

NOTICE TO ENROLLEES  
OF THE WEBB COUNTY EMPLOYEE BENEFIT PLAN

Group health plans sponsored by State and local governmental employers must generally comply with Federal law requirements in Title XXVII of the Public Health service Act. However, these employers are permitted to elect to exempt a plan from the requirements listed below for any part of the plan that is “self-funded” by the employer, rather than provided through a health insurance policy. Webb County has elected to exempt the Webb County Employee Benefit Plan from 1, 2 & 4 of the following requirements.

1. Protection against limiting hospital stays in connection with the birth of a child less than 48 hours for a vaginal delivery, and 96 hours for a cesarean section.
2. Protections against having benefits for mental health and substance use disorders be subject to more restrictions than apply to medical and surgical benefits covered by the plan.
3. Certain requirements to provide benefits for breast reconstruction after a mastectomy.
4. Continued coverage for up to one year for a dependent child who is covered as a dependent under the plan solely based on student status, who takes a medically necessary leave of absence from a postsecondary education institution.

The exemption from these Federal requirements will be in effect for the Plan Year beginning November 1, 2014 and ending October 31, 2015.