

## 2015 Benefits Open Enrollment

Open Enrollment for 2015 runs from **November 1 – November 30**. This is your annual opportunity to enroll in the health plan, change the health plan option you are currently in, or add dependents (active employees only). If you wish to make a change in your health plan option, now is the time to do so. **If you take no action, your enrollment in the health plan will continue as is. You only need to act if you wish to make changes.** All applications and forms needed to make changes can be found in the box below. Highlights this year include:

**HealthGuard PPO Plan** – As a result of collective bargaining between the State and Vermont State Employees’ Association earlier this year, the State Employees’ Health Plan will no longer offer the option of the HealthGuard PPO Plan to eligible employees, retirees or special groups. Employee Benefits is notifying affected plan members of their need to choose a new plan for 2015.

**Medical Premium Rates** – For active employees and retirees not eligible for Medicare, there will be a 17.9% increase to the medical plan premium beginning January 2015. For Medicare eligible retirees, there will be either a decrease or very small increase (-2.3 percent or +1.0 percent) to the medical plan premium for 2015, depending on the plan. Because claims have risen faster than anticipated both under the prior administrator (Cigna) and the current administrator (Blue Cross), this increase is needed to make up the deficit and to cover the costs of anticipated claims.

**Life Insurance Premium Rates**

For active employees, there will be a 14% decrease to the life insurance rates for 2015 beginning January 1, 2015.

**Pre-Tax Medical Premium Deductions**

For active employees, make sure that you signed up to have your medical insurance premiums deducted on a pretax basis. Basically, what this means is that, every payday, your medical insurance premium is deducted from gross income first and then your taxes are calculated and deducted after that. By doing this you are paying less in taxes and bringing home more money. In the example below, you will see that you are paying less in taxes each payday and bring home \$32 more each payday or \$832 per year. This form can be found in the box below.

<b><u>Premium Deducted After-Tax</u></b>		<b><u>Premium Deducted Before-Tax</u></b>	
\$1,000.00	Gross Pay	\$1,000.00	Gross Pay
\$ 150.00	Federal Income Tax	<u>\$ 168.99</u>	Medical Insurance Premium
<u>\$ 37.50</u>	State Income Tax	\$ 831.01	Balance After Insurance Deduction
\$ 812.50	Balance After Taxes	\$ 124.65	Federal Income Tax
<u>\$ 168.99</u>	Medical Insurance Premium	<u>\$ 31.16</u>	State Income Tax
<b>\$ 643.51</b>	<b>Take Home Pay</b>	<b>\$ 675.20</b>	<b>Take Home Pay</b>

**Flexible Spending Account Plans** – Another way for active employees save on health care expenses is to enroll in a Health Care Flexible Spending Account. This plan allows you to have monies deducted from your paycheck on a pre-tax basis to pay for your out-of-pocket expenses, such as your \$20 copays, uncovered dental expenses, glasses, etc. It works a lot like the Pre-tax Medical Premium Deductions outlined above. The money that you contribute to this account is deducted from your gross income first and then your taxes are calculated and deducted after that. Therefore, you are paying less in both federal and state taxes. To see your individual projected savings, go to <http://www.asiflex.com/calculator.html>. In addition, you can also have monies deducted on biweekly basis to cover your child care expenses for your children under 13 years of age. These monies are also deducted on a pre-tax basis.

The maximum amount that can be contributed to a Health Care Account will be \$2,500 per year. The Dependent Care Account will remain at \$5,000. **Please note – current participants of the FSA plan must re-enroll for 2015 per IRS regulations.** Enrollment packets **will not be mailed**, so be sure to download the necessary forms from the box below. Enrollees of the medical FSA plan who have a debit card will not receive a new one, as the current card is still active.

**Prescription Drug Plan** – There are no changes to the prescription drug plan for 2015 for active employees and non-Medicare eligible retirees. Medicare-eligible retirees will move to the **Express Scripts Medicare®** (PDP) Plan for 2015. Information regarding this plan has been sent under separate cover.

**Benefit Fairs** - We will hold **Benefit Fairs** from **9:00a to 3:00p** with representatives from **Blue Cross, Express Scripts, ASIFlex Inc., Great West Retirement Services, EAP, and the Retirement Division** at most, if not all the following locations:

**11/03/14 – Rutland – Asa Bloomer Building**

**11/05/14 – Burlington - 32 Cherry Street**

**11/06/14 – Montpelier – State House**

**Declaration of Health Coverage Forms** – If you are an active employee and you are eligible to enroll in The State Employees' Health Plan but have other health insurance coverage, you are required to submit a Declaration of Health Insurance Coverage Form. A copy of this form, which is **mandated by law**, can be found in the box below.

## **OPEN ENROLLMENT DOCUMENTS**

- 2015 Active Employees Health Care Premiums Chart
- 2015 Retirees Health Care Premiums Chart
- 2015 Health Care Comparison Chart
- 2013 COBRA Health Care Premiums
- 2013 State of Vermont Preferred Drug List
  
- Medical/Dental Enrollment Form for Active Employees
- Medical Enrollment Form for Retirees
- Declaration of Health Coverage Form
- Health Benefits Pre-Tax Premium Form
- Domestic Partner Application and Policy
- Qualified Dependent Declaration Form
  
- 2015 Flexible Spending Account Booklet
- 2015 Flexible Spending Account Enrollment Form
- 2015 Flexible Spending Account Debit Card Form
  
- SelectCare Plan Summary of Benefits
- TotalChoice Plan Summary of Benefits