

State of California

MEMORANDUM

To: PERSONNEL MANAGEMENT LIAISONS

Date: September 8, 1988  
Reference: 88-64

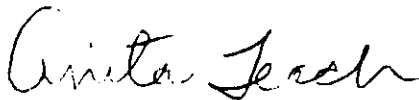
PLEASE DISTRIBUTE THIS MEMORANDUM IMMEDIATELY  
TO ALL PERSONNEL OFFICERS, HEALTH BENEFIT OFFICERS,  
EMPLOYEE RELATIONS OFFICERS AND ALL PERSONNEL  
TRANSACTION STAFF

From: Department of Personnel Administration

Subject: Corrected COBRA Rates For Dental/Vision Programs

Attached is a corrected chart of the dental and vision COBRA continuation rates effective January 1, 1988.

The rates for the Delta Dental Plan have been changed. Due to the fact that there is a different level of coverage for dependents of represented employees than for employees, retirees and dependents of nonrepresented employees, Delta has recomputed the rates as shown.



Anita G. Leach, Chief  
Benefits Division

AGL:rd

Attachment

**COBRA  
DENTAL/VISION GROUP CONTINUATION RATES**

|   | <u>1 PARTY</u> | <u>2 PARTY</u> | <u>FAMILY<br/>(3 OR MORE)</u> |
|---|----------------|----------------|-------------------------------|
| <b><u>Dental</u> - Effective January 1, 1988</b>                        |                |                |                               |
| Delta Dental excluded (Employees/<br>dependents with enhanced benefits) | \$19.53        | \$39.95        | \$57.14                       |
| Delta Dental (Represented employees/<br>dependents)                     | \$19.53        | \$34.59        | \$46.27                       |
| Delta Dental (Dependents of repre-<br>sented employees only).           | \$15.05        | \$20.89        | \$26.74                       |
| Private Medical-Care, Inc. (PMI)  | \$9.18         | \$14.89        | \$20.50                       |
| Safeguard Health Plan   | \$8.82         | \$13.73        | \$8.65                        |
| California Dental Health Plan (CDHP)                                    | \$8.21         | \$12.80        | \$17.39                       |
| Blue Cross (Unit 5 - CAHP)  | \$22.70        | \$39.98        | \$53.88                       |
| <b><u>Vision</u> - Effective July 1, 1988</b>                           |                |                |                               |
| VSP Deduction Code 475 - 001  | \$8.67         | \$8.67         | \$8.67                        |

**NOTE:** For Unit 13 and Unit 6 employees/dependents, all COBRA administration will be through the IUOE and CCPOA Trust, respectively. Please refer interested parties to IUOE (Unit 13) or to CCPOA (Unit 6).

State of California

MEMORANDUM

To: PERSONNEL MANAGEMENT LIAISONS

Date: July 28, 1988  
Reference Code: 88-64

**THIS MEMORANDUM SHOULD BE DISTRIBUTED TO:**

Flexelect Enrollment Coordinators  
Personnel Office Transactions Staff

From: **Department of Personnel Administration**

Subject: 1989 Plan Year - Flexelect (Nonrepresented Employees)  
- DepCare and Health Care Reimbursement Accounts  
(Rank and File Employees)

FLEXELECT:

The attached bulletin was mailed to the homes of all nonrepresented employees who were eligible to participate in the Flexelect Program as of June 1, 1988. We will be forwarding Departments a list of all employees in the Department who received a copy of the memo. This will enable Departments to ensure that all eligible employees have been notified. As noted in the bulletin, DPA will be conducting employee training for Flexelect in August. This training is available to all employees who were eligible to participate in Flexelect on July 1, 1988.

