

County of Santa Clara

Employee Services Agency

Employee Benefits

County Government Center

70 West Hedding Street, East Wing, 8th Floor

San Jose, California 95110-1705



June 16, 2010

To: All County Employees Eligible for Benefits

From: Peter Ng, Employee Benefits Director

Subject: Biweekly Benefit Plan Premiums – Fiscal Year 2011

The following biweekly benefit plan premiums for Fiscal Year 2011 will be reflected in the paychecks of July 2, 2010. The rates indicated below are for full-time employees; 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	EMPLOYER COST	EMPLOYEE COST
<u>KAISER or VALLEY HEALTH PLAN</u>			
Employee Only	\$ 258.13	\$ 258.13	\$ 0.00
Employee + Spouse or Same-Sex Partner only	\$ 542.06	\$ 542.06	\$ 0.00
Employee + One or more children (no spouse or partner)	\$ 464.62	\$ 464.62	\$ 0.00
Employee + Spouse/Same-Sex Partner + one or more children	\$ 748.57	\$ 748.57	\$ 0.00
<u>HEALTHNET</u>			
Employee Only	\$ 392.01	\$ 392.01	\$ 0.00
Employee + Spouse or Same-Sex Partner only	\$ 829.98	\$ 789.29	\$ 40.69
Employee + One or more children (no spouse or partner)	\$ 829.98	\$ 789.29	\$ 40.69
Employee + Spouse/Same-Sex Partner + one or more children	\$ 829.98	\$ 789.29	\$ 40.69
<u>DELTA DENTAL</u>			
Employee Only or Employee + Family	\$ 54.22	\$ 54.22	\$ 0.00
<u>PACIFIC UNION DENTAL *</u>			
Employee Only or Employee + Family	\$ 23.67	\$ 23.67	\$ 0.00
<u>VISION SERVICES PLAN</u>			
Employee Only or Employee + Family	\$ 4.49	\$ 4.49	\$ 0.00
<u>BASIC LIFE INSURANCE</u>			
\$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

* Pacific Union Dental option will be replaced by Liberty Dental Plan effective November 1, 2010. Please look for upcoming communication on this new plan option in August and during open enrollment sessions in September.

SEE REVERSE SIDE OF THIS MEMO FOR IMPORTANT MESSAGES

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:

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 need to complete any necessary paperwork with your benefit plan providers, deferred compensation plan, and with 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. Continued coverage is not automatic and you may be required to pay some or all of the premium cost to maintain your coverages.

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 (e.g. 0.5 FTE to 0.6 FTE) 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, you may submit paperwork to make changes to your current health and dental plan coverage only. 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. You and your family members will have an opportunity to visit with plan providers and ask questions or get information on plan options at various worksites throughout the County. Watch for the announcement of the annual open enrollment sessions coming in August 2010.

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 2010 announcing the open enrollment for these voluntary benefit programs.