



Open Enrollment: September 16, 2024 – October 11, 2024

Open Enrollment is the time to make changes to County Benefits. Employees can add dependents, change health plans, change dental plans, enroll in H-Care, enroll or re-enroll in D-Care, enroll or re-enroll in a Flexible Spending Account (FSA), enroll or increase Supplemental Life Insurance.

Health Plans

HMO (Health Maintenance Organization)

- Blue Shield Access+
- Blue Shield Trio
- Anthem HMO Select
- Anthem HMO Traditional
- Kaiser
- UnitedHealthcare SignatureValue Alliance
- UnitedHealthcare SignatureValue Harmony

PPO (Preferred Provider Organization)

- PERS Gold
- PERS Platinum
- PORAC (Peace Officers Association members only)

Dental Plans

- Delta Dental Basic (PPO)
- Delta Dental Buy-Up (PPO)
- Cigna (HMO)

Vision Plan

- Vision Service Plan (VSP)

What's New

- *Kaiser Permanente* is now available in Monterey County.
- PPO Plans are now administered by *Blue Shield of California*.
- PPO Plans are contracted with *Included Health* to provide "concierge service".

Completed forms and supporting documentation must be received in the Personnel Office, Benefits Unit during the Open Enrollment period beginning at 8:00am on September 16, 2024 through 5:00pm on October 11, 2024.

Open Enrollment forms are available on the Benefits Webpage at www.santacruzcountyca.gov/benefits by clicking the 2025 Open Enrollment link or at the Personnel Office, Benefits Unit, 701 Ocean Street, Room 510, Santa Cruz, CA 95060.

All Open Enrollment changes must be received in the Personnel Office, Benefits Unit, by DocuSign, by email benefits.questions@santacruzcountyca.gov by USPS mail or in person at 701 Ocean Street, Room 510, Santa Cruz, CA 95060.

The County does not participate in the Online Health Enrollment Self-Service functionality via myCalPERS so that we may assist employees directly.

The Benefits Team will be available to meet with County employees by appointment through Teams or by phone on selected dates during the Open Enrollment period. The schedule and scheduling instructions will be sent via Benefits Flash and posted on the Benefits Webpage santacruzcountyca.gov/benefits.

The Benefits Team will be available on site:

9/23	10:00am—1:30pm	701 Ocean St, Santa Cruz—5 th Floor, Redwood Room
10/2	9:00am—5:00pm	1400 Emeline Ave, Santa Cruz—Bldg. K, Room 207
10/3	9:00am—5:00pm	500 Westridge Dr, Watsonville—Colibri Room
10/7	9:00am—5:00pm	701 Ocean St, Santa Cruz—5 th Floor, Redwood Room
10/11	9:00am—5:00pm	701 Ocean St, Santa Cruz—5 th Floor, Redwood Room

Important Reminders:

- Completed forms and supporting documentation must be received in the Personnel Office, Benefits Unit during the Open Enrollment period beginning at 8:00am on September 16, 2024 through 5:00pm on October 11, 2024.
- All employees opting out of County medical coverage for 2025 must submit form HBD-12, Health Insurance Waiver/Annual Certification, and proof of alternate coverage i.e., insurance card. To receive a stipend benefit, the alternate coverage must meet IRS requirements.
- Annual enrollment is required to participate in D-Care and FSA.
- To enroll dependents onto your benefits, you must provide:
 - ◇ Copy of Social Security Card for each dependent
 - ◇ Copy of Birth Certificate for child dependents
 - ◇ Copy of Marriage Certificate or County Affidavit of Domestic Partnership for spouse/
domestic partner dependent
- Medical premiums are paid one month in advance. Changes to your contribution amount will be reflected on your December 13, 2024, earnings statement (pay period 25).
- Open Enrollment changes are effective January 1, 2025.
- If you change health plans, a new medical card will be issued by the new plan. Review the information on your new card. For changes to your medical provider, contact the health plan or visit them online.