



Miami-Dade County

Medical Plan Eligibility Matrix - Job Aid

DESCRIPTION

This job aid is for DPRs and Central HR.

During Manage Hire, select the correct Benefit Program Name based on the employee’s Bargaining Unit and Date of Hire. The Benefit Program determines an employee’s eligibility to Medical Plans and the cost of premium when enrolled.

This document lists benefit program options based on the bargaining unit and the employee’s hire date. The list includes:

- **BU Code** – Bargaining Unit.
- **BU Description** – Name of the Bargaining Unit to which the employee belongs.
- **Date of Hire** – The hire date dictates the plans for which an employee is eligible.
- **Medical Plan** – Lists the plans an employee is eligible for based on their business unit and hire date.
- **Benefit Program Name** – Program for which the employee is eligible. Both Benefit Program fields in the Benefits Administration Eligibility and Benefit Program Participation Details need to match, as shown in the screenshot below.

The screenshot displays two sections of a web application interface. The top section, titled "Benefits Administration Eligibility", contains several input fields: "BAS Group ID" (with a search icon), "Retirement Kind" (set to "HA"), "Executive Benefits" (empty), "Benefit Program" (set to "RG2" and highlighted with a red box), and "Executive Counter" (empty). The bottom section, titled "Benefit Program Participation Details", includes a search bar, navigation controls, and a list of details. The "Effective Date" is "01/01/2022", the "Currency Code" is "USD", and the "Benefit Program" is "RG2" (highlighted with a red box). Below these details, the text "CKLM <(1/1/19) FGH (1/1/20)D21" is visible.

MEDICAL PLAN ELIGIBILITY MATRIX

BU Code	BU Description	Date of Hire	Medical Plans	Benefit Program Name
E	PBA Rank & File	1-1-2019 or later	HMO Advantage Select Advantage HMO First Choice Advantage HMO	PBA
P	PBA Supervisors	1-1-2019 or later	HMO Advantage Select Advantage HMO First Choice Advantage HMO	
E	PBA Rank & File	Prior to 1-1-2019	POS Advantage HMO Advantage Select Advantage HMO First Choice Advantage HMO	RG2
P	PBA Supervisors	Prior to 1-1-2019	POS Advantage HMO Advantage Select Advantage HMO First Choice Advantage HMO	
A	AFSCME 121	Prior to 7-1-2021	POS Advantage HMO Advantage Select Advantage HMO First Choice Advantage HMO	
C	Fire IAFF 1403	Prior to 1-1-2019	POS Advantage HMO Advantage Select Advantage HMO First Choice Advantage HMO	
D	Transit 291	Prior to 1-1-2021	POS Advantage HMO Advantage Select Advantage HMO First Choice Advantage HMO	
F	AFSCME 3292	Prior to 1-1-2020	POS Advantage HMO Advantage Select Advantage HMO First Choice Advantage HMO	
G	AFSCME 1542	Prior to 1-1-2020	POS Advantage HMO Advantage Select Advantage HMO First Choice Advantage HMO	
H	AFSCME 199	Prior to 1-1-2020	POS Advantage HMO Advantage Select Advantage HMO First Choice Advantage HMO	

BU Code	BU Description	Date of Hire	Medical Plans	Benefit Program Name
K	GSAF 100	Prior to 1-1-2019	POS Advantage HMO Advantage Select Advantage HMO First Choice Advantage HMO	
L	Non-Bargaining	Prior to 1-1-2019	POS Advantage HMO Advantage Select Advantage HMO First Choice Advantage HMO	
M	GSAF 100	Prior to 1-1-2019	POS Advantage HMO Advantage Select Advantage HMO First Choice Advantage HMO	
C	Fire IAFF 1403	1-1-2019 or later	Select Advantage HMO First Choice Advantage HMO	RG3
D	Transit 291	1-1-2021 or later	Select Advantage HMO First Choice Advantage HMO	
K	GSAF 100	1-1-2019 or later	Select Advantage HMO First Choice Advantage HMO	
L	Non-Bargaining	1-1-2019 or later	Select Advantage HMO First Choice Advantage HMO	
M	GSAF 100	1-1-2019 or later	Select Advantage HMO First Choice Advantage HMO	
F	AFSCME 3292	1-1-2020 or later	Select Advantage HMO First Choice Advantage HMO	
G	AFSCME 1542	1-1-2020 or later	Select Advantage HMO First Choice Advantage HMO	
H	AFSCME 199	1-1-2020 or later	Select Advantage HMO First Choice Advantage HMO	
A	AFSCME 121	7-1-2021 or later	Select Advantage HMO First Choice Advantage HMO	
E	PBA Rank & File	1-1-2022 or later	Select Advantage HMO First Choice Advantage HMO	
P	PBA Supervisors	1-1-2022 or later	Select Advantage HMO First Choice Advantage HMO	
C	Fire IAFF 1403	N/A	Fire Union Health and Dental Plans	

BU Code	BU Description	Date of Hire	Medical Plans	Benefit Program Name
N/A	Execs Only	N/A	POS Advantage HMO Advantage Select Advantage HMO First Choice Advantage HMO	EXE
N/A	Execs Only	N/A	Day 1 Execs (Elig. Config. E1, E2, E3, EA Only)	
N/A	Part Timers Who Do Not Qualify for Benefits Only	N/A	Part-Timers/Seasonals/Temps Who Only Pay into FRS After 6 Months	PTT
N/A	As Applicable	N/A	No Benefit Plan	NON
N/A	Employees will be manually added to this plan by Benefits Team - will need to be manually moved to Pre-Tax Program	N/A	Post Tax Plans - For Non-Execs (Special Circumstances only)	PT