

Special Edition of the
Personnel Employee Bulletin

November 2, 2011

BENEFITS OPEN SEASON

Open Season is here again and you may be wondering what it is all about. Each year employees are given an opportunity to make changes to many of their insurance policies or to sign up for a program for which they are not currently enrolled. The 2012 Federal Benefits Open Season will run from November 14th through December 12th with all new elections being effective January 1, 2012. During this time employees will have the opportunity to elect or make changes to their Federal Employees Health Benefits (FEHB), Federal Employees Dental and Vision Insurance Programs (FEDVIP), and the Flexible Spending Account Program (FSAFEDS).

FEHB offers a wide variety of health care plans and options for coverage to help meet the health care needs of you and your eligible family members. You are able to choose from fee-for-service plans, health maintenance organizations (HMO), point-of-service plans, high deductible health plans and consumer-driven health plans. There are significant changes to the Federal Employees Health Benefit (FEHB) and Federal Vision and Dental (FEDVIP) plans for 2012. There are plans that are either reducing or changing their servicing area, terminating from the program, or changing their plan name and codes. Employees must choose another plan if their current plan is terminating from the program if they want to be covered in 2012. Please review the 2012 FEHB codes listed in the FEHB guide (www.opm.gov/insure) or on the HR website at (<http://www.hr.dla.mil/resources/benefits/fehb.asp>) for further information. **Please understand that it is your responsibility to ensure your FEHB plan will be continuing into the 2012 plan year.** If you decide you would like to enroll or switch plans you can do so by using the Employee Benefit Information System (EBIS) or by submitting a SF2809 to your DLA Human Resources Services Office.

If you have a newly eligible child and currently have Self Only enrollment, you will need to change your enrollment from Self Only to Self and Family during the FEHB Open Season (November 14, 2011 through December 12, 2011) to ensure your child is covered on January 1, 2012. To change your enrollment you can access the Employee Benefits Information System (EBIS), <http://www.hr.dla.mil/resources/benefits/ebis/> or submit a completed SF 2809, Health Benefits Election Form, http://www.opm.gov/forms/pdf_fill/sf2809.pdf, to your servicing DLA Human Resources Services Office.

If you are not currently enrolled in FEHB and you want to obtain FEHB coverage for a newly eligible child, you must enroll in Self and Family coverage during the next FEHB Open Season

(November 14, 2011 through December 12, 2011) to ensure your child is covered on January 1, 2012. To enroll in FEHB you can access EBIS or submit a completed SF 2809, Health Benefits Election Form, to your servicing DLA Human Resources Services office.

Important: If you are enrolling or changing your enrollment, be sure to include all eligible children up to age 26.

FEDVIP can offer supplemental dental and vision insurance if you need it. Many FEHB plans cover very little or have no dental and vision coverage at all. If you need more than what your FEHB plan can offer, then FEDVIP might be for you. If you are interested in learning more about the plans that are offered or would like to enroll or change your current plan please visit www.benefeds.com. Keep in mind that you do not need to be enrolled in an FEHB plan to sign up for a dental or vision plan.

FSAFEDS is a program that can help you save money by allowing you to set aside pre-tax funds to pay for eligible out-of-pocket dependent care and health care expenses. The dependent care FSA reimburses non-medical expenses associated with the care of your children (under age 13), or dependents who are unable to care for themselves. The health care FSA will cover eligible health care expenses for you, your spouse, and eligible dependents. If you are interested in enrolling or finding out more about this program you can visit their website at www.fsafeds.com. If you are currently enrolled in the FSAFEDS program please remember that your election does not carry over from year to year. If you wish to participate again you will need to make a new election for 2012.

Since enrollment in these plans is limited to Open Season and Qualifying Life Events now might be a good time to explore your options. If you fail to consider your Open Season choices you could be left without the healthcare services or supplies you need or a premium you can't afford.

For additional information, please contact your servicing DLA Human Resources Services office: <http://www.hr.dla.mil/ContactUs/>