

HUMAN RESOURCES MEMORANDUM 16-018		DATE ISSUED: 09/13/2016
SUBJECT: 2016 Open Enrollment Period, 2017 Dental and Vision Plan Premiums, Consolidated Benefits, and Employer Health Benefit Contributions		REFERENCE: PML 2016-022
TO: DGS Managers and Supervisors, Personnel Transactions, Personnel Liaisons, and Attendance Clerks		SUPERCEDES:

PLEASE ENSURE THAT THIS INFORMATION IS SHARED WITH YOUR EMPLOYEES

Purpose The purpose of this HR memorandum is to provide important information for the 2016 open enrollment period.

Open Enrollment Dates Open enrollment for Health, Dental, Vision, FlexElect, and Consolidated Benefits (CoBen) is September 12 through October 7, 2016. Enrollments and changes made during this open enrollment period are effective January 1, 2017.

Last day for employees to sign and submit open enrollment forms to Office of Human Resources is October 7, 2016.

Health Benefits The California Public Employees' Retirement System (CalPERS) administers health insurance coverage for state employees. Please remind employees to visit CalPERS' website at www.calpers.ca.gov for information on health plans and premiums and CalHR's website at www.calhr.ca.gov/employees/Pages/health.aspx for information on the state employer's health contributions before they enroll or make changes to their enrollment during the open enrollment period. Please emphasize to employees the importance of looking at the 2017 health premium increases and making any desired plan changes during open enrollment.

The 2017 CoBen Allowances and Employer Health Benefit Contributions by Bargaining Unit is available at <http://www.calhr.ca.gov/benefits/Documents/2017-coben-allowances-and-employer-health-benefit-contributions.pdf>. Some employer contributions for 2017 have decreased slightly. Please emphasize to employees the importance of looking at the 2017 CoBen Allowances and Employer Health Benefit Contributions by Bargaining Unit document when making any desired plan changes during open enrollment.

Some bargaining units (BUs) are subject to dependent health care vesting where the state provides new employees a reduced health benefit contribution toward dependent health coverage during the first 12 or 24 months of service. Information on dependent health care vesting is available at: www.calhr.ca.gov/employees/pages/health.aspx.

Contributions may be subject to change through the collective bargaining process. Changes may occur after this HR Memo issue date and will be posted to the CalHR website.

Dental Premiums Premiums will increase for the 2017 Plan Year for Delta Dental PPO plus Premier Basic, Delta Dental PPO plus Premier Enhanced, Delta Dental Preferred Provider Option (PPO),

and Delta Care USA dental plans.

Premiums will decrease for the 2017 Plan Year for the Premier Access plan.

Premiums will remain the same for the 2017 Plan Year for Western Dental and SafeGuard dental plans.

The Dental Handbook is available at:

<http://www.calhr.ca.gov/benefits/Documents/dental-handbook-2017.pdf>

**Vision
Premiums**

Premiums will remain the same for the 2017 Plan Year for both the Basic and Premier Plans. Vision Service Plan (VSP) will mail open enrollment materials to employees.

Additional information on Vision Benefits is available at:

<http://www.calhr.ca.gov/employees/Pages/vision-benefits.aspx>

**Benefits
Calculator**

The Benefits Calculator on CalHR's website will help employees determine how much will be deducted from their pay warrant, or added to it, based on the health, dental, and vision plans chosen. Employees simply select a year, their bargaining unit, their vesting option (if applicable), and how many dependents will be covered. They will then be able to compare their benefit options.

The Benefits Calculator is available at:

<http://eservices.calhr.ca.gov/BenefitsCalculatorExternal/>

**Consolidated
Benefits
(CoBen)**

All excluded employees and represented employees in BUs 2, 7, 8, 16, 17, 18, and 19 are in CoBen. The collective bargaining process is fluid and changes may be agreed to which alter amounts and dependent vesting levels. CalHR will notify departments if there are subsequent changes to the contributions.

The CoBen Handbook is available at:

<http://www.calhr.ca.gov/benefits/Documents/coben-handbook-2017.pdf>

**FlexElect
Program**

Please remind employees that they must re-enroll during open enrollment if they wish to continue participating in a reimbursement account for 2017.

The FlexElect Handbook is available at:

<http://www.calhr.ca.gov/benefits/Documents/flexelect-handbook-2017.pdf>

Questions

For questions regarding this HR memo, please contact your designated Personnel Specialist.

LISA YORK, Personnel Officer
Office of Human Resources

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