

LOCAL CHURCH LAY EMPLOYEE BENEFITS

MEDICAL PLAN (HEALTHFLEX)

HealthFlex is available to all eligible Local Church Lay Employees

- Lay employees working 30 hours per week may enroll in HealthFlex.
- Local Church **must** “sponsor” and can require anywhere from 0 to 100% premium be paid by the employee.
- Plan benefits are the same as the active clergy plan.
- Church administrator can contact the BWC Benefits Office for more information on how to participate in the HealthFlex program and to obtain a Sub-Adoption Agreement.

A HealthFlex Agreement must be on file (a.k.a. “Salary Paying Unit” Sub Adoption).

To determine if you have an Agreement on file, contact the BWC Benefits Office at (410) 309-3430

HealthFlex 2016 Rates*:

Single **\$920** Part/Child(ren) **\$1075** Part/Spouse **\$1166** Part/Family **\$1307**

HealthFlex Enrollment Forms:

- **HealthFlex Enrollment Kit:** *use only to enroll new employees.*
- **Enrollment Change Form:** *use only to make changes to existing coverage.*

HealthFlex includes: -

Medical – Administered by United Health Care (a UHC ID card will be mailed to participant – www.uhc.com)

- **\$500 Health Reimbursement Account (HRA) – WageWorks visa/debit card**

Prescription Drugs – Administered by Catamaran (NO SEPARATE CARD - information for Catamaran can be found on the front of the UHC ID Card).

Dental – Administered by CIGNA Dental (No ID Card – **PLAN ID 2464058** – www.Cignadental.com)

Vision – Administered by Vision Service Plan (No ID card – visit a VSP provider – www.VSP.com).

***Please note:** An employee contribution towards the cost of HealthFlex is at the sole discretion of the Local Church.

PENSION

In the 2012 Book of Discipline, Paragraph 258.12 states that the PPRC/SPRC shall recommend 100% vested pension benefits of at least 3% of compensation for lay employees who work at least 1040 hours per year.

- The United Methodist Personal Investment Plan (UMPIP) is available to local churches for this purpose.
- Local churches can utilize other options.
- Churches can contact the General Board directly at 1-800-851-2201 for information about UMPIP.