



Search Site

Search

Schools | Jobs | Parents | FAQs | Forms | Newcomers | Lunch Menus

WCPSS Home >> Compensation Services

Compensation Services

Online Enrollment | Changing Benefit Information | Pierce Group Benefits
Dental | Flexible Spending | Health | FlexBenefits-IRS Sect 125 | Long Term Care | Met Life | Vision

Insurance Benefits

Compensation Services can provide assistance to employees with regards to insurance enrollment, updates and benefits-related payroll deductions:

- Inquiries may be made by email to benefits@wcpss.net
- Email should include employee name
- Employee number or last 5 digits of SSN
- Questions regarding investment options, insurance coverage or claims should be directed to the insurance carrier

Health Insurance

The NC State Health Plan, administered by Blue Cross Blue Shield of NC, offers two (2) PPO Plans to eligible employees:

- Smart Choice PPO 70/30
- Smart Choice PPO 80/20

Eligible Employees:

- Permanent full-time employees working 30 or more hours per week
- Permanent part-time employees who are employed at least 50%
- Employees in a job-share position

Insurance Premiums:

Employee Links
eBenefitsNOW
News & Updates
Health Care Reform
Calendars
Customer Service
Electronic Paystubs
Forms
Online Account Services
Payroll
Plan with Ease
Retirement
Substitute Teachers
Taxes

- Employee cost is dependent upon plan election
- Eligibility does not guarantee employer contribution towards premiums
- Payroll deduction available on a pre-tax basis

Enrollment:

- Eligible employees and dependents may enroll with thirty (30) days of hire or [qualifying life event](#)
- LATE enrollment is available with restrictions
- Open Enrollment available as determined by the NC State Health Plan

Information and Rates:

- NC State Health Plan: www.shpnc.org
- Customer Service (888) 234-2416
- Online Account information is available with self-service features

[top](#)

Enrollment & Change requests are now processed through eBenefitsNOW.com

Long Term Care Insurance

The NC State Health Plan, administered by Prudential, offers Long Term Care Insurance to eligible employees:

- Permanent full-time employees working 30 or more hours per week
- Permanent part-time employees who are employed at least 50%
- Employees in a job-share position

Insurance Premiums:

- Payroll deduction is not available
- Employer contribution towards premiums does not apply

Enrollment:

- Eligible employees may enroll by contacting Prudential directly
- Applications are submitted directly to Prudential

Online Access and Enrollment: www.gltc.prudential.com

- Group Plan - stateplan
- Password - stateplanltc

Additional information:

- State Health Plan: www.shpnc.org/MedicalBenefits
- Customer Service (800) 732-0416

[top](#)

Forms may be submitted directly to Prudential.

Dental Insurance

A self-funded dental plan that is administered by Wells Fargo TPA and available to eligible employees:

- Employees enrolled in the Teachers' and State Employees' Retirement System
- Permanent full-time employees working 30 or more hours per week
- Employees in a job-share position

Insurance Premiums:

- Employee cost is dependent upon plan election
- Eligibility does not guarantee employer contribution towards premiums
- Payroll deduction available on a pre-tax basis

Enrollment:

- Eligible employees and dependents may enroll with thirty (30) days of hire or [qualifying life event](#)
- LATE enrollment is available with restrictions
- Annual Enrollment is offered

Information:

- Wells Fargo TPA: www.wellsfargo.com/tpa
- Customer Service (800) 624-8605

[top](#)

Enrollment & Change requests are now processed through eBenefitsNOW.com

Flexible Benefits, IRS Section 125 Plan

The following cafeteria plan is administered by Pierce Group Benefits:

Pre-Tax Plans	
Flexible Spending Accounts	Premium Conversion Plans
Dependent Day Care	Cancer Insurance

Medical Reimbursement	Health & Dental
	Vision Insurance
Post-Tax Plans	
Non-Qualified Insurance Plans	
Accident	Disability
Critical Illness	Term Life
Medical Bridge	Universal Life

[top](#)

IRS Section 125: <http://www.irs.gov>

Pierce Group Benefits

The following employees are eligible for a variety of insurance plans administered by the Pierce Group:

