



**2012 Plan Amendment
Grandfathered Status**

Effective Date: January 1, 2012

Effective **January 1, 2012**, County of Mendocino hereby amends and clarifies the Plan Document for Active Employees (Restated January 1, 2012).
Note: The 2011 Plan Document will be updated and restated as of January 1, 2012, to reflect all amendments described herein.

Grandfathered Health Plan: County of Mendocino believes this plan is a “grandfathered health plan” under the Patient Protection and Affordable Care Act (the Affordable Care Act). As permitted by the Affordable Care Act, a grandfathered health plan can preserve certain basic health coverage that was already in effect when that law was enacted. Being a grandfathered health plan means that your plan may not include certain consumer protections of the Affordable Care Act that apply to other plans, for example, the requirement for the provision of preventive health services without any cost sharing. However, grandfathered health plans must comply with certain other consumer protections in the Affordable Care Act, for example, the elimination of lifetime limits on benefits.

Questions regarding which protections apply and which protections do not apply to a grandfathered health plan and what might cause a plan to change from grandfathered health plan status can be directed to the Benefits Office of County of Mendocino at 579 Low Gap Road, Ukiah, CA 95482, 1-707-463-4261, with TDD 1-800-735-2929. You may also contact the U.S. Department of Health and Human Services at www.healthreform.gov.

Issue Section Header 2010 SPD Page #	<p align="center">Changes to the 2010 Plan Document</p> <p align="center">Yellow highlights indicate information that was deleted from the SPD. Blue highlights indicate information that was added to the SPD.</p>
Replacement/ Reference	<p>Contract Administrator Delta Health Systems</p>
Clarification/Intent Summary of Medical Expenses Page 27	<p>Added to Chart:</p> <ul style="list-style-type: none"> ▪ Nutritional Counseling: For obesity and diabetes only.
Wellness Benefits Eligible Medical Expenses Page 36	<p>Wellness Benefits: The following benefits are covered under Wellness Benefits; <i>Note: The following benefits are covered at 100% when obtained from a network provider.</i> see the <i>Summary of Medical Benefits</i> for coverage information. These benefits are based on guidelines set forth by the Center for Disease Control and are therefore subject to change periodically. To ensure coverage, please contact Delta Health Systems before care is received.</p> <p>Adult Well Visits Benefit</p> <ul style="list-style-type: none"> ▪ Exam and Counseling ▪ Recommended Immunizations (e.g., Flu, Hepatitis A / B and Shingles) <p>Colorectal Screening Frequency</p> <ul style="list-style-type: none"> ▪ Every five 10 years
Clarification/Intent Eligible Medical Expenses Page 36	<p>Transplant-Related Expenses (Human Tissue): Eligible Expenses incurred by a covered person/recipient who has a life threatening condition and is in need of a human organ or tissue transplant that is not experimental or investigational. Benefits for procurement are also covered, including transporting of donor organs (after surgical removal) to the hospital for processing and transplant. The following expenses are not covered by the plan:</p> <ul style="list-style-type: none"> ▪ expenses incurred by a covered person/recipient and his/her companion for travel, lodging or food expenses, ▪ search for donors, ▪ pre-surgical and surgical hospital expenses incurred by a donor, ▪ transportation, accommodations or other expenses incurred by a donor, ▪ procedures for covered persons acting as a donor, or ▪ recipients who are not a covered person.



2012 Plan Amendment
Grandfathered Status

Effective Date: January 1, 2012

Issue Section Header 2010 SPD Page #	Changes to the 2010 Plan Document Yellow highlights indicate information that was deleted from the SPD. Green highlights indicate information that was added to the SPD.
Change in EAP Providers Employee Assistance Program Page 39 Note: Sections completely replaced	<p>Employee Assistance Program</p> <p>As of July 1, 2011 the County has enhanced the Employee Assistance Program (EAP)! The EAP program will now be administered by Managed Health Network (MHN). MHN provides confidential, professional short-term counseling services for you and your eligible family members at no cost to the employee. The EAP also provides online services for County employees.</p> <p>Eligibility All employees, dependents, and members of their household are eligible to receive EAP services upon the date of hire.</p> <p>Receiving Assistance To help you better manage a wide range of emotional health, working and living challenges, you can access MHN two different ways:</p> <ul style="list-style-type: none"> ▪ online at www.members.mhn.com. Access Code: Mendocino, or ▪ call directly at (800) 535-4985 to make an appointment. This number is available 24 hours a day, 7 days a week. All services are confidential and private. TDD callers dial 800.327.0801.
Change in EAP Providers Employee Assistance Program Page 39 Note: Section revised	<p>Summary of EAP Benefits</p> <p>The program provides six (6) counseling sessions for each incident/issue per year for you and for each member of your household at no cost to you. There are no co-payments, coinsurance, or deductible payments. <i>Note: Ten sessions are available for employees in the Mendocino County Deputy Sheriffs Association (DSA) and the Mendocino County Law Enforcement Management Association (MCLEMA) bargaining units.</i></p> <p>The EAP program through MHN can assist with:</p> <ul style="list-style-type: none"> ▪ Face-to-Face Counseling for marital/family concerns, alcohol/drug dependency, relationships, emotional problems, stress and other issues. ▪ Telephonic Counseling and/or Web-Video Consultations for a broad range of life management issues including: <ul style="list-style-type: none"> - Legal Matters: Advice for family law, consumer issues, landlord/tenant disputes, personal injury, contracts and criminal matters. - Financial: Budgeting, credit issues, and financial planning. - Child and Elder Care Assistance: Assessing needs, choosing resources, and exploring payment options. - Identity Theft Services. Helps members recover from identity theft and learn how to avoid the problem in the future. - Daily Living Services by functioning as an information broker and service locator. <p>Chart Header Changed:</p> <p style="text-align: center;">Number of EAP Visits PER Person / PER Issue / EACH Calendar Year</p> <p>Public Safety Employees*</p> <p><i>* Contact Human Resources Benefit Division to find out if you are eligible for these benefits.</i></p>



2012 Plan Amendment
Grandfathered Status
Effective Date: January 1, 2012

Issue Section Header 2010 SPD Page #	<p align="center">Changes to the 2010 Plan Document</p> <p align="center">Yellow highlights indicate information that was deleted from the SPD. Green highlights indicate information that was added to the SPD.</p>
Clarification/Intent Vision Plan Page 46	Vision plan County of Mendocino is proud to offer the following Vision Care Plan. When using your vision benefits, keep in mind: <ul style="list-style-type: none"> ▪ You can go to any vision provider you choose; there are no network restrictions; however your benefits are greater if you use Management providers.
Clarification/Intent General Health Care Exclusions Pages 47 – 48	<ul style="list-style-type: none"> ▪ Charges for care, treatment or supplies outside of the United States if travel is for the purpose of obtaining medical services. ▪ Drugs obtained outside of the United States; except when administered by a physician in an emergency.

It is understood and agreed by **County of Mendocino** that the above stated amendment and the provisions contained in the 2011 Plan Document as amended herein are acceptable and will be the basis for the administration of the plan beginning January 1, 2012.

In witness whereof, this Agreement has been executed this 19 day of DEC, 2011.

SUE A. GOODRICK
 Name (printed)

HR MANAGER
 Title

[Signature]
 Signature

12/19/11
 Date