The annual Flexelect enrollment will be held September 1-30, 1988. Departments will be sent a list of all employees who participated in the Flexelect program for the 1988 plan year. These employees must either re-enroll in the Flexelect program or the traditional health and dental plan during the September 1988, open enrollment period with an effective date of 1/1/89. ALL 1988 PLAN YEAR FLEXELECT ELECTIONS WILL BE DELETED BY THE STATE CONTROLLER'S OFFICE ON DECEMBER 31, 1988. ONLY THOSE EMPLOYEES WHO SUBMIT A NEW FLEXELECT ENROLLMENT FORM (STD-701) BY SEPTEMBER 30, 1988 WILL BE ELIGIBLE TO PARTICIPATE IN THE 1989 PLAN YEAR. This was covered in the bulletin sent to employees. However, Departments may wish to use the list of current eligibles to ensure that employees are responding properly.

DEPCARE AND HEALTH CARE SPENDING ACCOUNTS:

Dependent Care and Health Care reimbursement accounts are being offered to the bargaining unit employees through the collective bargaining process. These programs will be effective for the 1989 plan year (January 1 through December 31, 1989). A list of the bargaining units that negotiated to participate in the reimbursement accounts will be forwarded to the Departments near the middle of September 1988. All bargaining units except for units 5, 6, 8, 13, 15 and 20 have language in last year's contracts regarding establishment of a Dependent Care Reimbursement Program effective January 1, 1989. Informational brochures are being prepared for the employees. We are asking the departments to distribute these brochures, which will be available in mid-September, to their bargaining unit employees. The open enrollment period for this program will be from October 1-31, 1988. Only those employees who file a Bargaining Unit

Employee's Dependent Care/Health Care Reimbursement Authorization enrollment form (STD-138) by October 31, 1988 will be eligible to participate in the program.

DPA is requesting assistance from Departments on training the bargaining unit employees on the DepCare and Health Care spending accounts by providing a designated trainer(s). The training would be for those employees who, after reading the brochure, decide that they have an interest in and would like further information on these accounts.

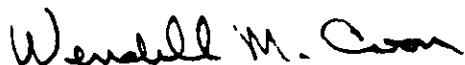
We have contracted with DPA's group benefits consultant, Mercer, Meidinger and Hansen, to conduct professional trainer seminars. Each designated trainer will receive a script, a slide presentation, and attend one of the professional seminars, to be held in Sacramento, San Francisco, and Los Angeles near the end of August. Larger departments with field organizations may want to have several persons trained in each location (between 4 and 10 persons trained). Trainers don't have to be personnel specialists; anyone who's interested in training staff can be a "Designated Trainer." It will be the designated trainers' responsibility to train their Department's represented employees. Departments have the discretion to design the schedule and location of the training for their own employees. DPA will offer training at strategic geographic locations for Departments with less than 100 staff members. All Mercer, Meidinger, Hansen and DPA training times will be announced in a future communication.

#### ADDITIONAL INFORMATION

- \* For anyone who was unable to attend the DPA training for Personnel Offices conducted in July, we have attached copies of the Flexelect and Dependent Care and Health Care Spending Account materials. The "Department of Personnel Administration Flexelect Program for Nonrepresented Employees" pamphlet explains the Flexelect plan for the 1989 plan year. The Department of Personnel Administration "Dependent Care and Health Care Reimbursement Account Information For Bargaining Unit Employees," pamphlet explains the DepCare and Health Care Reimbursement Spending Account plans for the 1989 plan year.

The Department of Personnel Administration is currently printing the revised Flexelect Enrollment Brochure. All copies will be sent to the Department of Personnel Administration, 1515 S Street, North Building, Room 400, Policy Division. In order to save time in getting the Flexelect Enrollment Brochure to Departments, the Departments are requested to send a representative to pick up copies of the brochure. The Flexelect Enrollment Brochure will be available to be picked up August 3-5, 1988. Based on last year's experience, we have not printed a brochure for each employee; therefore, they should be given to employees upon request, rather than distributed generally.

Questions on the program should be directed to Karen Lynch at (916) 324-0524 (ATSS 454-0524) or Elizabeth Houser at (916) 324-9486 (ATSS 454-9486).



Wendell Coon, Chief  
Policy Development Office

#### Attachments

- \* Due to the size of the attachments, they were not included for the DPA Internal Distribution.