



MEMORANDUM

DATE: September 14, 2015

TO: State Employees Eligible for Health, Dental, Vision, FlexElect, and Consolidated Benefits

FROM: California Department of Human Resources
Benefits Division

SUBJECT: 2015 Open Enrollment Period; 2016 Dental and Vision Plan Premiums; Consolidated Benefits (CoBen) and Employer Health Benefit Contributions

The annual open enrollment period for Health, Dental, Vision, FlexElect, and CoBen programs is September 14 through October 9, 2015. The following information and attachments will help you to better understand the benefits available to you and your eligible dependents. Please take a moment to read this information carefully.

During open enrollment, eligible employees may enroll, cancel, or change Health, Dental, and Vision plans. You can also add or delete dependents.

You can enroll in a FlexElect Reimbursement Account. If you have a FlexElect Reimbursement Account and want to participate again next year, you need to re-enroll during open enrollment.

If you have other qualifying group health or dental coverage through another source, such as your spouse, you may enroll in a Cash Option in lieu of health and/or dental benefits.

If you are currently enrolled in Health, Dental, Vision, or a Cash Option, you don't need to re-enroll unless you are a Permanent Intermittent employee.

Permanent Intermittent employees who want to continue receiving the Cash Option must re-enroll annually, during open enrollment.

Open enrollment forms must be signed and submitted to your personnel office no later than October 9, 2015. All open enrollment actions will be effective January 1, 2016.

If you enroll in a FlexElect Reimbursement Account, FlexElect Cash Option, or CoBen Cash Option during the open enrollment period, you have until December 31, 2015, to cancel or change your enrollment.

Summary of Changes for 2016

- Premiums will increase for CalPERS health plans. Plan changes to avoid premium increases must be made during open enrollment. Please visit CalPERS' website at: www.calpers.ca.gov for 2016 premiums. Employer health benefit contributions are listed in Attachment E.
- Premiums will increase for Delta Dental PPO plus Premier Basic, Delta Dental PPO plus Premier Enhanced, and the Delta Dental Preferred Provider Option (PPO) plans effective January 1, 2016. The 2016 dental rates are provided in Attachment D.
- Beginning January 1, 2016, the maximum amount you can contribute into a FlexElect Medical Reimbursement Account has increased to \$2,550 per participant per plan year.

Important Open Enrollment Reminders

- If you are eligible for health benefits, but not currently enrolled, or are receiving CoBen or FlexElect cash in lieu of other qualifying group health coverage, you may enroll in health benefits during open enrollment.
- The Dependent Care Reimbursement Account maximum continues to be \$5,000 per household per year.
- If you have children, they are eligible for dependent coverage for dental and vision programs up to the age of 26.
- Please check your dental and vision coverage enrollments through your personnel office and ensure that only eligible dependents are enrolled.

Benefits Calculator

We encourage you to review your benefit choices during the open enrollment period. The Benefits Calculator on CalHR's website will help you determine how much will be deducted from your pay warrant, or added to it, based on the health, dental, and vision plans chosen. Simply select a year, your bargaining unit, your vesting option (if applicable), and how many dependents will be covered. You will then be able to compare your benefit options.

The Benefits Calculator is located at:

<http://eservices.dpa.ca.gov/BenefitsCalculatorExternal/Default.aspx>.

Consolidated Benefits

All excluded employees and employees represented by bargaining units 2, 7, 8, 16, 17, 18, and 19, are in CoBen. The state provides a lump sum benefit allowance to purchase health, dental, and vision benefits. If the premium cost of the benefit plans chosen is less than your CoBen allowance, you receive the difference as taxable income. If the total premium cost of the benefit plans chosen is more than your CoBen allowance, the difference is deducted on a pre-tax basis from your pay warrant. Your 2016 CoBen allowances are provided in Attachment E.

Dependent Vesting

New employees in some BUs who have not previously had state health benefit coverage may be subject to health dependent vesting. Health dependent vesting provides new employees a reduced employer health benefits contribution toward dependent coverage during the first 12 or 24 months of service, after which employees receive the full employer contribution for their dependents as specified in their BU agreement. The 2016 CoBen Allowances and Employer Health Benefit Contributions by Bargaining Unit are provided in Attachment E.

Consolidated Omnibus Budget Reconciliation Act (COBRA)

COBRA enrollees have the same rights as active employees to make changes to their coverage during the annual open enrollment period. CalHR will send specific instructions to all COBRA enrollees in dental coverage prior to the beginning of the open enrollment period. The 2016 COBRA rates are provided in [Attachment B](#).

For more information

The Dental, FlexElect, and CoBen handbooks can be found on CalHR's website at the following links:

Dental–www.calhr.ca.gov/documents/dental-handbook-2016.pdf

FlexElect– www.calhr.ca.gov/documents/flexelect-handbook-2016.pdf

CoBen–www.calhr.ca.gov/documents/coben-handbook-2016.pdf

For questions regarding the 2015 open enrollment period, please contact your assigned Personnel Specialist.