**HIDOD Personnel Fast Facts 2012-1 4 October 2012**

2012 Federal Benefits Open Season

1. The 2012 Federal Benefits Open Season will be held from **12 November 2012 through 10 December 2012.** During this open season, any eligible technician may enroll or change his/her enrollment from one plan or option to another; from self only to self and family; or any combination of these changes.
2. As a part of the Going Green initiative, Federal Employees health Benefits (FEHB) plan members will no longer have paper copies of health plan brochures automatically mailed to them. Health plan brochures are available online at <http://www.opm.gov/FEHBbrochures> or on your health plan’s website. By accessing brochures online, you will help to lower administrative costs and save trees.
3. Technicians wishing to enroll or change their enrollment must process their enrollment or change through the ***Employee Benefits Information Systems (EBIS)*** located on the Army Benefits Center – Civilian (ABC-C) web site at: <https://www.abc.army.mil>. ***Paper enrollment forms will NOT be accepted.*** Open Season enrollments or changes must be submitted via EBIS by no later than midnight (Eastern Standard Time) on **10 December 2012**. The effective date of coverage will be **13 January 2013.**Technicians who enroll must be in a pay status for some part of the pay period prior to the pay period before the enrollment can take effect. Those technicians who do not wish to make a change to their enrollment need not take any action during this open season.
4. Biweekly costs effective 13 January 2013 and the increase/decrease in the premium from this year’s premium for the various plans are indicated below:

|  |  |  |
| --- | --- | --- |
| Plan Name and Codes  | Self Only | Self & Family |
| **Aetna Health Fund** (Codes 221 and 222) | $85.49 (+13.47) | $202.57 (+31.54) |
| **Aetna Health Fund** ([High] Codes 224 and 225) | $47.89 (+4.45) | $104.87 (+9.73) |
| **Hawaii HMSA** (Codes 871 and 872) | $53.04 (-1.64) | $118.06 (-3.66) |
| **Kaiser** ([Standard] Codes 634 and 635) | $32.12 (+3.68) | $71.64 (+10.49) |
| **Kaiser** ([High] Codes 631 and 632) | $62.54 (-.62) | $139.48 (+5.70) |
| **Blue Cross-Blue Shield** ([Standard] Codes 104 and 105) | $85.91 (+.33) | $200.14 (+1.66) |
| **Blue Cross-Blue Shield** ([Basic] Codes 111 and 112) | $59.07 (+2.82) | $138.32 (+6.59) |
| **GEHA Benefit Plan** ([High] Codes 311 and 312) | $91.16 (+5.76) | $216.40 (+14.07) |
| **GEHA Benefit Plan** ([Standard] Codes 314 and 315) | $44.93 (+2.14) | $102.19 (+4.87) |
| **GEHA High Deductible** (Codes 341 and 342) | $48.44 (+2.30) | $110.65 (+5.27) |

1. Temporary technicians who have been continuously employed for one year are eligible to enroll during this open season. However, be advised that you will be responsible for paying the total premium cost (both your share and the Government’s share of the premium). For more information about 2013 premium costs, please view OPM’s 2013 Plan Information for Hawaii at:

<http://www.opm.gov/insure/health/rates/nonpostalhmo2013.pdf>

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1. The Affordable Care Act (ACA), Public Law 111-148, included several provisions which affect eligibility and benefits under the Federal Employees Health Benefits (FEHB) Program and the Federal Flexible Spending Account Program (FSAFEDS) effective 1 January 2011**.**

The following Dependent Eligibility Rules apply under the ACA:
* Children between the ages of 22 and 26 are covered under their parent’s Self and Family enrollment up to age 26.
* Married children (but not their spouse or their own children) are covered up to age 26.
* Stepchildren do not need to live with the enrollee in a parent-child relationship to be covered up to age 26.
* Children incapable of self-support because of a mental or physical disability that began before age 26 are eligible to continue coverage. (Contact your HRO or Retirement System for additional information).
* Foster children are eligible for coverage up to age 26.
1. You should be aware that if you leave federal employment, you may be eligible for Temporary Continuation of Coverage (TCC) for up to 18 months (unless you are separated for gross misconduct). TCC can continue for up to 36 months for dependents who lose eligibility as family members under your enrollment. This includes spouses who lose coverage because of divorce and children who lose coverage because they reach age 26. TCC enrollees must pay the total plan premium (without a government contribution) plus a 2% charge for administrative expenses. Individuals must contact the HRO Services Section for information and enrollment in TCC.
2. Please note that any information you provide by enrolling or changing your enrollment in the Federal Health Benefits (FEHB) may also be used for computer matching with Federal, State, or local agencies’ files to determine whether you qualify for benefits, payment, or eligibility in the FEHB, Medicare, or other Government benefits programs.

For questions or more information, please contact Mrs. Catrecia J. Lewis, Human Resources Specialist, at

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