



COUNTY OF SAN LUIS OBISPO
HUMAN RESOURCES

Tami Douglas-Schatz *Director of Human Resources*

County of San Luis Obispo Retiree,

We are contacting you to notify you of a recent change to the insurance pool utilized to purchase medical insurance for County of San Luis Obispo employees and retirees. By Board of Supervisors Resolution, the County of San Luis Obispo is pleased to announce that effective January 1, 2018 the County will be transitioning from CalPERS to EIA Health. The County **will not** participate in open enrollment through CalPERS.

Why is the County making this change?

The transition to EIA Health will allow the County to provide comparable medical plans, flexibility to make local decisions and the ability to introduce medical benefit and wellness programs to actively manage rising premium costs. The transition to EIA Health provides flexibility to introduce additional lower cost plan options in the future that are not offered by CalPERS.

While there are many things regarding medical insurance that will change with this transition, the overall structure and policies surrounding benefits will remain the same.

- The County will continue to contribute the same monthly amount for enrolled retiree medical insurance.
- There are no changes to dental or vision insurance plans.
- The County will continue to offer Medicare plans.

Our records indicate that you currently **opt in/out** of County medical insurance. **To continue to be eligible to participate in County medical insurance you will need to take action during 2018 open enrollment by enrolling in a County medical insurance plan.**

[2018 Open Enrollment will be November 13 - 30, 2017.](#)

IMPORTANT ELIGIBILITY NOTIFICATION

- Retirees will be given a **one-time opportunity** to opt in or out of County medical insurance during 2018 Open Enrollment.
- Retirees that opt in to County medical insurance can continue to make changes at open enrollment and can always opt out.
- An opt out election for Medicare age (65 or older) is permanent and the retiree **cannot** opt back in to County medical insurance in the future.

County of San Luis Obispo Government Center

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Reaching Medicare age is the only qualifying event for a retiree to opt back in to County medical insurance after opting out during 2018 open enrollment. The chart below further explains the impact of elections:

Retirement Election Guide	Non-Medicare Retirees (Under Age 65)	Medicare Age Retirees (Age 65 or Older)
Opt In	Can make changes annually at open enrollment or opt out at any time.	Turning 65 and reaching Medicare Age is a qualifying event to opt in to County Medical Insurance.
Opt Out	Retiree is unable to Opt back in to County medical insurance until Medicare age 65.	This election is final and retiree is unable to opt back in to County medical insurance.

Next Steps & More Information:

With new benefit program offerings, communicating with and educating our employees and retirees will be more important than ever. The County will keep you informed of all healthcare open enrollment information and required actions. The County will communicate important retiree information in the US Mail.

For the latest information please check the County Benefits website. The 2018 Open Enrollment Webpage can be found at: <http://tinyurl.com/SLO2018OE>.

In addition, the County will be conducting in person educational workshops in various geographic locations throughout the County from October 16 – November 2 to assist you through this transition.

To ensure that employees and retirees know what to expect and have the opportunity to ask questions please utilize our website, call 805-781-5959 or email hr@co.slo.ca.us.

MORE INFORMATION

- **County Website**
 - Latest Update and News
 - Premium Rates
 - Provider Search
 - FAQs
- **Open Enrollment Educational Workshops**
 - October 16 - November 2

Disregard CalPERS Open Enrollment Communication:

CalPERS has advised the County that that they are unable to stop sending marketing materials for CalPERS healthcare plans until December 31, 2017. We understand the potential for confusion and ask that retirees please disregard any communications received from CalPERS for 2018 open enrollment.

Thank you,

Ashleigh Szkubiel
Human Resources Benefits Manager
