

BENETALK

Volume 1, Issue 1

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THE COMMUNITY ACTION COMMITTEE OF PIKE COUNTY INC.

LONG TERM DISABILITY PROGRAM ADDED JUNE 1

It's official! The agency is adding Long Term Disability coverage to the benefit program effective JUNE 1, 2003. This is an excellent benefit and will provide a new level of long term security for the staff.

The plan is designed to provide a benefit level of 60% of your salary up to \$9000 monthly through what Social Security determines as your "Normal" retirement age. Benefits will commence at either 90 days following disability or once you exhaust sick leave if you have earned more than 90 sick days under the current system.

The insurer for the new coverage is Jefferson Pilot. They are a leader in the disability area.

Jefferson Pilot Financial has over \$30 billion in assets and has attained the highest rating from Standard & Poor's, A.M. Best Company & Fitch, leading insurance industry rating services. It's one thing to have disability coverage and another to possess the strength to pay claims.

If you have specific questions regarding this new plan, please see Rick Patrick during his regularly scheduled visitation of your location. If you need immediate assistance, you can call him at extension 195 at the main office.

This is a great addition to our benefit plans! If you get a chance, thank our board members for this program.



DID YOU KNOW?

*62% OF ALL DISABILITIES
HAPPEN AWAY FROM WORK!*

A NOTE FROM THE EXECUTIVE DIRECTOR

This newsletter has been developed with you in mind. All efforts have been made to provide you with up-to-date information regarding all our benefit programs.

The topics are relevant based on a combination of the previous

benefit survey and Rick Patrick's personal on-site visits to each of your locations. All questions, problems and concerns have been and will be taken into consideration in this and future publications.

Please join me in taking an active role in the content of this valuable tool. Communicate your ideas and suggestions to Rick for future newsletters. Thanks for your cooperation!

Ray Roberts

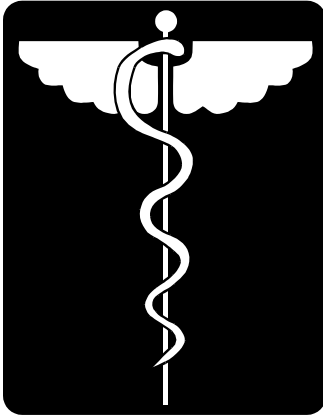
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Special points of interest:

- WHAT ARE MULTI-OPTION PLANS?
- HOW DOES MY DRUG COPAYS WORK?
- WHAT IS AD&D?
- WHAT TYPE INVESTOR AM I?
- FSA WHAT?
- EMPLOYEE WEB SITE?

ON THE MEDICAL INSURANCE FRONT



The current policy with UHC is excellent. The co-pay levels and maximum out-of-pocket are quite low as compared to other employers in the area. The main problem is cost.

Did you know that the agency secures proposals from various brokers and insurers at renewal time (October 1, 2003 is next renewal date)? We use those proposals to negotiate with the current

insurer in an effort to obtain the best coverage at the lowest possible rate. The main problem is that the cost is continuing to rise very quickly.

In an effort to minimize future rate increases, we are securing proposals well in advance of our renewal. It is also our intent to offer a program, if available, that will provide you with a minimum of two or three benefit choices.

The benefit alternatives will give you an option to choose any of the three benefit choices. Please keep in mind, an employee can choose a lower (high deductible) plan and greatly reduce the amount of deduction they are currently contributing.

Look for more information as we quickly approach the October renewal date.

Lower your copays by inquiring about "Generic Drugs" from your doctor!

Your benefits are designed to offer you the option of purchasing your prescriptions locally or through mail order. The mail order option has a small co-pay reduction for using this level of service.

The drug plan is composed of three tiers. The three tiers are Generic; Preferred Brand Name Drugs and Non-Preferred Brand Name Drugs.

Each physician who is a part of UHC's network is advised of which drugs fall within the three levels of the plan. **You should always check with your doctor for available generic type options.**

The co-pays are as follows:

LOCAL PHARMACY

(30 Day Supply)

Generic \$10 Co-pay

Pref. Brand \$15 Co-pay

Non-Pref. \$ 30 Co-pay

MAIL ORDER SERVICE

(90 Day Supply)

Generic \$ 20 Co-pay

Pref. Brand \$ 30 Co-pay

Non-Pref. \$ 60 Co-pay

It's your choice, use it wisely!

GROUP LIFE AND AD&D



The Group Life and AD&D Plan possibly receives the least attention of any benefit. It is one of the most appreciated benefits if an unfortunate event takes place such as death or disability of an employee.

