

# County of Santa Clara

## Employee Services Agency

### Employee Benefits

County Government Center

70 West Hedding Street, East Wing, 8<sup>th</sup> Floor

San Jose, California 95110-1705



June 19, 2009

To: All County Employees Eligible for Benefits

From: Peter Ng, Employee Benefits Director

Subject: Benefit Plan Rates - Fiscal Year 2010

The following benefit plan rates for Fiscal Year 2010 will be reflected in the paychecks of **July 3, 2009**. The rates indicated below are for full-time employees; premium rates for part-time employees are prorated based on hours worked (excluding overtime) but not less than an employee's standard hours.

BENEFIT PLAN	BIWEEKLY TOTAL COST	BIWEEKLY EMPLOYER COST	BIWEEKLY EMPLOYEE COST
<b><u>KAISER</u></b>			
Employee Only	\$241.41	\$241.41	\$0.00
Employee + Spouse or Same-Sex Partner only	\$506.95	\$506.95	\$0.00
Employee + One or more children (no spouse or partner)	\$434.53	\$434.53	\$0.00
Employee + Spouse or Same-Sex Partner + one or more children	\$700.09	\$700.09	\$0.00
<b><u>VALLEY HEALTH</u></b>			
Employee Only	\$241.41	\$241.41	\$0.00
Employee + Spouse or Same-Sex Partner only	\$506.95	\$506.95	\$0.00
Employee + One or more children (no spouse or partner)	\$434.53	\$434.53	\$0.00
Employee + Spouse or Same-Sex Partner + one or more children	\$700.09	\$700.09	\$0.00
<b><u>HEALTHNET</u></b>			
Employee Only	\$359.64	\$359.64	\$0.00
Employee + Spouse or Same-Sex Partner only	\$761.46	\$721.60	\$39.86
Employee + One or more children (no spouse or partner)	\$761.46	\$721.60	\$39.86
Employee + Spouse or Same-Sex Partner + one or more children	\$761.46	\$721.60	\$39.86
<b><u>DELTA DENTAL</u></b>			
Employee Only or Employee + Family	\$52.13	\$52.13	\$0.00
<b><u>PACIFIC UNION DENTAL</u></b>			
Employee Only or Employee + Family	\$24.58	\$24.58	\$0.00
<b><u>VISION SERVICES PLAN</u></b>			
Employee Only or Employee + Family	\$5.18	\$5.18	\$0.00
<b><u>BASIC LIFE INSURANCE</u></b>			
\$25,000 Benefit (except CEMA & ACE employees)	\$1.65	\$1.65	\$0.00
\$50,000 Benefit (CEMA & ACE employees)	\$3.30	\$3.30	\$0.00

**SEE REVERSE SIDE OF THIS MEMO FOR IMPORTANT MESSAGES**

Board of Supervisors: Donald F. Gage, George M. Shirakawa, Dave Cortese, Ken Yeager, Liz Kniss

Acting County Executive: Gary A. Graves

## MANAGING YOUR BENEFITS

### **If You Are Planning To Retire:**

In addition to contacting CalPERS regarding your monthly retirement pension benefit, don't forget to contact Employee Benefits at 408/299-5880 or 1-800/541-7749 to set up a retiree exit interview for enrolling in retiree medical coverage. Enrollment in retiree medical coverage *is not automatic*.

### **Family Status Changes:**

Remember to contact your Departmental Employee Service Center if you have any type of family status change such as getting married, or when you have a newborn/adopted child. *It is very important to make any necessary changes within 30 days of your family status change.* If changes are not made within this 30-day period, you will have to wait until the next open enrollment period to add new family members.

If a family member enrolled on your health, dental and vision coverage is no longer an eligible dependent, you must contact your Departmental Employee Service Center to complete the necessary paperwork to remove an ineligible dependent from your benefit plan coverage.

### **New Address:**

If you move, contact your Departmental Employee Service Center to change your address on file with the County. You will be asked to complete any necessary paperwork to change your address with your benefit plan providers, deferred compensation and CalPERS.

### **Leaves of Absence:**

If you go on a paid or unpaid leave of absence, contact your Departmental Employee Service Center to explore your options while on leave.

### **Hours Change:**

Going from a full-time to part-time code, from a part-time to full-time code or changing from any increment of a part-time code to any other increment of a part-time code may affect your benefits and eligibility. Contact your Departmental Employee Service Center to explore your benefit options.

### **Open Enrollment In September:**

The annual open enrollment is held during the month of September. Between September 1 and September 30, employees may submit paperwork to make changes to current health and dental plan coverage. This includes changing plans or adding eligible family members who either need to be re-enrolled or have never been enrolled on your benefit plan coverage.

Employees and their family members also have an opportunity to visit with plan providers to ask questions or get brochures at various worksites throughout the County. Watch for the announcement of the annual open enrollment coming in August 2009.

### **Open Enrollment In November:**

November is the month in which you can enroll or re-enroll in the Flexible Spending Account for Health Care, Dependent Care Assistance Program and the Health Care Bonus Waiver Program. Watch for paycheck handouts in October 2009 announcing the open enrollment for these voluntary benefit programs.