

2016 Open Enrollment Overview

LACERS Open Enrollment is October 15 – November 17

Your current LACERS healthcare coverage will continue for the upcoming 2016 plan year. If you do not want to change plans, you do not have to take any action. However, please read all of your Open Enrollment materials to stay current with your coverage information.

2016 Maximum Medical Plan Premium Subsidy Amounts

For Members not enrolled in both Medicare Parts A and B, the 2016 maximum subsidy will remain at the 2015 maximum subsidy amount of \$1,580.08.

For Members who retired on or after July 1, 2011, and did not make additional retirement contributions to LACERS, the maximum subsidy for 2016 will remain at \$1,190.00.

For 2016, LACERS expects to subsidize about 94% of Members' medical plan premium costs, with about 80% of LACERS Retired Members receiving a subsidy sufficient to cover their entire medical premium.

If you are 65 or older and enrolled in both Medicare Parts A and B, your maximum subsidy amount will be based on your years of Service Credit and the one-party premium of the LACERS Senior Plan in which you are enrolled.

Complete benefit information is in your 2016 Health Benefits Guide.

2016 LACERS Maximum Health Plan Premium Subsidies	
Medical Plan Premium Subsidy ¹	\$1,580.08
Maximum Capped Subsidy	\$1,190.00
Dental Plan Premium Subsidy	\$43.24

¹For Members and Medical Premium Reimbursement Program (MPRP) participants under age 65 or over age 65 with only Medicare Part B

2016 Maximum Dental Plan Premium Subsidy Amounts

The maximum dental plan premium subsidy amount will not increase in 2016. The maximum dental subsidy amount that the LACERS Board can approve is limited by the maximum amount provided to active City employees. For 2016, the maximum dental subsidy provided to active City employees remains at \$43.24.

The highest cost single party dental plan premium for 2016 will be the Delta Dental PPO

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plan at \$49.43 per month, the same premium as in 2015. Because the LACERS dental plan subsidy of \$43.24 is less than the 2016 Delta Dental PPO plan premium, all Members enrolled in this plan will experience dental plan premium payroll deductions of at least \$6.19 per month.

There will be a slight premium increase in the DeltaCare® HMO plan. Please be sure to review the subsidy and deduction charts in the Health Benefits Guide to see if and how you will be affected.

2016 Survivor Medical Plan Premium Subsidies

Survivor medical plan subsidies are available to Tier 1 Retired Members only. A Survivor's subsidy amount is based on the Member's years of Service Credit.

- Survivors under Age 65 or enrolled in Medicare Part B only The maximum Survivor subsidy is set at the single-party premium of the lowest-cost LACERS non-Medicare plan. The lowest-cost LACERS non-Medicare plan is the Kaiser Permanente HMO at \$748.03.
- Survivors enrolled in both Medicare Parts A and B The maximum subsidy is set at the single-party premium of the LACERS Senior Plan in which the survivor is enrolled.
- The survivor subsidy cannot be applied toward dependent coverage.

Anthem Blue Cross Plan Changes

Anthem Blue Cross HMO

For 2016, the Anthem Blue Cross HMO will have an overall premium increase of 9.4%.

The original premium increase was 11.5%. To mitigate costs and lessen the effect on Members, the LACERS Board approved increases to the prescription drug copays. Although prescription drug copays increased, a cost benefit analysis showed that the average LACERS Anthem Blue Cross HMO Member will pay less out-of-pocket costs with the new monthly premium amounts and prescription drug copays than if the premium increase had remained at 11.5% and no prescription drug copay structure changes had been made. Please see your 2016 Health Benefits Guide for more detailed cost information.

Anthem Blue Cross HMO prescription drug copays will be as follows:

- \$10 generic/ \$30 brand / \$50 non-formulary - retail (30 day supply)
- \$20 generic/\$60 brand/\$100 non-formulary - mail (90 day supply)
- 20% coinsurance for specialty drugs up to \$100

Anthem Mobile Health Consumer

For 2015, Anthem Blue Cross offered the Mobile Health Consumer Application as a free pilot program for its LACERS subscribers. Due to costs associated with continuing use of the application in 2016, LACERS will discontinue the program on December 31, 2015.

LACERS Well

The LACERS *Well* program has enjoyed an exciting year in 2015. Members have participated in fun and educational events sponsored by LACERS medical and dental plans (Kaiser Permanente, Anthem Blue Cross, Anthem Blue View Vision, UnitedHealthcare, SCAN and Delta Dental). Some of the events and activities included: "Walk Cabrillo" in San Pedro,

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a docent-led tour of the Japanese Garden in Van Nuys, heart healthy cooking classes in Highland Park and San Pedro, the Men's Health Extravaganza in downtown Los Angeles, a hike in Walnut, and a walk at the Los Angeles County Arboretum and Botanical Gardens.

