

## BENEFIT PREMIUM COLLECTION CHART - CURRENT VS FUTURE 2021

### ONGOING EMPLOYEE

- *No visible change for ongoing employees - ongoing employees / agencies will continue to pay 26 times throughout the plan year. ADOA will allocate the benefit premium differently.*

	CURRENT PROCESS	FUTURE PROCESS
BENEFIT COVERAGE PERIOD	1/9/2021 - 1/22/2021	1/9/2021 - 1/22/2021
BENEFIT PREMIUM DEDUCTION	1/28/2020	1/14/2021

### NEW HIRE EMPLOYEE

- *New hires will pay earlier than they do today. ADOA will deduct their first benefit premium directly after the benefit plan start date.*

	CURRENT PROCESS	FUTURE PROCESS
NEW HIRE DATE	1/11/2021	1/11/2021
FIRST BENEFIT COVERAGE PERIOD	1/23/2021 - 2/5/2021	1/23/2021 - 2/5/2021
FIRST BENEFIT PREMIUM DEDUCTION	2/11/2021	1/28/2021

### TERMINATED OR RETIRED EMPLOYEE

- *Employees will pay all benefit premiums prior to the end of coverage period.*
- *Agencies must ensure that employees are terminated timely in HRIS in order for the additional benefit premium not to be taken*

	CURRENT PROCESS	FUTURE PROCESS
TERMINATION DATE	1/11/2021	1/11/2021
LAST BENEFIT COVERAGE PERIOD	1/9/2021 - 1/22/2021	1/9/2021 - 1/22/2021
LAST BENEFIT PREMIUM DEDUCTION	1/28/2021 (or final paycheck whichever is sooner)	1/14/2021 (or final paycheck whichever is sooner)