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MEMORANDUM TO  UNIVERSITY COMMUNITY  DATE  11/01/10  

FROM  OFFICE OF HUMAN RESOURCES

SUBJECT  OPEN ENROLLMENT FOR FEDERAL AND DISTRICT BENEFITS

1. **PURPOSE**: This notice is to inform the University employees of the Open Enrollment for the Federal Employees Health Benefits (FEHB) and the District of Columbia Employees Health Benefits (DCEHB) Programs from November 8 through December 13, 2010.

During the Open Enrollment period, you may elect changes to include enrolling or opting out of health, dental, long term disability, short term disability and flexible spending benefits. **For participants with Flexible Spending and Dependent Care Accounts, it is required that you enter your annual pledge amounts. The 2011 benefits rates will be available on www.dchr.dc.gov.**

**New Open Season Changes**

➢ All health benefits carriers will cover preventive care at 100%. You will no longer pay a copay for these services.

➢ Children will be covered up to their 26th birthday, regardless of their student status.

➢ Over-the-counter medications will be ineligible for coverage under the Flexible Spending Accounts.

2. **ACTION**: In preparation for the Open Enrollment, the University is sponsoring a Benefits Fair on December 1, 2010 in Building 38, Windows Lounge (second floor), 11:00 a.m. – 3:00 p.m.

All supervisors are encouraged to allow eligible employees time to attend the Benefits Fair.

Employees will have an opportunity to meet representatives from various plans, ask questions and receive valuable information. This will assist them in making decisions about retaining their present plan, changing to another plan, or changing options within a plan.

For employee under the FEHB, the Office of Personnel Management (OPM) will not be printing or distributing FEHB Guides; however, the plan brochure will be available on the FEHB website: www.opm.gov/insure/health.

3. **Additional Information**: Open Enrollment is the **only** time employees will be allowed to change from one plan to another or enroll in a plan. The effective dates for changes in the FEHB
and DCEHB will be January 1, 2011 for Administrative and Faculty employees and January 2, 2011 for District/Career Services and Wage Grade employees.

You may contact me directly for questions at (202) 274-5446, hrogers@udc.edu in the Office of Human Resources.

[Signature]
Hattie Rogers
Human Resources Specialist, Benefits