

Benefit Summary

Health Insurance – Available with **Public Education Employees' Health Insurance Plan (PEEHIP)**, administered by **BlueCross BlueShield of Alabama**.

VIVA Health – offers an optional Hospital Medical Plan for PEEHIP's active employees and retirees who are not yet Medicare-eligible.

Prescriptions – administered by **Express Scripts (ESI)** through the Core Pharmacy and Specialty Pharmacy Programs for PEEHIP's active+ employees and retirees who are not yet Medicare-eligible.

Teladoc – provided access to U.S. board-certified doctors through video or phone visits 24/7/365.

Dental Insurance – Available through **Southland Benefit Solutions**, covering annual exams, preventative services, and other care with affordable co-pay for you (and your dependents).

Vision Insurance – Available with **Southland Benefit Solutions**, covering annual exams and offering discounts on frames, lenses, contact lenses.

Flexible Spending – offered through **Health Equity**, allowing pre-tax benefit contributions (up to annual IRS limits) to cover eligible medical expenses.

Dependent Care – also through **Health Equity**, allows pre-tax contributions (up to annual IRS limits) for dependent care expenses including childcare, a spouse, or an elderly parent.

Cancer & Indemnity – optional coverage available through **Southland Benefit Solutions** to assist with unexpected costs associated with serious illness.

More information on the above plans can be found at <https://www.rsa-al.gov/peehip/>

Employee Assistance (EAP) – Confidential and free support through **Behavioral Health Systems** for a variety of issues, including stress, family matters, and substance abuse.

Leave – Full-time staff and faculty are eligible for paid leave as outlined in the Employee Handbook. This includes:

- Annual Leave
- Sick Leave
- Personal Leave
- Holiday Leave

Retirement – offered through RSA-1 Plan, a 457 deferred compensation plan. The Retirement Systems of Alabama (RSA) manages pensions and health benefits. Learn more at <https://www.rsa-al.gov/>

Discounts –RSA members receive special rates on hotels, spa packages, and more. Select *DISCOUNTS* from the homepage. <https://www.rsa-al.gov/>



IMPORTANT!!



30-DAY DEADLINE TO ENROLL IN HEALTH INSURANCE COVERAGE

The Public Education Employees' Health Insurance Plan (PEEHIP) handbook contains the insurance policies and type of coverage available to **new employees**. **Enrollment in any of the plans must be completed withing 30 days of your employment by using the Member Online Services system.** If you miss the 30-day deadline, you must wait until the next Open Enrollment period to enroll in coverage(s) with PEEHIP.

New employees can elect to have their insurance coverage become effective:

- Their date of employment, or
- The first day of the month following employment, or
- October 1

Note: New employees must submit their initial premium payment electronically by selecting the "Pay Now" button at the end of the online enrollment process. New employees who elect coverage to start on their date of employment will not yet have a paycheck for payroll deduction of the initial premium; therefore, they **must** submit the initial payments electronically to PEEHIP at the time of enrollment. Failure to do so will result in your enrollment not being processed and a claim hold on your account.

New employees are required to enroll online through Member Online Services. Follow these easy steps to enroll online:

- Go to www.rsa-al.gov and click 'Member Online Services'
- Login using your USER ID and Password, if you do not have a USER ID and Password, click 'Register Now' and follow the onscreen prompts to create your USER ID and Password.
- Once logged in, click 'Enroll or Change PEEHIP Coverages'
- Select the 'New Enrollment' option and click Continue
- Follow the onscreen prompts until you receive a Confirmation page confirming your enrollment requests were saved and submitted to PEEHIP. Be sure to print and keep a copy of your confirmation page for your records. This confirmation page will show the coverage(s) enrolled in, dependents and their coverage(s), and the monthly premium for each coverage.

For more information, visit our website: www.rsa-al.gov/PEEHIP/new-employees.html

You will have the option to view, print and/or download the Summary of Benefits and Coverage from the PEEHIP site.

Contact the PEEHIP office at 877.517.0020 if you have any questions or need assistance with the enrollment process.