

# My Health My Resources of Tarrant County Employee Benefits Summary

Effective - Sept. 2022-Aug. 2023



## MHMR Benefits Summary - 2022-2023

My Health My Resources of Tarrant County (MHMR) has played an important role in Tarrant and surrounding counties for more than 50 years. Our goal is to change lives by addressing unique health care needs, such as substance use disorders, mental illness, intellectual and developmental disabilities, and developmental delays in children. MHMR is an equal opportunity employer that provides a quality work environment. MHMR recognizes the importance of having a diverse work force that enjoys where they work and have a sense of belonging. Our mission is to help change lives of the people we serve. As an MHMR eligible full-time employee, there are a variety of competitive benefits eligible for enrollment as well as added perks for a balanced work life.

## MEDICAL COVERAGE

We offer four health plan options, including:

- Coverage for services received from inside and outside Cigna network providers
- Coverage on the first of the month following last hire date
- Specific job titles (contact HR) are offered coverage immediately after employment
- Our health plan includes a prescription drug program
- A nicotine surcharge on all medical plans is in addition to the rates listed per plan
  - Employees can join a nicotine cessation program and/or provide documentation that they are under doctor's care for nicotine cessation to waive the nicotine surcharge



### Medical Plan Spotlight Features\*:

- Infertility treatment after 2 years of current employment: \$10,000 per plan participant per lifetime
- Bariatric Surgery after 2 years of current employment
- Hearing Aids with no deductible up to \$4,000 per ear
- Additional medical billing support for non-selected providers
- Colonoscopy 100% each plan year as preventative. Endoscopy 100% covered every 2 yrs
- Preventative immunizations are covered at 100%
- One-time, employer-provided Flexible Spending Funds for health care expenses for most plans
- HSA plan offers 100% match based on employee's contribution, with a minimum of \$500 if the employee contributes a minimum of \$5.00 per check to the Health Savings Account.
- Costs associated with labs provided within the doctor's office are covered by co-pay
- Outpatient diagnostic services, including high-tech radiology (MRIs, MRAs) at 100% up to \$500 per year. Amounts more than \$500 per plan year are subject to deductible and co-insurance



Additional Benefit:  
Teladoc is a free for those on the medical plan, 24-hour online or phone service provided by a doctor

\*Review the plan document for specific coverage, effective dates, limits and eligibility requirements. If the statement of this communication does not agree with the provisions of the plan document, then the plan document will apply. Additionally, services provided, and procedures billed will determine costs.

### Medical Insurance Rates through 8/31/2023 (FTE .75 – 30+ hours)

Employee Pays / Per Check (26 pay periods)	HRA Plan (\$1,750 plan year individual deductible)	HDHP – HSA Plan (\$1,400 plan year individual deductible)	Basic Plan (\$2,000 plan year individual deductible)	Premium Plan (\$1,250 plan year individual deductible)	Nicotine additional surcharge
Employee Only	\$11.31* (-11.31) = 0	\$21.01* (-21.01) = 0	\$23.35* (-23.35) = \$0	\$105.68	+10.00
Emp + Children	\$28.71* (-11.31) = \$17.40	\$43.91* (-21.01) = \$22.89	\$48.79* (-23.35) = \$25.44	\$236.01	+20.00
Emp + Spouse**	\$68.72* (-11.31) = \$57.41	\$83.01* (-21.01) = \$61.99	\$92.23* (-23.35) = \$68.88	\$288.56	+20.00
Emp + Family	\$107.16* (-11.31) = \$95.85	\$116.55* (-21.01) = \$95.53	\$129.50* (-23.35) = \$106.15	\$436.03	+20.00

\*MHMR is providing a temporary Medical Plan Credit that can be discontinued at any time. The credit is based on what plan you are enrolled in. (You may not change plans unless you have a change of life event.) The chart illustrates the current premium costs per plan while the temporary credit is active. Premium Plan will not have credits applied. Spouse\*\*Not eligible if offered medical insurance through their group employer; restrictions apply. Part time and Market rates do not have credits applied.



