

2024 Voluntary Benefits



2024 Open Enrollment

Enroll in your
Voluntary Benefits

September 25th - October 13th

Open Enrollment is your time to make changes to your coverage for the plan year that starts **January 1, 2024**, including electing, declining, or changing coverage. *No changes to 2024 benefits will be allowed after Open Enrollment, unless you have an IRS-qualified life event (e.g., marriage, divorce, birth/adoption of a child).*

To enroll, change, or modify any of your voluntary benefits during Open Enrollment, you will need to log into **Employee Self-Service (ESS)** [click here](#) by using your 10-digit employee ID number and password. Need help resetting your ESS password? Call 404-612-7334 or email: technical.support@fultoncountyga.gov

*Should you experience any issues accessing the voluntary portal within ESS, you can call **877-550-2842**, Monday - Friday from 9am - 9pm.

Open Enrollment meetings will be held virtually via Zoom again this year. Please register for an information session for an overview of the voluntary benefit offerings.

After you register for a session at <https://bit.ly/3QXrTHq> instructions to join the meeting date and time you selected will be emailed to you.

9/21/2023 11am to 1pm

10/4/2023 11am to 1pm

10/9/2023 11am to 1pm

Note: Registration link works in Google Chrome, Microsoft Edge, Mozilla Firefox and Safari.

2024 Voluntary Plan Options

During the enrollment period, you may select plans from the vendors listed in the table below for plan year beginning **January 1, 2024**.

Benefit	Vendor Partner	Description
Flexible Spending Accounts	Ameriflex	Aflac Insurance handles the enrollment for flexible spending accounts (FSA) on behalf of Ameriflex, the County's third-party FSA administrator. The FSA program includes health spending, limited purpose spending, parking & transit reimbursement, and dependent care benefits. *Only permanent/full-time employees are eligible for this plan.
Critical Illness	Aflac	Under the Critical Illness plan, you select the amount of your benefit, up to \$20,000. There are no deductibles, and you'll receive a cash benefit even if you have medical coverage. This coverage is guaranteed issue with no underwriting and includes an annual \$50 Wellness Benefit for each covered employee and spouse per calendar year.
Hospital Indemnity	Aflac	The Hospital Indemnity plan provides cash benefits for each day you are confined in a hospital for a covered illness or injury. The benefits help to safeguard against expenses that medical insurance may not cover. This coverage includes an annual \$50 Wellness Benefit for each insured per calendar year.
Accident Insurance	Aflac	This Accident plan covers a wide range of non-work injury- and accident-related expenses. Accident Plan benefits are paid to you in addition to any benefits you receive from your Fulton County medical plan, as applicable. You can use any doctor or facility, and there are no deductibles to meet or copays. This coverage includes an annual \$25 or \$50 Wellness Benefit for each insured per calendar year, depending on your plan choice.
Whole Life	Aflac	This plan provides whole life insurance and opportunity to build savings through a cash accumulation account. You can take loans and partial withdrawals from the account (once the cash value builds). This benefit also includes an accelerated living death benefit that can be paid in a lump-sum or monthly over a period.
Short Term Disability	MetLife	This MetLife plan continues a portion of your income if you have a non-work-related illness or injury and cannot work. Benefits begin after an elimination period. The plan pays up to 60% of your base pay, with a maximum of \$2,000 per week for the duration of the benefit. There are two coverage options for this plan.
Legal Plan	MetLife	MetLife's Legal Plan allows you to have a network of experienced attorneys at your fingertips to help when you need it. Get assistance with estate planning, home sales, tax audits and more.
Identity Theft	IDShield	IDShield Identity Theft protection provides a monitoring service that sends alerts at the first signs of fraud. The intelligence platform and monitoring capabilities detect, intercept, and restore the misuse of personal information that puts identities at risk.