

OPEN ENROLLMENT FOR HEALTH INSURANCE INFORMATION

To: EEA/PSE MEMBERS
From: Kim Snider, Human Resources Director
Rachel Brunson, Human Resources Specialist
RE: Ellensburg School District Health Insurance

Dear Employee,

It is that time of year again where you have to decide if you would like to make any changes to your medical benefits during open enrollment. **Open enrollment is from August 21, 2017 through September 29, 2017.**

You are able to change your elections during the open enrollment period. Unless you experience a qualified status change, you will not be able to change your enrollment election until the next open enrollment period. Only under certain circumstances, may you add or drop dependents outside of open enrollment, which are referred to as a qualified changes in family status.

The open enrollment period effective date is November 1st. This means that insurance pooling dollar amounts will not change on your paycheck until 10/30/2017 for the 2017/2018 school year. The State Fringe Benefit Allocation for 2017/2018 will be \$820 per FTE (this is before the pooling calculation) and the Health Care Authority remittance for retired school employees has decreased to \$ 64.07 per FTE.

MEDICAL PLANS

WEA is no longer our third party vendor for administering our medical plans, we now have Gallagher as our third party vendor and they will be administering our Premera and Kaiser Permanente HMO medical plans. As in previous years we will still be offering one Kaiser Permanente (formally Group Health) and seven Premera Blue Cross health plans.

Major Plan Design Changes for Premera Blue Cross

- The District is offering Premera medical plans outside of the WEA this year.
- Rates have decreased by nearly 7% compared to last year's WEA Premera rates.
- All plans are in the Heritage network
- There is no longer a separate out of pocket maximum for prescription medications
- Massage Therapy no longer needs prior authorization through EviCore (a doctor's prescription is still required)
- EasyChoice A-x-ray benefit-first \$1000 covered in full (was \$250 last year)
- Life insurance increased to \$25,000 (was \$12,000 last year)
- **Enrollment changes are done through hard copy form instead of on line (you can get an enrollment/change form on line at the District website (esd401.org, human resources, benefit tab) or pick one up at the District office in the Human Resources Department.**

Major Plan Design Changes for Kaiser Permanente HMO (Formerly Group Health)

- Rates have increased by 9.9% however there is no benefit changes

HOW TO ENROLL OR MAKE CHANGES TO YOUR PREMIERA MEDICAL PLANS

We have decided this year not to send out the big benefit packets through the mail instead you will be able to view the benefit packet on line through our District website (esd401.org, human resources, benefit tab) or you can pick up a benefit packet at the District Office in the Human Resources Department.

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In the Benefit Packet you will find the following information:

Enrollment Check List	Healthcare Reform and Your Benefits
Premera and Kaiser Permanente HMO Plans	Health Insurance Marketplace
Prescription Drugs	Important Info Regarding your Benefits
Dental Plan (Delta)	COBRA
Vision Plan (VSP)	Family Medical Leave Act (FMLA)
Voluntary Insurance Benefits	Premium Assistance Under Medicaid and the Children Health Insurance Program (CHIP)
Flexible Spending Accounts	Certificate of Creditable Prescription Drug Coverage
Health Saving Account	VEBA
Your District Benefit Contacts	Your Carrier Contacts

DENTAL/VISION

WEA will still be our third party vendor for dental (Delta) and vision (VSP). You will still use the WEA UPoint website to enroll (only if you haven't enrolled in the past) and add/drop dependents <http://resources.hewitt.com/wea>. Be sure to add all dependents to dental and vision since there is no additional premium cost.

WAIVE COVERAGE

If you are electing to waive coverage please fill out the Waiver of Health Coverage Form found on the District website (esd401.org, human resources department, under the benefit tab) or pick one up from the Human Resources Department.

Please do not hesitate to call or email Rachel Brunson (ext.448, Rachel.brunson@esd401.org) or myself (ext.007, kim.snider@esd401.org) if you have any questions.

Sincerely,

Kim Snider