

COVID-19 Information/Resources Regarding Employee Benefit Plans

Medical/ Dental/ Vision Plans

Although, there are currently no special circumstances regarding changes to health plans in light of COVID-19, if you experience a qualifying, life change event, you may enroll into, change, or cancel your medical, dental, and/or vision plans. You will be required to submit an enrollment & change form within 31 days of the permitting event date. Please see pages 1-6 through 1-8 in the benefit handbook for a list of qualifying events.

Flexible Spending Account

You are able to enroll, change, or cancel your flexible spending account plan(s) if you experience a qualifying, life change event. Your request to make changes must be made within 31 days of the permitting event. To request a change, email court.benefits@ventura.courts.ca.gov. Examples of qualifying permitting events include gain or loss of a dependent and or gain or loss of benefit plan(s) for yourself or your dependent and changes to your dependent care costs and/ or needs.

As a reminder, retroactive to 1/1/20, certain over-the-counter medications are now qualified medical expenses without a prescription under the new CARES Act.

Health Savings Account

Retroactive to January 1, 2020, non-prescribed over-the-counter medicine and medical supplies are now covered as qualified medical expenses.

A high-deductible health plan (HDHP) with a health savings account will be allowed to cover telehealth and remote care services prior to reaching the deductible.

Wellness Program

The Wellness Program has resources to help maximize your wellness. Visit their website for fitness and wellness information for you and your family. <https://hr.ventura.org/benefits/wellness-program>

You can still earn credit toward the Wealthy Reward\$ program. Wellness screenings have been cancelled during the Stay Well @ Home order but will resume them once the order is lifted. See the attached document for more information on the program.

Other Resources

Please visit the VC Emergency website for additional COVID-19 information including resources for coping during the Coronavirus Outbreak.

<https://www.wellnesseveryday.org/>

If you have any questions or would like additional information, please email Court.benefits@ventura.courts.ca.gov.