

Personnel Employee Bulletin

November 14, 2007

OPEN SEASON ISN'T JUST FEHB ANYMORE!

Beginning this year, the name of the Federal Employees Health Benefits (FEHB) Open Season has changed to the more inclusive Federal Benefits Open Season. This is due in part to the recent addition of two benefit programs: Federal Employees Dental and Vision Insurance Program (FEDVIP) and Federal Flexible Spending Account Program (FSAFEDS).

The 2007 Federal Benefits Open Season will be held from Monday, November 12, 2007 through Monday, December 10, 2007, with FEHB elections effective January 6, 2008 (the first pay period in January). During Open Season, employees have an opportunity to make decisions on FEHB, FEDVIP, and FSAFEDS.

FEHB – This year, FEHB offers a wide variety of health care plans and options for coverage to help meet the health care needs of an enrollee and eligible family member(s). Eligible employees can choose from among fee-for-service plans, health maintenance organizations, point-of-service products, high deductible health plans, and consumer-driven health plans. All plan information and brochures may be found at <http://www.opm.gov/insure/>. Employees may enroll in FEHB through the Employee Benefit Information System (EBIS) at <http://www.hr.dla.mil/resources/benefits/ebis/default.html>, or by submitting form SF 2809 directly to their customer service office (see <http://www.hr.dla.mil/cntctus.htm> for addresses).

FEDVIP – This program provides comprehensive dental and vision insurance. It allows dental and vision insurance to be purchased on a group basis, with competitive premiums and no limitations due to a pre-existing condition. FEDVIP is group coverage on an enrollee-pay-all basis. This insurance is available to Federal employees, retirees, and their eligible family members. FEDVIP offers seven dental and three vision preferred provider organization plans from which to choose, including regional, national, and international coverage.

Overall 2008 changes to the FEDVIP program include: The effective date of coverage for the plans will be January 1, 2008; the Coordination of Benefits (COB) provision has been standardized across all FEDVIP plans (plans will calculate COB using the traditional benefit calculation resulting in lower out-of-pocket expenses); and FEDVIP plans will no longer be using Social Security numbers for identification or for any external documentation. Employees may enroll in FEDVIP through BENEFEDES at <https://www.benefeds.com/>.

FSAFEDS – This program can help employees save money by allowing them to set aside pre-tax funds to pay for eligible out-of-pocket dependent care and health care expenses. Enrollment does NOT carry forward year to year.

The dependent care flexible spending account (FSA) reimburses non-medical expenses associated with the care of children under age 13, or dependents who are unable to care for themselves. It does not reimburse dependent health care expenses.

The health care FSA covers eligible health care expenses for the employee, spouse, and eligible dependents. Employees covered by a high deductible health plan with a health savings account may enroll in a limited expense health care FSA for their eligible dental and vision expenses.

Employees can enroll in FSAFEDS at <https://www.fsafeds.com/fsafeds/index.asp> .

For additional information, please contact your servicing DLA Human Resources Center, <http://www.hr.dla.mil/cntctus.htm>. The Personnel Employee Bulletin is published on the first and third Wednesday of each month. This is a special edition of the Personnel Employee Bulletin.