



**Santa Cruz County
Government**

Welcome to the Central California Coast



Santa Cruz County Employees

Flexible Health Allowance Program



What is Flexible Health Allowance?

- Flexible Health Allowance (FHA) is a portion of the County's contribution to employee health insurance that allows employees to have health plan purchase options.
- Effective January 1, 2009, participating employees receive two separate County contributions for employee health insurance - Medical and FHA.
- *Employees must be enrolled in a County medical plan to participate.*



Who is eligible for FHA?

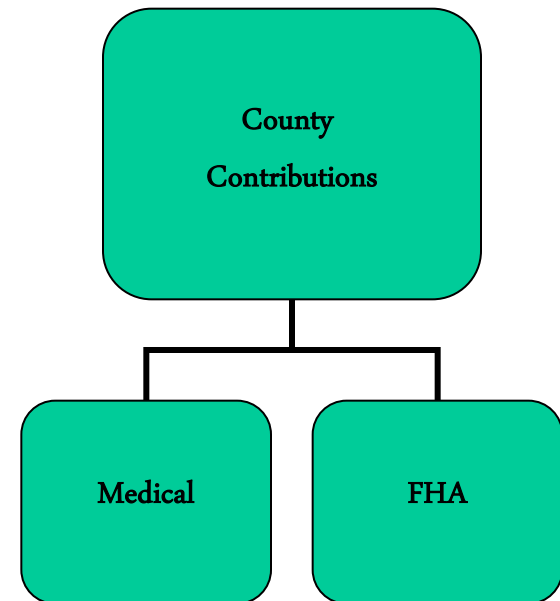
- The FHA Program is available to all employee groups:



Do I have to participate in FHA?

Yes - County contributions to employee health insurance will be split into two separate allocations - Medical and FHA.

However, employees may choose to have both contributions applied to medical premium costs only. In fact, this will occur automatically if you do not enroll in the other FHA options.



What are the FHA Program options?



FHA may be applied to the following health insurance premiums:

- 1) County Medical
- 2) Vision Service Plan (VSP) Dependent Vision
- 3) Delta Preferred Option (DPO) Plus Dental



FHA Program Options...

COUNTY MEDICAL

- FHA may be applied to medical premium costs under the County's Medical Program. Please see your rate sheet for health plan options and premium information.
- FHA will automatically cover medical premium costs only, unless you enroll in the other FHA options.



FHA Program Options...

VSP DEPENDENT VISION

- FHA may be applied to VSP Dependent Vision. This optional program is currently available to employees as a payroll deduction.
- The cost for VSP Dependent Vision is \$18.01 per month. Enrollment requires one full year of participation.



FHA Program Options...

DPO PLUS DENTAL

- FHA may be applied to the dental buy-up option. If you are enrolled in the County's DPO Basic plan, this option will increase your annual dental allowance from \$1,200 to \$2,000 per participant.
- The cost for DPO Plus Dental is \$48 per month. This optional program may also be purchased via payroll deduction. Enrollment requires one full year of participation.
- DeltaCare (formerly PMI) participants are not eligible for DPO Plus Dental.



Does FHA impact my other County paid insurances?

- No - In accordance with your bargaining agreement, other County paid insurances, such as Employee Dental (DPO Basic or DeltaCare), Vision, Life, and LTD, will continue to be County paid.



What if my medical plan is less expensive than both of the County contributions?

- You may want to carefully examine your FHA options.
- With the exception of medical premium costs, undesignated FHA will be forfeited.



What if my FHA elections cost more than both of the County's contributions?

- If selected, VSP Dependent Vision and DPO Plus Dental are always applied to FHA first – the FHA balance is then applied to medical premium costs. Remaining medical premium is the employee's responsibility and will be charged via payroll deduction.
- Employees with medical premium share of cost may want to enroll in H-Care, the County's medical premium pre-tax program.



May I apply FHA to CalPERS Admin Fee?

- No – CalPERS Admin Fee is not a health insurance premium. Employees will continue to pay this Fee via payroll deduction.



How can I learn more about FHA?



- **If you have questions email the
Employee Benefits Office
benefits.questions@santacruzcounty.us**
- **or call the Benefits Hotline at
(831) 454-2241.**

