

CASE STUDY

County Government Technology, Enrollment Solutions & Worksite Benefits

GA OVERRIDE, TECH CREDITS, WORKSITE

CHALLENGES

Paper-based enrollments at open enrollment and entering data in multiple carrier portals for new hires and qualified life events during the year. Their payroll system provided a benefits administration module, however, it did not have the capability to feed to carriers. A way to communicate with employees based on their union or location or by the type of coverage they were enrolled in was on their wish list. The client was also unhappy with their Aflac billing and the time it took to reconcile the invoice every month

SOLUTIONS

BEST introduced a benefits administration system to eliminate paper enrollment. Established EDI connections with carriers, vendors, and payroll to eliminate multiple portal entries. The Aflac benefits were replaced and voluntary group term life and voluntary long-term disability lines were added through the group life carrier. Manager meetings were conducted to introduce the system and the new benefits and to obtain support for a special open enrollment and data scrub. During the open enrollment, one-on-one meetings were conducted and BEST met with 86% of the active population to verify their data in the new benefits administration system, BeneMatrix, update beneficiaries, and educate and enroll the new voluntary benefit options.

RESULTS

During the special enrollment, BEST met one-on-one with 86% of employees. 3 new lines of coverage were added and the worksite premium increased by \$150,000.

Product	App Count	Annual Premium
Accident	504	\$61,111
Critical Illness	142	\$38,930
Cancer	120	\$53,901
Permanent Life	301	\$117,113
Vol. Group Term Life	260	\$63,113
Short-Term Disability	406	\$176,745
Long-Term Disability	200	\$19,510
One Lump Sum DI	301	\$65,383
Total Voluntary Benefits Annual Premium:		\$595,806

Nash Skiles ● nash.skiles@benechoice.com ● (717) 580-4144

AT A GLANCE

Demographics

- 1,234 active employees
- 50 retirees with benefits
- 5 unions plus non-bargaining
- 7 requested on-site locations
- Multiple shifts (Corrections, 911)

Existing Benefits

- 2 Health plans
- 2 dental plans
- 1 vision plan
- Group term life and AD&D
- Aflac worksite benefits



"We chose BeneChoice because they were familiar with local county governments and that was very important to us. When they came in, we were impressed right away by their knowledge and level of detail in their work.

BeneChoice made open enrollment a much smoother transition than I've ever seen. I would recommend them, especially to any other county governments. They clearly understood the unique expectations of a county government in that we have to present to commissioners and answer to the taxpayers."

Danette Laughman
HR Generalist at Adams County