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## Your 2021 Benefits

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# WELCOME TO YOUR 2021 BENEFITS

## Enroll within 30 days of your hire date

At Motorola Solutions, we're committed to supporting your total well-being while also delivering value for you, your family, and the company.

From your family to your budget, your doctors to your health goals — everything about you is unique. That's why we partner with Mercer Marketplace 365+ — an online benefits platform that offers a choice of benefits, plus tools and information to put you in charge of your health and your benefits.

## With Mercer Marketplace 365+, you receive:

- A simple way to shop for your benefits.
- A thoughtful selection of best-in-class options to personalize your coverage.
- Built-in decision support and resources to guide you through enrollment and throughout the year.
- Accurate cost transparency tools to determine which benefits offer the best value.
- Personalized advice from licensed benefits counselors to support making the right choices.
- Ongoing education to help you get the most from your benefits.
- Tools and tips to support well-being in all areas of your health, wealth and life.

Do I need to enroll?





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# Benefit options

<p><a href="https://oe-motorola.mercerbelong.com/Health/Medical">Medical Plans (https://oe-motorola.mercerbelong.com/Health/Medical)</a></p> <ul style="list-style-type: none"> <li>• \$2,850 Deductible Plan</li> <li>• \$1,850 Deductible Plan</li> <li>• \$900 Deductible Plan</li> </ul>	<p>The medical plans include a range of deductibles and premiums. You <b>\$1,850</b> or <b>\$900 Deductible</b> Plan, provided by your choice of <b>BlueCros (BCBS)</b>, <b>Cigna</b> or in some states <b>Kaiser</b>.</p> <p><b>Note:</b> Employees in Hawaii have different carrier and plan options than the rest of the country. Please refer to <a href="/media/Mercer/OE_Motorola/Documents/2018-01-SBC-734-860.pdf?rev=84a6e6c4fb064fabad2b9344cb04d3d3&amp;hash=67DCFED529DA3">this PDF (/media/Mercer/OE_Motorola/Documents/2018-01-SBC-734-860.pdf?rev=84a6e6c4fb064fabad2b9344cb04d3d3&amp;hash=67DCFED529DA3)</a> for details on this plan.</p>
<p><a href="/Health/Medical#PrescriptionDrugs">Prescription Drug coverage (/Health/Medical#PrescriptionDrugs)</a></p>	<p>Prescription Drug coverage is automatically included when you enroll in a medical plan. <b>Express Scripts (ESI)</b> administers these benefits for most medical plans. Employees enrolled in the Kaiser medical plans receive coverage through <b>Pharmacy</b>.</p>
<p><a href="/Health/Supplemental_Medical">Supplemental Medical Plans (/Health/Supplemental_Medical)</a></p>	<p>You may choose any combination of the following: critical illness, accident and indemnity insurance.</p>
<p><a href="/Health/Medical#365HUB">365+ HUB (/Health/Medical#365HUB)</a></p>	<p>You may enroll in this voluntary benefit for year-round access to personal services, price comparison tools, physician performance ratings, and e</p>
<p><a href="/Health/Dental">Dental (/Health/Dental)</a> and <a href="/Health/OE2018-01-Vision">Vision Plans (/Health/OE2018-01-Vision)</a></p>	<p>Choose from basic or enhanced dental and vision options.</p>
<p><a href="/Health/OE2018-01-Savings-Spending-Accounts#HealthSavingsAccount">Health Savings Account (HSA) (/Health/OE2018-01-Savings-Spending-Accounts#HealthSavingsAccount)</a></p>	<p>If you enroll in the \$2,850 or \$1,850 Deductible plan, you will be eligible to contribute money to an HSA. You can use this account to pay for eligible expenses.</p>
<p><a href="/Health/OE2018-01-Savings-Spending-Accounts#FlexibleSpendingAccounts">Flexible Spending Accounts (FSAs) (/Health/OE2018-01-Savings-Spending-Accounts#FlexibleSpendingAccounts)</a></p>	<p>If you enroll in the \$900 Deductible plan, or if you waive medical coverage, you can enroll in a Health Care FSA. You can use this account to pay for eligible expenses.</p> <p>If you enroll in an HSA, you may also enroll in a Combination (Limited Purpose) FSA, which works together with the HSA for additional tax savings.</p> <p>All employees may enroll in a Dependent Care FSA, which you can use to pay for expenses related to child and elder care.</p> <p>Additionally, transit (Commuter Spending) and other reimbursement plans are available.</p>
<p><a href="/Money/OE2018-01-Life-ADD-Insurance">Life and Accidental Death and Dismemberment (AD&amp;D) (/Money/OE2018-01-Life-ADD-Insurance)</a></p>	<p>You have automatic company-paid Basic Life and AD&amp;D coverage, with Supplemental Life and AD&amp;D coverage for yourself and your dependents.</p>
<p><a href="/Money/OE2018-01-Disability-Insurance">Disability (/Money/OE2018-01-Disability-Insurance)</a></p>	<p>Our Short-Term and Long-Term Disability benefits help support you financially if you take time away from work due to an injury or disability.</p>



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