



2016 Plan Year

Employee Benefits Open Enrollment

Plan Year Change Effective January 1, 2016

WHAT IS OPEN ENROLLMENT?

Open enrollment is the one time each year you can make changes to your benefits without a “qualifying event”. It’s important to consider your options carefully. *Make plans to attend one of the educational/help sessions listed on the back of this update. Changes must be made online before midnight 11/13/2015 as outlined at the bottom of this page.*

DO I HAVE TO DO ANYTHING IF I AM NOT MAKING CHANGES?

1. Yes, **ALL employees** need to complete the online enrollment process.
2. Verify dependents.
3. Submit and finalize your enrollment.
4. Flexible Spending Accounts **must** be re-elected for the new plan year.

2016 Plan Changes

Rates for the Medical Plan will increase once again this year and while you have become consumers of your healthcare, the increasing cost of medical treatments, pharmacy costs and the impact of national healthcare is growing at a faster pace than we are able to sustain. Rates and co-pay increases will be effective 01-01-16.

The IRS limit for Healthcare Flexible Spending Account limitation is \$2550 for 2016.

- In Network Deductible -- \$1000 Individual/\$2000 Family
- Out of Network Deductible -- \$2000 Individual/\$4000 Family
- Out of Network Claim Processing -- Percentage of Medicare
- Teladoc -- \$15 co-pay
- Network Primary Care Office Visit -- \$30 co-pay
- Emergency Room Access Fee -- \$250
- Pharmacy Deductible -- \$100 Individual
- OptumRx -- Formulary
- Davis Vision -- New Voluntary Plan
- Child Voluntary Life -- Up to age 26

Per Pay Period Well Rates	
Employee Only	\$ 25.00
Employee + Spouse	\$122.50
Employee + Child(ren)	\$117.50
Employee + Family	\$225.00
Per Pay Period Non-Well Rates	
Employee Only	\$ 50.00
Employee + Spouse	\$172.50
Employee + Child(ren)	\$167.50
Employee + Family	\$275.00

Instructions for Online Enrollment

Complete your online enrollment from the convenience of your home or office: <https://tmloe.tmliebp.org>

Username = first initial and last name with last four digits of your social security number

Password = your social security number with no dashes

Submit and finalize every time you enter your online enrollment

View online enrollment instructions and additional open enrollment information on the Human Resources page under City Employee Benefits:

<http://www.sanmarcostx.gov>