

# County of Orange Annual Benefits Open Enrollment Retiree Newsletter

November 1, 2013 - November 22, 2013

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## Welcome to Annual Open Enrollment

### Open Enrollment Checklist

- Review your Annual Open Enrollment Package
- Review what is New for 2014
- Select a health plan that best meets your needs
- November 1st – November 22 annual enrollment period

The annual Benefits Open Enrollment period is your opportunity to review your County of Orange benefit elections for the 2014 Plan year. You will receive your Open Enrollment package on or before November 1. It's very important that you take time to review the package and understand how potential changes in rates and options may affect you and your family. You may want to compare all of the health plan options and costs available to you before making your enrollment decisions for 2014.

This newsletter will explain what is new for 2014 and provide information to help you make your decisions.

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## What's New for 2014

### Rates

County health plan rates are changing for 2014. Rate changes for the 2014 plan year vary by health plan, whether you have dependents enrolled, and your Medicare status. Review your Benefits Enrollment Summary to see your 2014 rates.

- Increases from higher medical and prescription costs nationwide (inflation). The County's percentage increases are actually less than the national average in many cases.
- Increases from new required fees related to the Patient Protection and Affordable Care Act.
- County PPO plans – For 2014, the rates for Wellwise and Sharewell, non-Medicare eligible and Medicare eligible retirees, have been adjusted separately to account for increased enrollment and utilization in Sharewell and higher claim costs for non-Medicare eligible retirees.

## What's New for 2014

### Important Dependent Eligibility Change for County Health Plans:

Effective January 1, 2014, dependent children ages 19 through 25 may be covered under a County health plan even if they are eligible for other employer health plan coverage (i.e., through their or their spouse's employer). Previous restrictions on coverage have been eliminated. You are still required to provide dependent verification documents. See page 4 for details.

### Supreme Court Rulings on Same Sex Marriage

As a result of Supreme Court rulings on the Defense of Marriage Act (DOMA) and California's Proposition 8, health benefits for same sex marriages now qualify for the same tax treatment as opposite-sex marriages. If you are currently legally married to a same-sex spouse and were married in a state that recognizes same sex marriage you may add your spouse and your spouse's dependent children to your medical coverage during Open Enrollment. Your premium contributions will be paid with pre-tax dollars. These rulings apply only to those who are legally married and complete the dependent enrollment process. They have no impact on current or future Domestic Partner coverage.

## Reminders for Medicare-Eligible Retirees

### Medicare and Your Retiree Medical Grant

If you and/or your dependents are age 65 or older you must be enrolled in Medicare Part A (if eligible, at no cost) and Part B to:

- Be eligible to receive a Retiree Medical Grant, if applicable,
- Receive the lower Medicare health plan rates, and
- Be eligible to enroll in the County-offered Medicare Advantage plans.

If you or your spouse is not yet 65: Remember to enroll in Medicare 90 days before your or your spouse's 65th birthday.

### Medicare Advantage Plan Approval Required

If you enroll in a Medicare Advantage plan, you must be approved by the Centers for Medicare and Medicare Services (CMS). If your enrollment is not approved by CMS you will be automatically enrolled in the Wellwise Retiree PPO plan at a significantly higher rate.

If you elect the Kaiser Senior Advantage (KPSA) HMO, you must complete and return an enrollment form to Kaiser within the required time frame. You will receive the enrollment form and due date as part of your Benefits Confirmation Statement.

### Medicare Part D Reminder

If you are enrolled in a Medicare Advantage plan, do not enroll in a separate Medicare Part D prescription drug plan. Enrolling in such a plan will make you ineligible for the County-offered Medicare Advantage plans and you will be automatically enrolled in the Wellwise Retiree PPO plan.

## Making Your Open Enrollment Election

You have two ways to enroll. Either:

- Go to the Benefits Center Web Site at [www.benefitsweb.com/countyoforange.html](http://www.benefitsweb.com/countyoforange.html), or
- Dial toll-free **1-866-325-2345**, to call the Benefits Resource Line and speak with Benefits Specialist. Benefits Specialists are available Monday through Friday, 7:30 a.m. to 5:30 p.m., PT, except for holidays.

You will receive a Benefits Confirmation Statement in the mail—even if you don't make any changes to your benefit elections. **You have 10 business days from the date of your statement to report any errors in elections you've made to the Benefits Center.** After that, you will not be able to make any changes to your benefits unless you have a Qualified Life Event.

## Important Reminders

### Important Open Enrollment Dates:

November 1:	Open Enrollment starts
November 22:	Open Enrollment ends
December 31:	Dependent and Medicare Verification documents due for new dependents
January 1, 2014:	Benefits become effective

**Keep your mailing address and home phone number current with the Benefits Center, OCERS and any other organization you are affiliated with.**

### Benefits Enrollment Summary

Review your personalized Benefits Enrollment Summary in your Open Enrollment package. It shows your automatic benefits coverage and rates that will go into effect January 1, 2014 if you take no action during Open Enrollment.

### Health Plan ID Cards

If you change health plans during Open Enrollment, you will receive a new health plan ID Card. Your new ID card will be mailed to your home address before January 1, 2014.

### Health Insurance Marketplace

The Affordable Care Act (ACA) requires all U.S. citizens and resident aliens to have medical coverage beginning January 1, 2014 (or pay a penalty). To make affordable coverage available to everyone, the government has created Health Insurance Marketplaces. On October 1, each state unveils a "Health Insurance Marketplace" – which in California is called "Covered California." You may qualify for lower premium costs, depending on your income and family size, by enrolling in a Marketplace plan instead of staying enrolled in your County retiree medical plan. Marketplace information is available online at [www.healthcare.gov](http://www.healthcare.gov) – you can visit the web site to compare options. **However, if you disenroll from your County retiree medical plan before you are eligible for Medicare, you will be permanently disenrolling from the County of Orange Retiree Medical Plan, which includes the Retiree Medical Grant (if applicable). You will be prohibited from re-enrolling in a County retiree medical plan and receiving the Grant (if you were eligible) in the future.** If you are eligible for Medicare, you would remain eligible for the Retiree Medical Grant (if applicable), but only for Medicare Part B premium reimbursement (if applicable).

## Adding a New Dependent to Your Health Plan

When you add a new dependent during Open Enrollment, you:

- Must complete a Dependent Verification Form and submit the form along with the required documentation to the Benefits Center no later than December 31, 2013.
- If you are enrolling a spouse who is age 65 or older you must submit a Medicare Verification Form along with the required documentation to the Benefits Center no later than December 31, 2013.

If you do not submit the required documentation before December 31, 2013, coverage for your dependent will be cancelled effective January 1 even if you have already received your ID card from the health plan. There will be no refund of the dependent rates you pay during the period of ineligibility. For more information on dependent eligibility, review the Eligibility Definitions and Required Documentation list included in your Open Enrollment package.

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