

## 2019 Plan Highlights and Changes

### Open Enrollment Announcement for Employees

- Please distribute the [2018 Open Enrollment Announcement](#) to all state employees eligible for health, dental, vision, reimbursement accounts, and cash options. It provides information about this year's Open Enrollment period and 2019 benefit plan changes. The announcement is available in the Open Enrollment Toolkit.

### Health Plans

- Some health plans and premium rates have changed. Please emphasize to employees the importance of visiting the following websites before they enroll or make changes to their benefits during open enrollment:
  - [www.calpers.ca.gov](http://www.calpers.ca.gov): The California Public Employees Retirement System (CalPERS) provides information on health plans and premiums.
  - [www.calhr.ca.gov](http://www.calhr.ca.gov): The California Department of Human Resources (CalHR) provides information on the state employer's health contributions and dependent vesting.
- The 2019 CoBen Allowances and Employer Health Benefit Contributions by Bargaining Unit are available in the Open Enrollment Toolkit. Contributions are subject to change through the collective bargaining process. Changes which occur after issue of this publication will be posted to the CalHR website.

### Dental Plans

- Premiums will increase for the 2019 plan year for DeltaCare USA and Western Dental plans.
- Premiums will remain the same for Delta Dental PPO plus Premier Basic, Delta Dental PPO plus Premier Enhanced, the Delta Dental Preferred Provider Option (PPO), Premier Access, SafeGuard Basic, and SafeGuard Enhanced plans.
- The 2019 Dental Plan Deduction Codes and Premiums and the 2019 Dental handbook are available in the Open Enrollment Toolkit.
- Refer to the Benefits Administration Manual (BAM) section 500 for dental information and processing instructions at [www.calhr.ca.gov/state-hr-professionals/Pages/benefits-administration-manual-dental-program.aspx](http://www.calhr.ca.gov/state-hr-professionals/Pages/benefits-administration-manual-dental-program.aspx).

## **Vision Plans**

- Premiums will remain the same for the 2019 plan year for both the Basic and Premier Vision Plans.
- The 2019 Dental and Vision Plan Deduction Codes are available in the Open Enrollment Toolkit.
- Vision Service Plan (VSP) will mail Open Enrollment materials to employees. Please remind employees that VSP Premier enrollment forms must be sent directly to VSP at:

VSP Vision Care  
Attn: Client Administrative Services, MS 422  
PO Box 997100  
Sacramento, CA 95899

- Refer to the BAM section 1200 for vision information and processing instructions at [www.calhr.ca.gov/state-hr-professionals/Pages/benefits-administration-manual-vision-care-program.aspx](http://www.calhr.ca.gov/state-hr-professionals/Pages/benefits-administration-manual-vision-care-program.aspx).

## **Benefits Calculator**

- The Benefits Calculator on CalHR's website at <http://eservices.calhr.ca.gov/BenefitsCalculatorExternal/> helps employees compare premiums for health, dental, and vision plans.

## **Consolidated Benefits**

- 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.
- CoBen allowances and employer health benefit contributions for the 2019 plan year are available in the Open Enrollment Toolkit.
- Refer to the Benefits Administration Manual (BAM) section 1600 for the CoBen and Cash Option information and processing instructions for Open Enrollment forms at [www.calhr.ca.gov/state-hr-professionals/Pages/benefits-administration-manual-consolidated-benefits.aspx](http://www.calhr.ca.gov/state-hr-professionals/Pages/benefits-administration-manual-consolidated-benefits.aspx).

### **FlexElect Program**

- A list of employees currently enrolled in a FlexElect Reimbursement Account will be available on the SCO's ViewDirect on-line reporting system. Please remind these employees they must re-enroll during Open Enrollment if they wish to continue participation in a reimbursement account for the 2019 plan year.
- A FlexElect Reimbursement Accounts flyer is available in the Open Enrollment Toolkit. Please distribute to all employees.
- Refer to the BAM section 700 for FlexElect and processing instructions for Open Enrollment forms at: [www.calhr.ca.gov/state-hr-professionals/Pages/benefits-administration-manual-flexelect.aspx](http://www.calhr.ca.gov/state-hr-professionals/Pages/benefits-administration-manual-flexelect.aspx).