The benefits are based on three benefit levels. Your benefits are tied to

your annual salary. You qualify for either \$30,000, \$40,000 or \$50,000 in benefit.

If death occurs, your beneficiary will receive the stated death benefit.

The policy also has an AD&D provision. If the death occurred as the result of an accident, the beneficiary would receive

double the face amount. Most people are aware of this provision. They are not aware of the other D (Dismemberment).

If an accident occurs and you were to lose a hand, foot, eye or limb, the policy would pay you a specific amount for your loss. No death has to occur! Now you Know!

RETIREMENT NEWS

The agency provides you with two distinct types of retirement benefits. The plans are referred to as Money Purchase & TSA (403 b) plans. Both are designed with you in mind!

The Money Purchase Plan is provided to all qualified employees who have met their six month eligibility requirement. The agency pays 3% of salary into this program on your behalf. You need

only make decisions regarding the investments you wish to have the 3% invested in. GREAT BENEFIT!

The TSA (403 b) plan is one that requires some review on your part. You have the choice to either participate in the plan or not. If you do elect to participate after your eligibility period, the agency will match the first 3% (pre-tax) of your salary that you wish to invest

dollar for dollar. You will likewise need to make the same investment choices that you already made in the Money Purchase Plan. Invest 3% get 6%! ANOTHER GREAT BENEFIT!

Proposals are currently being reviewed to see if we can improve our current plan. Look for more details in the weeks ahead.



IS AN FSA RIGHT FOR YOU?

A Flexible Spending Account is one of the best benefits in which employees can participate. The main problem is that few take advantage of this valuable benefit.

Do you have prescription drug co-pays during the year? How about office visit co-pays? Do you wear contact lenses and buy solution for them? Did you have your teeth

cleaned? If you answered yes, you could take advantage of this benefit.

Money that you would have deferred for this benefit is not subject to Social Security (FICA), State & Federal taxes. The average employee will save approximately 25% of their contribution in related taxes.

Why don't more employ-

ees participate? It's the "USE IT OR LOSE IT" rule. This normally won't happen if the employee fully understands the plan.

If you take any maintenance type medications or see your physician routinely, be conservative to start. Only set aside 30-50% of this amount & you won't lose.

The amount you contribute to the FSA is not subject to Social Security (FICA), Federal & State taxes. Average tax savings is 25% of your contribution.

ON THE VOLUNTARY SIDE

The agency provides employees with multiple options in the voluntary benefit area. They range from Life Insurance to Cancer Insurance to Dental Insurance. A broad spectrum of plans.

The agency will be undertaking a more aggressive look at these benefit offerings in the future. The

recent employee survey indicated that problems exist with the Dental Plan offered through Comp-Dent. Alternative plans are currently being reviewed for this benefit. Results should be available later this month as to whether or not we offer a different program. We'll let you know!

We are also securing alternative benefit proposals for both Vision and Long Term Care. This is in direct response to the earlier benefit survey. Results should be available in the not to distant future.

Thanks for your input on the survey!



**THE COMMUNITY ACTION
COMMITTEE OF PIKE COUNTY INC.**

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This newsletter will be published on a quarterly basis. It is designed to keep you informed of the valuable benefits that you have at the Community Action. Updates, changes & general information will be included.

If you have suggestions or would like specific items addressed in this newsletter, please contact Rick Patrick at 289-2371 extension 195 or Vela Hannah at Ext. 121. You can also contact Rick through the employee web site.

This is your newsletter! Make it work for you!

Next publication targeted for October 1. Please have topics to Rick by September 15th.

**WWW.
PIKECAC.ORG**

WHAT'S NEW IN THE BENEFIT AREA



We are entering a new era in both the benefit administration and employee information areas.

Automation is taking center stage! The administrative staff as well as employees are being empowered in the benefit area.

The administrative area is converting to UHC's new eServices program. We will be able to do "real time" adjustments in the enrollment & billing areas. This should produce improved efficiency and better communication between UHC and our administrative areas. Under this service package, employees will be able to enroll directly with UHC at open enrollment. A tremendous reduction in paperwork.

Our staff should see notable differences in respect to benefits. Posters have been located in all sites to encourage staff who are covered by UHC to use myuhc.com. This site is tremendous. You can check your claim status, order ID cards and research multiple information sources using this site.

This month also brings the rollout of our own employee web site. You can enter this site through the agency's web site. Links are available to our insurers, brokers & to our own benefits director. If it involves your benefit programs, it will be located on this site. Look for important information in the days ahead!