



2017 Open Enrollment

What's Staying the Same?

- **ALL employees need to submit or resubmit their medical waiving elections**
 - Based on the Affordable Care Act (ACA) mandates, the County is required to adhere to legislative regulations. These regulations require ALL employees to submit or resubmit their medical waiving elections, which can be done through eBenefits
 - The County will direct any excess Flex Credits to the appropriate Reimbursement Account. *Employees who currently “waive” and don’t complete Open Enrollment, will be enrolled in Kaiser Permanente HMO Employee Only*

- **Online Beneficiary Management**
 - The County has made it easy and convenient for you to designate or update your beneficiaries. We encourage you to review and update the designations you made previously

- **The Medical History Statement will be mailed by MetLife directly to your home address**
 - If you elect or increase Supplemental Life insurance coverage, you will need to complete a Medical History Statement. The Medical History Statement will be mailed by MetLife directly to your home address. Please know that the final approval will be communicated directly to you from MetLife

- **If you want to contribute to a Dependent Care and Health Care Flexible Spending Accounts (FSAs) and/or a Health Savings Account (HSA), you must enroll every year. 2017 Reimbursement Account Limits are as follows:**
 - Health Care Flexible Spending Account \$2,550 (Remains the same)
 - Dependent Daycare Flexible Spending Account \$5,000 (Remains the same)
 - Health Savings Account (Only for employees covered under a High Deductible plan):
 - Single Coverage \$3,400 (Increased by \$50)
 - Family Coverage \$6,750 (Remains the same)
(If employee is 55 or older, can contribute an additional \$1,000 to the HSA annually)
 - Health Reimbursement Account \$5,000 (Only excess of County Flex Credits can be contributed to this account. No out of pocket)



2017 Open Enrollment

- **Health Reimbursement Account (HRA)**
 - HRA accounts will be 100% funded by excess Flex Credits
 - Any excess Flex Credits will be deposited into the HRA account
- **No Plan Design Changes for Medical, Dental, Vision, Critical Illness, EAP, Life and AD&D Plans**
 - These plans will be available in 2017 with no changes