



Benefits 2024: Important Changes to Your Health Care Plan

The following plan changes are effective December 1, 2023, for employees of unions that have ratified agreements with Cook County, as well as non-union employees:

Payroll contribution rates for health benefits will increase effective December 1, 2023:

HMO	CURRENT	NEW	PPO	CURRENT	NEW
Employee Only	1.75%	2.25%	Employee Only	2.75%	3.25%
Employee + Spouse	2.50%	3.25%	Employee + Spouse	3.50%	4.25%
Employee + Child(ren)	2.25%	2.75%	Employee + Child(ren)	3.25%	3.75%
Employee + Family	3.00%	4.00%	Employee + Family	4.00%	5.00%

Dental and vision coverage will remain consistent with 2023 benefits at zero employee contributions.

New for 2024

ComPsych® GuidanceResources® will replace Magellan Healthcare as Cook County’s Employee Assistance Program (EAP). Employees and their dependents can use confidential EAP services at no cost, copayments or deductibles. Trained mental health professionals are available 24/7 to counsel you with many of life’s challenges.

Resources are available by phone: **800-890-1213**, online: **guidanceresources.com** and app: **GuidanceNowSM (Web ID BCBSILEAP)**

Employees should carefully review their plan enrollments, dependent coverage, estimated annual health care expenses and increased contribution per paycheck when selecting health benefits during Open Enrollment. This information can be accessed through Employee Self Service (ESS).

Questions?

Visit **www.cookcountyrisk.com** or contact the Cook County Risk Management Department Employee Benefits Division.

Phone: **312-603-6385** | Email: **risk.mgmt@cookcountyil.gov**

Employees are also invited to attend an Open Enrollment virtual session or in-person event. Microsoft Teams enrollment assistance sessions are available with advance scheduling. See **https://www.cookcountyil.gov/service/open-enrollment** for assistance options, resource links, important documents, calendar of events and more information on benefits.