

Open Enrollment Essentials

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October 19, 2017

Open Enrollment 2017

General Information

What is open enrollment?

- A period in which employees can make select changes to their state insurance package
- A time when the state notifies us of plan changes for the upcoming plan year

When is open enrollment?

- October 1st to October 31st
- Changes effective January 1, 2018
- Plan year is January 1st to December 31st

Open Enrollment 2017

General Information

Why should I participate in open enrollment?

- Only you can determine which state insurance benefits meet your needs.
- By participating in open enrollment, you can be sure that you and your family are enrolled in the correct benefits for next year.

Open Enrollment 2017

General Information

What's New?

- **Premiums** for Dental Plus, Vision, and Life Insurance coverage will increase effective January 1, 2018.
- Dependent Life Insurance – Effective January 1, 2018, **your spouse's life insurance coverage** premiums will be based on the coverage level and your spouse's age versus your age.

Open Enrollment 2017

General Information

What's New?

- Beginning January 1, 2018, the **State Vision Insurance** program has been expanded to provide the \$150 frame allowance every 12 months versus every 24 months.
- The Life Insurance vendor will become **MetLife** again.

Open Enrollment 2017

General Information

What's New?

- Health Savings Account (HSA) **contributions increase** to \$3,450 for single coverage and increase to \$6,900 for family coverage.

Open Enrollment 2017

General Information

What's Staying the Same?

- **No increase** to health plan premiums, deductibles, copays, coinsurance amounts or prescription drug copays
- **PEBA Perks** will continue to offer no cost benefits
- **No plan changes** to Basic Dental, Dental Plus, State Life Insurance or Long-Term Disability programs

Open Enrollment 2017

General Information

Is open enrollment the only time I can make coverage changes?

- NO!
- However, you must experience a qualifying event

What is a qualifying event?

- Examples include: birth, marriage, adoption, divorce, or loss/gain of coverage

Open Enrollment 2017

General Information

What changes can I make during open enrollment?

You can make select changes to your state insurance package, which includes:

- Medical Insurance
- Dental and Vision Insurance
- Life Insurance
- Long-Term Disability Insurance
- MoneyPlus Spending Accounts

Enrollment Options

Effective January 1, 2018

Medical Insurance

- Enroll in, change, or cancel medical coverage for yourself and your eligible dependents
- Medical Plans Include:
 - State Health Plan: Standard Plan
 - State Health Plan: Savings Plan
 - TriCare Supplement Plan

Enrollment Options

Effective January 1, 2018

Dental Insurance

- Changes to Basic Dental and Dental Plus **ARE** permitted this open enrollment
- Dental changes are only available during odd-numbered years or during a qualifying event
- October 2019 is the next open enrollment period allowing dental benefit changes

Enrollment Options

Effective January 1, 2018

Vision Insurance

- Enroll in, change, or cancel vision coverage for yourself and your eligible dependents
- Vision Options Include:
 - State Vision Plan
 - Vision Care Discount Program

Enrollment Options

Effective January 1, 2018

Life Insurance

- Enroll in, increase, decrease or cancel your Optional Life Insurance coverage
 - \$50k guaranteed without medical evidence up to the policy maximum of \$500k
 - Medical evidence of insurability needed for coverage above guaranteed issue
- Spouse and child life insurance policies can be changed anytime of the year

Enrollment Options

Effective January 1, 2018

Long-Term Disability Insurance

- Enroll in or decrease your waiting period with medical evidence of insurability
- Cancel or increase waiting period

Provides income when you cannot work for an extended period of time

65 percent of working Americans say they could not cover normal living expenses even for a year if their employment income were lost; 38 percent could not pay their bills for more than three months.