Incentives for being up-to-date on recommended health screenings and participation prizes were awarded at the events. Tara Miller, RD/N and Wellness Program Manager, along with her team of Wellness Champions, introduced new opportunities for Members to improve their health within their communities and together, are busy planning for more exciting events and activities in 2016. Join Tara and your fellow Members this Open Enrollment season as she provides tips at the Open Enrollment Meetings for making this year the healthiest yet. Come to the meetings and talk to Wellness Champions in your community that are making a difference and learn how you can get involved. New incentives will be announced that are bound to get you motivated and Tara will be available to discuss ways to help you personally succeed in your health goals.

If you haven't been receiving updates on the LACERS *Well* program, you are missing out! Make sure to register as a LACERS *Well* Member by logging on to www.LACERS.org/lacerswell. To learn more about the LACERS *Well* program, become a LACERS *Well* Champion, or to speak to Tara directly, you can call her at (213) 978-6843, or email her at lacerswell@lacers.org.

Reminders If You Are Changing or Enrolling in a LACERS Plan

Enrollment Forms Are Available Online

If you decide to change your medical or dental plan, or newly enroll in one, then you must complete the appropriate enrollment forms, which you may obtain by visiting

www.LACERS.org and clicking on *Open Enrollment is Here*, or by calling LACERS.

Ensure You Have Enough Prescription Medications

If you are changing medical plans, make sure you have enough medication to cover at least the first two weeks of January 2016.

Coordinate Continued Care

If you are changing a medical and/or dental plan and you have a scheduled procedure, hospitalization, or are undergoing treatment, notify your current and new plan carriers to coordinate your benefits.

Vision Benefits Are Part of Your LACERS Medical Plan

When you enroll in a LACERS medical plan, you are covered automatically for vision benefits.

Kaiser Permanente subscribers are covered directly through Kaiser Permanente. Contact Kaiser Permanente at (800) 464-4000 or TDD (800) 777-1370 or Kaiser Permanente Senior Advantage at (800) 443-0815 or TDD (800) 777-1370 for more information.

Anthem Blue Cross, SCAN and UnitedHealthcare subscribers are covered through Anthem Blue View Vision. Call Anthem at (866) 723-0515 or TDD (866) 308-5375 for further information.

New Deductions Will Appear on Your Check in December

Any new deductions reflecting your health plan choices for 2016 will appear on your December 2015 paycheck.

Your Decisions Will Be in Effect for 2016

The plan decisions you make during this Open Enrollment period are effective for the entire plan year, from January 1 through December 31, 2016. You may not change your health plan until

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the next Open Enrollment period in October of 2016, unless you have a qualifying event, such as a family status change or new residence outside your selected plan's service area.

Qualifying Events Allowing Plan Changes Before the Next Open Enrollment Period

Family Status Changes

If your family status changes (e.g., marriage, domestic partnership, divorce, birth/adoption), you may adjust your coverage level without waiting until the next Open Enrollment period.

- If you would like to add a dependent due to a change in your family status, you must contact LACERS within 30 days of that change or you will have to wait until the next Open Enrollment period to add a dependent.
- You may delete dependents at any time.
- Eligible dependents are considered to be those under age 26 or those dependents unable to engage in gainful employment because of a mental or physical disability

(disability must have occurred before age 26).

- You are required to complete the *Certification of Dependent or Survivor Status for Health Coverage* form if you are adding a dependent.
- Your net retirement allowance must be sufficient to cover any premium deductions. If not, call LACERS to discuss your options.

Moving to a New Zip Code

If you are planning on moving to an area outside your current zip code, be sure to contact LACERS within 30 days of your move to determine if your new zip code is within the zip code service areas of LACERS health plans. Depending on the outcome, your move may create a new health plan enrollment opportunity for you.

Canceling Your LACERS Health Plan

If you would like to terminate your LACERS health plan, you may do so at any time during the year. Make sure you contact LACERS for the appropriate form.

Open Enrollment Dates and Locations* (10 a.m. – 1 p.m.):

October 15

Sheraton Universal Hotel
333 Universal Hollywood Dr.
Universal City, CA 91608

October 21

Double Tree Hotel
222 N. Vineyard Ave.
Ontario, CA 91764

October 29

The Orleans Hotel
4500 W. Tropicana Ave.
Las Vegas, NV 89103

October 19

California Endowment Center
1000 N. Alameda St.
Los Angeles, CA 90012

October 27

Double Tree Hotel
2800 Via Cabrillo Marina
San Pedro, CA 90731

November 5

Ventura Beach Marriott
2055 East Harbor Blvd.
Ventura, CA 93001

*There will be no health plan presentations at the 2015 Open Enrollment events, however health plan representatives will be available for questions.