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Vision Benefits

Eligibility

All regular employees of City of Vision Eye Care who have completed their 3-month probationary period are eligible for vision healthcare coverage provided by City of Vision Eye Care.

Employee dependents who live in the same household as the employee are also eligible for vision benefits.

Services Benefit

Employees

Services are rendered by request and is to be arranged with their doctor of choice. Services must be completed (1) before or after regular patient appointments or (2) during No-Show or cancellation appointment slots. All services including special testing, examinations, procedures, and follow ups are covered at 100% for eligible employees.

Dependents

Comprehensive eye exams are available to eligible dependents one time at the end of each calendar year. If the dependent has vision coverage, they may utilize their insurance at any time.

Material Goods Benefit

All eligible employees and eligible dependents may purchase material goods at Cost+10%.

This vision benefit applies only if the eligible individual is purchasing the item for personal wear. Employee benefit may not be used as a gift to individuals who do not qualify for the benefit themselves.

If eligible employees or eligible dependents have insurance coverage for material goods, City of Vision Eye Care will accept the insurance payment for material goods as payment in full. By law, insurance co-pays cannot be waived.

Procedure

1. Purchases will be invoiced with the same procedures used for patient care. The amounts will be modified per Employee Benefits Policy and sent to the Office Manager for approval before being processed, paid, or posted.
2. Once approved, the office manager will maintain a record of purchased goods through employee benefits.
3. Front desk will then process, collect payments, and post the purchase with the same procedures used for patient care. Payment in full must be complete at time of purchase.

Effective Date: 07/01/2017

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