

New Law Changes Medical Benefit Shares for NON-UNION Employees

Public Act 16-3, Section 115 requires that non-union employees pay up to 18 percent of the total premium share for their medical coverage. This law does not affect premiums for dental coverage. The new employee premium shares for medical benefits are included in the chart below.

Next Steps

- If you elect to make changes to your medical coverage during this special enrollment, please contact your agency's human resources office. **If you take no action, you will retain your current medical plan at the new non-union employee rates, effective October 1.**
- A bargaining unit employee will be entitled to modify his or her own coverage to add a non-union spouse (and children, if applicable) as a dependent if the non-union employee chooses to drop coverage during the special enrollment period.
- Those considering dropping state coverage altogether to switch to an outside plan should consider that outside plans may have different open enrollment periods – and so employees should verify what those restrictions might be ahead of time.
- To compare the details of each medical plan, please view the Open Enrollment planners at: www.osc.ct.gov/benefits/openenroll.htm. For additional questions, please contact your agency's human resources office.

Updated Employee Shares

Health Enhancement Program Bi-Weekly Payroll Deductions Effective October 1, 2016 through June 30, 2017

If you do not enroll in the Health Enhancement Program, an additional \$46.16 will be deducted from your paycheck bi-weekly.

(Employees on semi-monthly pay schedules will have slightly higher deductions.)

MEDICAL PLANS	EMPLOYEE	EMPLOYEE +1	FAMILY	FLES**
Point of Enrollment – Gatekeeper Plans (POE-G)				
Anthem State BlueCare POE Plus	\$65.05	\$143.11	\$175.64	\$110.59
UnitedHealthcare Oxford HMO	\$48.47	\$106.63	\$130.87	\$82.40
Point of Enrollment Plans (POE)				
Anthem State BlueCare	\$65.27	\$143.59	\$176.22	\$110.95
UnitedHealthcare Oxford HMO Select	\$52.52	\$115.54	\$141.80	\$89.28
Point of Service Plans (POS)				
Anthem State BlueCare	\$67.27	\$147.99	\$181.62	\$114.36
Anthem State Preferred POS*	\$95.12	\$209.27	\$256.83	\$161.71
UnitedHealthcare Oxford Freedom Select	\$55.01	\$121.04	\$148.55	\$93.53
Out of Area Plans (OOA)				
Anthem OOA	\$91.82	\$202.02	\$247.93	\$156.10
UnitedHealthcare Oxford Out of Area	\$58.28	\$128.22	\$157.36	\$99.08

* Closed to new enrollment.

** The Family Less Employed Spouse (FLES) rate is available only when both spouses are enrolled in active coverage, eligible for health insurance, and enrolled in the same plan, along with at least one child.

For those in FLES, both employees must enroll in order to participate in the Health Enhancement Program.

STATE OF CONNECTICUT
NON-UNION EMPLOYEES

SPECIAL ENROLLMENT
IS AUG 29. - SEPT. 16, 2016

A special enrollment period has been scheduled in order to give non-union employees the opportunity to make changes to their current medical coverage in light of medical premium share changes. The special enrollment period will be held from Aug. 29, 2016 through Sept. 16, 2016. The new medical premium shares are effective Oct. 1, 2016.

FOR QUESTIONS, CONTACT YOUR
HUMAN RESOURCES DEPARTMENT



AUGUST 29 - SEPTEMBER 16, 2016

FOR NON-UNION STATE EMPLOYEES

ENROLLMENT

SPECIAL

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