Enrolling New Dependents

Requirements

Qualifying Dependents

Spouse

- Is a current spouse
- A former spouse who is required to be covered by a divorce decree
- Not eligible for PEBA coverage on their own

Requires a marriage certificate or most recent tax return

Enrolling New Dependents

Requirements

Qualifying Dependents

Child

- Under the age of 26
- Natural child, adopted child, stepchild, foster child, a child for whom the subscriber has legal custody or required to cover due to a court order
- A child over the age of 26 if they are incapable of self support

Requires documents specific to the situation in which how the child is in your custody

Enrollment Options

Effective January 1, 2018

Tax-Free Benefits

- Enroll in or **re-enroll** in MoneyPlus spending accounts; re-enrollment is NOT automatic!
- Medical Spending Account (MSA)
 - Annual contribution limit for 2018: \$2,550
- Dependent Care Spending Account (DCSA)
 - Annual contribution limit for 2018: \$5,000 if single or married and filing jointly or \$2,500 if married and filing separately

Enrollment Options

Effective January 1, 2018

Tax-Free Benefits

- Health Savings Accounts (HSA) do not require re-enrollment
 - Annual contribution limit for 2018: \$3,450 for single coverage and \$6,900 for family coverage
 - Participants 55 and older can contribute an additional \$1,000 per year
- Enroll or dis-enroll in MoneyPlus Premium Pre-tax Feature

Making Your Changes

Effective January 1, 2018

PEBA MyBenefits Profile

Online profile available 24/7

- Review benefits statement
- Change contact information
- Update life insurance beneficiaries
- Make changes during open enrollment periods

The screenshot shows the PEBA MyBenefits website. At the top, the logo for 'south carolina peba' is displayed with the tagline 'state health plan | retirement systems' and 'Serving those who serve South Carolina'. Navigation links for 'Contact us', 'peba.sc.gov', and 'Browser Support' are in the top right. The main heading is 'MyBenefits - A Better Way to Manage Your Benefits'. Below this, a paragraph explains that MyBenefits is the fastest way to manage benefits. A bulleted list highlights three features: 'Fast' (view/change/update online), 'Convenient' (available 24/7), and 'Secure' (information is always secure). A call to action asks users to enroll today. The page is divided into two sections: 'First time user enroll now.' with a 'Register' button and a 'Click here to register' link, and 'Already registered?' with input fields for 'Benefits Identification Number', 'last four digits of your SSN', and 'password'. There are also links for 'Forgot/Reset password' and 'Get my BIN', and a 'Sign In' button. At the bottom, there is a copyright notice for 2012 and links to 'Privacy Policy', 'Legal Disclaimer', 'HIPAA', and 'MoneyPlus/FBMC Web site'.

Making Your Changes

Effective January 1, 2018

PEBA **MyBenefits** profile

www.MyBenefits.sc.gov

- Health
- Dental
- Vision
- Life Insurance
- Premium Pre-tax Feature

Dependent documents for proof of eligibility must be submitted to OHR.

MyFBMC online registration

www.myfbmc.com

- Medical Spending Account
- Dependent Care Spending Account

All employees are eligible to enroll and re-enroll online.

Making Your Changes

Effective January 1, 2018

What if I don't have any changes to make?

No action is needed from you IF:

- You have no changes to insurance coverage
- You are not enrolling in a tax-free spending account for the following year

Assistance

The Benefits Team is Available for Employees

Counselors are Available Today!

- At today's EXPO!

Email through Ask-HR

- OHR Service Center

Call OHR

- (864) 656-2000

Stop by the Administrative Services Building

- 108 Perimeter Road

Tips for Open Enrollment

Make This A Successful Year

1. View your current elections online.
 - PEBA **MyBenefits**: www.MyBenefits.sc.gov
 - MoneyPlus **MyFBMC**: www.myfbmc.com
2. Educate yourself.
 - Visit www.clemson.edu/employment for resources.
 - The EXPO is a great opportunity to learn more.
3. When in doubt, ask a benefits counselor!
4. Review your paycheck in January to confirm your elections and deductions.

Thank you!

Questions?