**Dental and Vision:**

Two dental options are offered:

1. a cost-saving managed care DHMO plan
2. a buy-up PPO plan to choose your own dentist

There is one vision plan option

**Dental and Vision Insurance Rates through 8/31/2023**

Employee Pays / Check	DHMO Voluntary Dental	PPO Voluntary Dental	Vision Plan
Emp Only	\$2.57	\$16.01	\$2.46
Emp + Children	\$8.38	\$41.18	\$4.97
Emp + Spouse	\$5.46	\$35.12	\$4.75
Emp + Family	\$10.20	\$46.96	\$7.85

**ADDITIONAL BENEFITS**

**Talkspace**

MHMR is an advocate for mental health and well-being and through Talkspace offers convenient, personal, and professional mental health support for you.

- Talkspace is a digital space for counseling, therapy, and medication services from licensed providers. Message (text, voice, video) your personal therapist -- anytime, anywhere -- or schedule a video appointment with a prescriber. Talkspace is confidential and secure.
- There is no-cost access to Talkspace online therapy and psychiatry. There are no taxes or fees; it is a free benefit that MHMR of Tarrant County is providing all active employees and their dependents.



**Employee Assistance Program**

Employees and their families are provided an Employee Assistance Program (EAP) free of charge for counseling and other services like parenting, childcare, legal, work/life balance and much more.



**Alight Health Navigation (formerly known as Compass)**

Utilize Alight, your health care navigator, can help with reducing RX costs, finding the best medical plan options for you based on history and more.



**Life and Disability Insurance**

Employee term life insurance, accidental death and dismemberment insurance, spouse and dependent life insurance, and employee disability plans are also a tremendous plus to the benefit program.

- Free Life/Accidental death and dismemberment (AD&D). You also may buy additional life insurance for yourself, spouse, or child(ren).
- Free Long-term disability
- Short-term disability is voluntary and paid by employees.
- Accident, Critical and Hospital Indemnity compliment major medical coverage by helping employees pay the direct or indirect costs associated with a critical illness or events, for example: heart attack, stroke, major organ transplant, permanent paralysis, kidney failure and coronary artery bypass surgery. Restrictions apply.



**Retirement**

The retirement program (401a) is a voluntary program enrollment (irrevocable election) during the one-year waiting period of employment to participate. It offers a generous agency contribution of 8 percent with a 5 percent required employee contribution, which is currently the best in the DFW area (160% match).

ICMA-RC is now



A deferred compensation plan (457) is also offered for part-time and full-time employees.

**OTHER BENEFITS**

- Paid Time Off
- Employee Discounts
- Gym Memberships
- Mileage Reimbursement
- Student Loan Forgiveness
  - Working for MHMR can qualify you for student loan forgiveness.

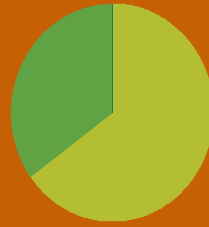




## Competitive Pay

As part of our Diversity, Equity, and Inclusion practices, MHMR offers the maximum compensation for candidates based on their experience, education, and internal equities of the agency. This practice reduces potential for biases in compensation and assist hires and/or promotions on pay equity in their appropriate position(s) at MHMR.

Benefits  
35%\*



Base Pay  
65%

Total Compensation

Pay is only a portion of your compensation at MHMR. Benefits make up approximately\* 35% of an employee's total compensation.

\*Depends on benefits selected



For more information about  
**My Health My Resources of Tarrant County (MHMR),**  
visit [www.MHMRtarrant.org](http://www.MHMRtarrant.org)

For more information about current openings with  
**MHMR, scan the QR code below or visit**  
[www.MHMRjobs.com](http://www.MHMRjobs.com)

