

Dear Employees,

Open enrollment for the 2017 plan year will be held from Monday, October 3rd through Friday, October 21st, 2016. This is your annual opportunity to change plans and add or drop eligible dependents from coverage. Outside of the annual open enrollment period, the only time you have an opportunity to make changes is when you experience a qualifying life event. Changes made during the open enrollment period will be effective January 1, 2017.

Important: All employees must submit a new enrollment form during open enrollment.

What's Changing?

Effective January 1, 2017 the County will be offering medical options through the EIAHealth Program. The goal of EIAHealth is to match the County's current CalPERS plan designs and networks as closely as possible. The medical plans that will be offered for 2017 are:

- EIA Anthem Choice PPO (replacing PERSChoice, PERSCare, PERS Select, UnitedHealthcare HMO, Blue Shield Access+ HMO and Anthem Traditional HMO)
- EIA Anthem Safety PPO (replacing PORAC)
- EIA Kaiser Permanente (replacing PERS Kaiser Permanente)
- EIA Anthem High Deductible plan (HDHP) with Health Savings Account (HSA)(new offering)

These options will replace those plans currently offered by CalPERS. The EIA program can closely match the in-force benefits for 95.6% of covered individuals. There may be some slight variation in plan designs due to some customized benefits made available through only CalPERS, so please review the enclosed FAQs and benefits summaries posted on the County's website for plan details.

Also beginning in January, the Pharmacy Benefit Manager utilized for the EIA Anthem Choice and EIA Anthem Safety PPO plans will be Express Scripts. The HDHP pharmacy benefits will be managed directly by Anthem. There will be slight differences between the current CalPERS drug formulary offered through CVS Caremark and Express Scripts and Anthem. More information regarding the formulary change will be sent in a welcome kit as well as posted to the County's website.

Kaiser will continue to manage the Pharmacy benefit as it is currently under the CalPERS offering.

What's Staying the Same?

Your other County health and welfare benefits, including dental, vision, group life insurance, EAP benefit and others will be available in 2017. There will be will changes in premium to the dental plan, while all other premiums will remain the same.

What You Need to Do

With changes to the medical plan offerings, all employees will be required to complete an enrollment/waiver form and return the form to Human Resources by October 21, 2016. If you are currently enrolled in a medical plan under CalPERS and fail to return an enrollment or waiver form, you will be enrolled in the County's default plan, the EIA Anthem Choice PPO, at single coverage.

Any employees who wish to waive medical coverage will need to submit proof of other non-individual, group health insurance for themselves and their dependents with their form.

We encourage everyone to take the time to think about which medical option best meets the needs of you and your family. We will be hosting multiple in-person open enrollment meetings as listed below to review the plan offerings as well as answer any questions you may have:

Date	Time	Location	Department
Monday, October 3	8:30am	County Admin 481 4 th St	Health & Human Services Department
Monday, October 3	10:15am	County Admin 481 4 th St	Health & Human Services Department
Monday, October 3	1:15pm	County Admin 481 4 th St	All Other Departments
Monday, October 3	3:00pm	County Admin 481 4 th St	All Other Departments
Tuesday, October 4	8:30am	County Admin 481 4 th St	All Other Departments
Tuesday, October 4	10:15am	County Admin 481 4 th St	All Other Departments
Tuesday, October 4	1:15pm	County Admin 481 4 th St	Health & Human Services Department
Tuesday, October 4	3:00pm	County Admin 481 4 th St	Health & Human Services Departments
Tuesday, October 4	4:30pm-7:00pm	Juvenile Hall 708 Flynn Rd	Juvenile Hall
Wednesday, October 5	4:30pm-7:00pm	Juvenile Hall 708 Flynn Rd	Juvenile Hall
Thursday, October 6	4:30pm-7:00pm	County Jail 710 Flynn Rd	Corrections

We will continue to keep you updated about these exciting changes via our website, along with electronic (Email) and paper (US Mail) channels.

Our Commitment to You

San Benito County seeks to provide high quality coverage at the best possible price and a contribution by the County to cost of coverage that aligns with the County's ability to meet all of its financial obligations. In January 2017, we are making changes that will allow us to continue to offer high quality health coverage at the best possible price for County employees. In making the change to EIAHealth from CalPERS, the County will continue to provide benefits comparable to those offered today with potentially lower annual rates of change than the CalPERS system. This change also gives

the County the flexibility to make available additional lower cost coverage options that are not offered by the CalPERS.

You have important decisions to make. We are committed to giving you the resources you need to understand the options available to you and your family. If you have any questions, please contact the Human Resources Department at HumanResources@cosb.us.

Sincerely,

County of San Benito