- Employees enrolled in the Teachers' and State Employees' Retirement System
- Permanent full-time employees working 30 or more hours per week
- Employees in a job-share position

Insurance Premiums:

- Employee cost is dependent upon plan selection
- Payroll deduction is determined by plan selection
- Employer contribution towards insurance premiums does not apply

Enrollment:

- Eligible employees and dependents may enroll within thirty (30) days of hire or [qualifying life event](#)
- LATE enrollment is not available
- An annual enrollment is offered

Medical Reimbursement Flexible Spending Account:

- Enrollment is not available at time of hire
- Annual enrollment is offered

Pierce Group Benefits: www.piercegrouppenefits.com

- Client Log In: Find Your Employer by typing Wake
- Forms
- Plan information

Contact Information ([PDF - 114k](#))

- Pierce Group Benefits (919) 577-0700
- Fax (919) 577-0710
- NC Service Center for change requests (888) 662-7500, ext. 100

[top](#)

Questions may be addressed to the Pierce Group at (919) 577-0700.

Flexible Spending Accounts

Health Care Reform: Important information regarding changes.

WCPSS Flexible Spending Accounts, administered by Ameriflex, LLC, are available to eligible employees:

- Employees enrolled in the Teachers' and State Employees' Retirement System
- Permanent full-time employees working 30 or more hours per week
- Employees in a job-share position

Dependent Care Reimbursement Account:

- Enrollment available within thirty (30) days of hire or [qualifying life event](#)
- Account expires each December 31

Medical Reimbursement Account:

- Enrollment is available once each calendar year
- Plan Year begins each January 1
- Mid-term or late enrollment is not offered

Information:

- Ameriflex: www.flex125.com
- Online Portal: ([PDF - 243k](#))
- Employer Id: amfwcpss
- Customer Service (888) 868-3539
- Fax (856) 631-1020
- Email: service@flex125.com

[top](#)

Funds placed in a flexible spending account & not used during the plan year will be lost.

Vision Insurance

Administered by Superior Vision Services, Inc. and available to eligible employees:

- Employees enrolled in the Teachers' and State Employees' Retirement System
- Permanent full-time employees working 30 or more hours per week
- Employees in a job-share position

Insurance Premiums:

- Employee cost dependent upon plan election
- Employer contribution towards premiums does not apply
- Payroll deduction available on a pre-tax basis

Enrollment:

- Eligible employees and dependents may enroll with thirty (30) days of hire or [qualifying life event](#)
- LATE enrollment is not available
- Annual Enrollment is offered

Information:

- Summary ([PDF - 35k](#))
- Plan Certificate ([PDF - 608k](#))
- LASIK Eye Surgery ([PDF - 282k](#))
- Purchase Contacts Online: <http://www.svcontacts.com>
- SuperiorVision: www.superiorvision.com
- Online Account information is available with self-service features
- Customer Service (800) 507-3800

[top](#)

Enrollment & Change requests are now processed through eBenefitsNOW.com

Changing Benefit Information

Change Requests

Changes to employee benefit elections:

- Post-tax plans may be changed anytime
- Pre-tax elections remain in effect throughout the plan year
- Pre-tax changes may be requested when a qualifying life event occurs
- Requests must be submitted within thirty (30) days of event

Qualifying Life Event:

- Change to legal marital status
- Birth, death or adoption
- Termination or commencement of employment
- Change to hours of employment involving loss or addition of insurance benefits
- Dependents cease or commence to satisfy requirements for coverage due to age

- Dependents cease or commence to satisfy requirements for coverage due to student status
- Entitled to Medicaid, Medicare Part A or Medicare Part B
- Extended leave of absence or military leave
- Court Order enforcing insurance provisions

[top](#)

Qualifying Event Changes should be reported within (30) days of an event. Proof of event may be required.

MetLife

Group Universal Life Insurance is available on a voluntary, self-paid basis and available to:

- Permanent full-time employees working 30 or more hours per week
- Employees in a job-share position
- Employed for ninety (90) days

Information:

- MetLife: www.metlife4wcpss.net
- Customer Service (800) 523-2894

[top](#)

Changes & updates may be made directly with MetLife.

"Our mission is to provide quality service and support to all employees"

5625 Dillard Drive, Cary, NC 27518

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