



THURSTON COUNTY

OPEN ENROLLMENT 2020

Welcome to Open Enrollment! There are only a few changes to your benefit plans for 2021 and they are outlined on the next page. *Please be sure to check out the new rate sheets for 2021.* New rate sheets have been posted on the benefits website.

You will find enrollment forms, rate sheets, coverage information and much more on the HR Benefits Website at: [Click Here](#).

We will not be holding help clinics this year, but benefits staff are available if you have questions. You can call, email or schedule a virtual appointment with Benefits using your Outlook calendar.

We have some items for the open enrollment raffle. Enter the raffle by emailing us at benefits@co.thurston.wa.us and ask to be entered. *Please remember that you must pay income taxes on all raffle prizes.*



JUST THE FACTS:

Forms must be turned in to HR *before* 3:00 pm on **Monday, November 30.**

You don't have to complete anything to continue the same plans you have now (except for the FSA plan).

Changes made will be effective on **January 1, 2021.**

New forms completely replace old forms...don't forget to list all current dependents!

Changes in employee deductions will begin on your **December 24 paycheck.**

THURSTON COUNTY HR BENEFITS TEAM:

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Important Information for 2021

Online Changes

You cannot make changes online directly through the PEBB. All changes require an enrollment form to be completed and returned to HR no later than 3:00 pm on November 30, 2020. There is no extension of this due date.

Beneficiary Information

A beneficiary is the person who will receive your life insurance and/or pension benefits if you pass away. Do you know who your current beneficiaries are? If not, complete a new form and be certain.

Uniform Medical Plans

- UMP Select is a new plan offered during 2021. This plan uses the same Regence provider network as UMP Classic and CDHP. It has slightly higher deductibles than Classic, but lower deductions from your paychecks. Detailed information about this plan is included in the Medical Plans section of the Benefits Website.
- All Uniform Medical plans will now cover one hearing instrument per ear every five years at no cost, up to the plan's allowed amount (or, for CDHP members, after the deductible is met).
- The vision benefit through Uniform Medical Plan will now be offered through Vision Service Plan (VSP). VSP also administers the separate vision plan that we have through the Washington Counties Insurance Fund (WCIF). You can use the two VSP plans separately or ask them to coordinate with each other. Please contact VSP for more information.

Kaiser Permanente Plans

All Kaiser Permanente plans will now cover one hearing instrument per ear every five years at no cost, up to the plan's allowed amount (or, for CDHP members, after the deductible is met).

Appointments

Please note that the Benefits Team will not be available for in-person meetings, unless an accommodation is requested. Virtual meetings through Teams or Skype, etc. are a great option this year. You can email, call, or schedule an appointment with Benefits staff if you have questions regarding your benefits. Appointments can be made by sending an email to benefits@co.thurston.wa.us.

Appointments are not necessary for simply turning in forms. Forms can be emailed to the benefits email address, sent interoffice to Benefits at B4-2HR or dropped off in the lockbox located outside of HR's door in Building 4, Room 202. There is also a drop box to the right of the exterior door behind Building 4 (parking lot side) if you need to drop anything off during non-business hours.

WCIF BenefitHub Discount Program

Did you know that you have access to a website with discounts on many items? You can save money on electronics, restaurants, travel, pet insurance...and so much more! Visit wcif.benefitHub.com to register for access. The referral code is IBWY7X.

Quick Reminders

- There are rate changes. Check out the 2021 rate charts on the benefits website.
- You cannot make changes online with the County or directly through the PEBB. *All changes require a new enrollment form.*
- If you want to participate in the 2021 Health Care or Daycare Flexible Spending Accounts, you must complete a new election form.
- You will be contacted by HR if you have to re-attest to the Spousal Premium Surcharge. If you have not received an email from HR about re-attesting, you do not have to do anything.

Frequently Asked Questions

1. When I log into My Account with the PEBB, why does it say I am not enrolled in dental?
 - Our dental coverage is **not** through the PEBB, it is through WCIF. The PEBB does not have access to any dental enrollment information for Thurston County employees.
2. What does deductible, co-insurance, out-of-pocket, etc. mean?
 - A glossary of insurance terms is posted on the benefits website
3. I don't want to make any changes, what do I have to do?
 - If you want to participate in the FSA, you **must** complete a new FSA Election Form.
 - If you do not participate in the FSA, you **do not** need to do anything.
4. I want to make a change. Can I do this online?
 - No, enrollment forms are required for all changes.
5. What is the deadline for enrollment forms?
 - Forms must be received in HR no later than 3:00 pm on Monday, November 30th. *There are **no exceptions** to this due date.*
6. When will the change be effective?
 - All Open Enrollment changes will become effective on January 1, 2021.
7. What will my coverage cost next year?
 - Check out the 2021 rate sheets on the benefits website.
8. I participate in the FSA. Will I get a new debit card?
 - No, your current card will be loaded with your new election amount.
9. Where do I send new enrollment forms?
 - You can send them to HR via interoffice mail to B4-2HR, drop them off in the lockbox outside of HR's office (Building 4, Room 202) or scan and email them to benefits@co.thurston.wa.us. Please keep a copy of all forms for your records.