



System Enhancement Summary: Open Enrollment for Plan Year 2009, People First Release Summary

Issue Date: September 2, 2008

Audience: HR Offices

Release Item	Description
Open Enrollment Key Dates	<ul style="list-style-type: none">• Open Enrollment Packages will be mailed during the week of September 2, 2008, through September 8, 2008.• Preview period in People First will be from September 15, 2008, through September 19, 2008.• Open Enrollment period will be from 8:00 a.m. EDT on September 22, 2008, through 5:30 p.m. EDT on October 17, 2008.• Confirmation statements will start being mailed on October 20, 2008.<ul style="list-style-type: none">○ To ensure employees receive their confirmation statements in a timely manner, employees completing manual election forms should submit their paper forms to the People First Service Center no later than 5:30 p.m. EDT October 10, 2008.○ Paper forms received the week of October 13, 2008, through October 17, 2008, will be processed as soon as possible; however, employees who send their forms during this last week of open enrollment may receive their confirmations statements late, possibly after the correction period has ended.• Correction period for those employees who made changes during open enrollment will be from October 20, 2008, through October 31, 2008. Employees must call the service center to make corrections during this period.• Payroll deductions for 2009 plan year changes will start as follows:<ul style="list-style-type: none">○ Biweekly payroll warrant dated for December 5, 2008.○ Monthly payroll warrant dated for December 31, 2008.

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New Health & Insurance Home Page Titles (these changes are now in effect)	New Titles on the Health & Insurance Home Page include: <ul style="list-style-type: none"> • “Process Benefits Elections” will now show as “Benefit Choices” • “View Benefits Elections” will now show as “Your Benefits” • “View Premium History” will now show as “Premium History” • “View Provider Information” will now show as “Insurance Companies” • “View Required Documentation” will now show as “Required Documentation” • “View and Update Dependents Information” will now show as “Your Dependents’ Information” • “View Addresses” will now show as “Addresses” • Note that the descriptions for each of these links have also been updated
Button Names (these changes are now in effect)	Most buttons have been updated to represent their use. Examples include: <ul style="list-style-type: none"> • “New Event” will now show as “Choose New Event” • “Process Event” will now show as “Go to Next Step” • “Create” (when on the Dependents screen) will now show as “Register Dependent” • “Summary/Enroll” will now show as “Summary/Last Step” • “Enroll” will now show as “Complete Enrollment” • Many other buttons have changed as well
Other Plain Language / User Friendly Changes (these changes are now in effect)	<ul style="list-style-type: none"> • “Additional information” section title will show as “Helpful Links” • Link titles within the “Helpful Links” section have been updated to reflect their function. For example, “Enrollment” will show as “When Can I enroll?” • “Important Notes” section title will show as “Important Information” • Table headings within the various insurance tabs have been updated; for example, “Enrollment (Health)” will show as “Health Insurance” • Messages within the “Message Area” section and within the “Important Information” section have been updated for plain language • Dental plan choices were modified to include the People First plan code to help employees to ensure they are signing up for the appropriate coverage • Additional messages were added within the “Important Information” section to assist employees with the various insurance plans
Relationship type – Adopted Child (this change is now in effect)	“Relationship” type of “Adopted Child” has been updated to reflect “Child” once the dependent record is saved. “Adopted Child” will only show when registering the dependent.
Pre-Tax Vision Plans (effective for Open Enrollment)	Effective January 1, 2009, the state will offer two pre-tax vision insurance plans through Humana Vision. The People First system has been updated for the new pre-tax vision offerings. The offerings are Exam plus Materials and Materials only. Additional information related to these plans and their applicable rates will be available in the <u>Benefits Materials</u> section in the People First website starting on September 15, 2008.

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<p>“New” Over-Aged Dependents (effective for Open Enrollment)</p>	<p>Effective January 1, 2009, subscribers will be able to cover their children over the age of 25 (for an additional cost of \$449.26 per month, per over-aged child). To ensure eligibility, requirements have been built into the “Register Dependents” screen. These requirements include the following and will ONLY occur when the “Relationship” type of “Over-Aged Dependent” is selected:</p> <p>The following Yes/No questions have been included as follows:</p> <ul style="list-style-type: none"> • “Is this dependent a college student?” <ul style="list-style-type: none"> ○ If “Yes” is selected, then you must enter the name of the college/university in the field for “College/University Name:” Note that the College/University does NOT have to be a Florida institution. ○ If “No” is selected, then the dependent must live in Florida to be eligible to be covered under this plan. • “Is the dependent currently married?” <ul style="list-style-type: none"> ○ If “Yes” is selected, then this dependent is NOT eligible to be covered under this plan. • “Does this dependent have any dependents?” <ul style="list-style-type: none"> ○ If “Yes” is selected, then this dependent is NOT eligible to be covered under this plan. • “Does this dependent have health insurance through their employer or through a government program such as Medicare?” <ul style="list-style-type: none"> ○ If “Yes” is selected, then this dependent is NOT eligible to be covered under this plan. <p>The following certification statement has been added to drive whether the deduction is eligible for pre-tax treatment:</p> <ul style="list-style-type: none"> • I certify that I provide more than 50-percent of this dependent child’s support and that they are eligible for pre-tax dependent health coverage. <ul style="list-style-type: none"> ○ If “Yes” is selected, then the deduction will be processed as a “Pre-Tax” deduction. ○ If “No” is selected, then the deduction will be processed as a “Post-Tax” deduction. ○ Note that this question does NOT determine eligibility for coverage. It only drives the tax treatment of the deduction. <p>Aged based edits:</p> <ul style="list-style-type: none"> • Edits have been implemented with the “Date of Birth” field to ensure that the dependent meets age requirements. Additionally, edits have been implemented to ensure that a dependent who can be covered under the employee’s standard health insurance plan are not covered as an over-aged dependent. <ul style="list-style-type: none"> ○ Dependents 19 to 30 can be covered as an over-aged dependent. However, this does NOT impact the eligibility of dependents who are in college and are ages 19 to 25. Specifically, eligible dependents ages 19 to 25 can still be covered under the subscriber’s standard insurance plan.

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Colonial Disability Insurance (effective for Open Enrollment)	<p>Effective January 1, 2009, Colonial will offer fixed rate disability plans. Employees who were previously enrolled in a Colonial disability plan (prior to this fixed rate plan offering) may remain in the grandfathered plan or they may change to one of the new fixed rate offerings. If a subscriber chooses to enroll in one of the fixed rate offerings, they must cancel their insurance under the grandfathered offering.</p> <p>The following changes have been implemented in People First (and will be available during and after open enrollment) for the Colonial Accident and Disability offerings:</p> <ul style="list-style-type: none"> ▪ Fixed rate chart, based on the subscriber’s age, has been implemented within the “Accident/Disab” tab. ▪ Within the “Accident/Disab” tab, the following applies to the Disability Insurance table: <ul style="list-style-type: none"> ○ “Coverage” represents the elimination period that applies to the insurance. ○ The values for “Coverage” are as follows: <ul style="list-style-type: none"> ▪ First value represents the elimination period for accident. ▪ Second value represents the elimination period for sickness. ▪ For example, if the subscriber chooses a plan with an elimination period of 0/7, then the elimination period is zero days for accident and seven days for sickness. ▪ Medical Underwriting is no longer required for Colonial “Accident” or “Accident/Disability” insurance.