


pebb  benefits
Open Enrollment Module
System Changes for 2009

Employees

Changes to the Open Enrollment module make it easier for employees to enroll online. The system

- Steps employees through each type and choice of benefit every time they log in
- Requires eligibility certification for dependents 19 to 24
- Requires selection of a medical plan for 2010
- Retains current enrollments for Optional Benefits unless the member makes changes to
 - Life: Dependent, Employee, Spouse or Domestic Partner
 - Disability: Short term, long term, accidental death and dismemberment
 - Long Term Care: Employee, Spouse or Domestic Partner
 - Flexible Spending Account (FSA): Dependent Care, Healthcare
- Reminds employees with a current FSA of the need to enroll for a plan in 2010
- Matches their selections with their eligibility
- Saves each selection as they move through the process
- Lets them review and change their selections throughout Open Enrollment
- Shows the date of each selection in their Benefit Statement (and who made the selection) along with all certifications and the signature block (electronic signature)

Administration

Changes also address benefit administration. The system

- Shows the signature block first and last, ensuring that employees affirm the information they provide is true to the best of their knowledge
- Does not use or hold Social Security numbers of employees or dependents
- Complies with federal requirements related to Medicare eligibility
- Uses only one contact address, with just home and worksite zip codes needed for service areas
- Shows all dependent information, including required certifications, on a single page
- Requires information on other group coverage from those who opt out of PEBB medical
- Retains current dental coverage unless the employee makes a different selection
- Retains current optional benefit elections (except FSA) unless the employee makes different selections
- Maintains basic life coverage

Beneficiaries

The system allows agencies to review a history of member changes in beneficiaries. It's strongly recommended that only members update beneficiary information.