

April Lynch, Deputy County Executive

## **SUMMARY OF CHANGES TO OAKLAND COUNTY BENEFIT PLANS** **(As of 4/17/20)**

On March 27, 2020, the Federal Coronavirus Aid, Relief, and Economic Security Act (CARES Act), was enacted to provide relief to individuals and businesses impacted by the coronavirus outbreak. Below are provisions that affect Oakland County's benefit plans, along with helpful tips on Dependent Care Accounts:

### **Coverage of COVID-19 Testing**

All group health plans (including retiree plans) must provide coverage for the following services during the COVID-19 emergency period, **without employee cost sharing** such as deductibles, co-payments or coinsurance:

- Appointments with health care providers (in-person or Telemed), urgent care centers, and emergency rooms that result in diagnostic testing for COVID-19.
- Diagnostic testing for COVID-19 that is approved by the FDA, in process of FDA approval, authorized by a State, or approved by HHS.

### **Changes to Medical Flexible Spending Accounts with WageWorks:**

Employees enrolled in a **Medical** Flexible Spending Account may now pay for:

- Over-the-counter medicines without a prescription
- Menstrual-care products

These changes are permanent and apply to expenses incurred on or after January 1, 2020.

Retail stores will need time to update their systems to accommodate the additional eligible items, therefore, employees should save their receipts in case confirmation is needed by WageWorks.

### **Dependent Care Flexible Spending Accounts:**

Employees enrolled in a **Dependent Care** Flexible Spending Account:

- May make changes to paycheck deductions if they experience a change in daycare providers or hours of care such as school closures, loss of daycare services or new needs for daycare.
- Employees who wish to make a change should submit a [family status change form](#) immediately to the benefits unit at [benefits@oakgov.com](mailto:benefits@oakgov.com). All account election changes must be made within 30 days of the event.

For questions please contact HR Employee Benefits at [benefits@oakgov.com](mailto:benefits@oakgov.com).