

2020 Plan Highlights and Changes

Open Enrollment Announcement for Employees

- Please distribute the [2019 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 2020 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: The California Public Employees Retirement System (CalPERS) provides information on health plans and premiums.
 - www.calhr.ca.gov: The California Department of Human Resources (CalHR) provides information on the state employer's health contributions and dependent vesting.
- The 2020 Consolidated Benefits (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 decrease for the 2020 plan year for Premier Access dental plan.
- 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), DeltaCare USA, Safeguard Basic, Safeguard Enhanced, and Western Dental plans.
- The 2020 Dental Plan Deduction Codes and Premiums and the 2020 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.

Vision Plans

- Premiums will decrease for the 2020 plan year for both the Basic and Premier Vision Plans.
- The 2020 Dental and Vision Plan Deduction Codes are available in the [Open Enrollment Toolkit](#).
- Vision forms will no longer be available to enroll or make changes to your vision plan for Open Enrollment transactions.
- There are two ways to enroll or make changes to your vision plan during Open Enrollment:
 1. Visit the Vision Service Plan (VSP) website at stateofcaemployee.vspforme.com and complete the online enrollment form.
 2. Call VSP at (800) 877-7195 and speak with a member services representative.
- 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.

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

- Represented employees in BUs 2, 7, 8, 16, 17, 18, and 19, and all excluded employees 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 2020 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.

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 2020 plan year.
- The maximum amount you may contribute into a medical reimbursement account will increase from \$2,650 to \$2,700 per 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.