day following the month that the employee is hired)**

Weber Human Services provides \$25,000 basic life insurance through Hartford Life Insurance at no cost to the employee.

**Supplemental Term Life Insurance - Hartford: (Effective upon approval from Hartford Life Insurance)**

An employee may purchase supplemental term life insurance for themselves, their spouse and children at various costs based on age and the amount of insurance desired through payroll deduction.

**Cafeteria Plan – National Benefits Services Reimbursement Account: (Effective on the first day following the month that the employee is hired)**

The health care reimbursement allows the employee to set aside up to \$2,550 in pretax dollars to pay eligible out of pocket medical, dental, vision, prescriptions and non-prescription expenses through payroll deduction.

The dependent care reimbursement allows you to set aside up to \$5,000 in pretax dollars to pay for eligible dependent care expenses through payroll deduction.

**Dental Insurance – PEHP: (Effective on the first day following the month that the employee is hired)**

Coverage is offered to the employee, spouse and children under age of 26.

Employee may waive medical coverage and carry dental coverage only. No compensation shall be made for waiving dental coverage.

Rates are semi-monthly through payroll deduction:

\$2.49 single; \$3.41 double; \$5.16 family

Below represents using an in-network provider:

Preventive: Cleanings, routine exams, x-rays, topical fluoride (2 per fiscal year) – 100%

Basic; Fillings, extractions, oral surgery, endodontics – 80%

Major: Crowns, bridges, dentures and periodontics – 50%

Orthodontics – Children and Adults – 50% of eligible fees to plan maximum (\$1,500 maximum lifetime benefit per member)

Deductible – Applies to basic and major services – \$25 per individual and \$75 family maximum

**Guidance Resources Program – ComPsych**

Guidance Resources is a no-cost, company sponsored benefit that is available to you and your dependents to provide confidential support, resources and information to get through life's challenges. Confidential counseling on personal issues; legal information; resources and consultation; financial information; resources and tools; online information, tools and services.

**Health Insurance - PEHP (Effective on the first day following the month that the employee is hired)**