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Healthcare Benefits

Statement

City of Vision Eye Care values the health and well-being of its employees and their families. Under this policy, City of Vision Eye Care provides a comprehensive healthcare benefit available to all eligible employees and their families.

Coverage

City of Vision Eye Care will cover 75% of eligible employee insurance premiums. The remaining 25% of the employee's annual insurance premium is deducted evenly from each pay period divided over 12-months.

City of Vision Eye Care will cover 25% of eligible employee dependent insurance premiums. The remaining 75% of the employee dependent's annual insurance premium is deducted evenly from each pay period divided over a 12-months.

Eligibility

All regular employees of City of Vision Eye Care working at least 30 hours a week are eligible for healthcare coverage provided by City of Vision Eye Care. Eligible family members (dependents) may be covered by these plans provided the employee pays the required contribution.

These benefits become effective on the first day of the month coinciding with or following completion of the 3-month probationary period from the date of hire provided the appropriate paperwork has been completed and submitted within the first 31 calendar days of employment. Employees who fail to submit paperwork within 31 calendar days of date of hire will be ineligible for coverage until the next plan year.

An employee or covered spouse or dependent who becomes ineligible for healthcare coverage may continue group health insurance coverage in accordance with federal and state COBRA guidelines.

Responsibility

It is the responsibility of the employee, as a new hire, to apply for a health plan within 31 days of his/her eligibility. During the open enrollment period, the employee has the option of changing plans. It is the responsibility of City of Vision Eye Care to notify employees of the open enrollment period, as well as changes to the health care insurance benefits.

Resource

Refer to the Comprehensive Benefits Guide for co-payment, deductible, claim filing, and coverage information. Contact City of Vision Eye Care for questions about eligibility or more information regarding this policy.

Effective Date: 07/01/2017

Last Update: 06/21/2017