



Updates for the 2024 Plan Year

There are premium increases for Anthem Blue Cross Blue Shield and Kaiser Permanente plans for 2024 benefits. Changes vary by plan and go into effect on January 1.

Anthem Blue Cross Blue Shield Plans

- Anthem premiums increase by 7%. The Board of Commissioners voted to share the increase with employees to keep costs low. Premiums can be found on the 2024 [Medical Plan Comparison and Dental](#) sheet.

Kaiser Permanente Plan

- The premium for Kaiser Permanente has an 11% increase for the 2024 plan year. As with Anthem, the Board of Commissioners voted to share the increase with employees to keep the plan's cost low. The premium can be found on the 2024 [Medical Plan Comparison and Dental](#) sheet.

Life and Long-term Disability Coverages

There is a provider change for life and long-term disability coverages. MetLife will replace OneAmerica.

Notes

- All plan designs for Anthem and Kaiser Permanente remain the same.
- You and your eligible dependents can use the CobbHealth Wellness Clinic at **no cost** and medications received through the clinic dispensary are **free**. ([Click here to learn more about the clinic.](#))

Enrollment

You must re-enroll in your benefits even if you're not making changes. **Enrollment has to be completed by September 29, 2023, or you will be placed in the lowest cost HMO plan as single.**

- Ways to enroll:
 1. In person: ([Click here to find the Benefit Enroller Schedule](#)).
 2. Online: [Enrollment Registration Link](#) - **CobbCo** is the Company Identifier or [Enrollment Login](#) can be used once registered and for returning enrollments.
 3. Call: 800-523-7135 | Monday–Friday | 9 a.m.–5 p.m.

To review additional plan information including rates, medical plans comparison, summary of benefit coverages, and the summary plan documents, visit houze-benefits.org/cobb. If you would like a paper copy, please contact Human Resources at benefitshr@cobbcounty.org.



Supplemental Benefits

Updates for the 2024 Plan Year

Flexible Spending Accounts

- Medical Flexible Spending Accounts have an increased Annual Maximum Contribution of \$3050 with a \$610 rollover at the end of 2024.
- Explanation of Benefits may be required for expenses that are not automatically cleared (ie copay, deductible and over the counter medications)
- No changes to Dependent Daycare Accounts
- Once enrolled, register your account through the Wealthcare Portal or through the Medcom Benefits APP to access your account, balances and EOB requests

Aflac Cancer and Aflac Accident Benefit Enhancements

- Current Policy series for Cancer includes increased initial diagnosis benefit (+25%)
- Increased benefits for Radiation Therapy, Chemotherapy, Immunotherapy or Experimental Chemotherapy and Annual Care Benefit
- Accident Initial Treatment benefit is increased to \$200 for Hospital/Office/Facility with or without X-Ray
- Accident Wellness Benefit goes to \$90 Annually
- Increased Accidental Death Benefit

NEW Aflac 10-20-30 Year Term Life Policy

- Choose a Term (10 Years, 20 Years or 30 Years) for employee coverage and policy amount \$20,000 to \$150,000 guarantee issue*. A spouse rider is available for \$15,000 not to exceed 50% of the employee amount.

* Guarantee Issue is available when 75 employee applications are reached.

UNUM Whole Life Insurance

- Guarantee Issue policies for Employee, Spouse and Child(ren)/Grand Child(ren)

Administered and Sponsored by:

