

BENEFITS BULLETIN

OCTOBER 1, 2010

City of Chicago
Richard M. Daley
Mayor

Steven J. Lux
City Comptroller

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OPEN ENROLLMENT FOR 2011 OCTOBER 15 TO NOVEMBER 16, 2010

The City of Chicago will hold the next annual Medical/Dental & Flexible Spending Account (FSA) Open Enrollment Period for all eligible employees from Friday, October 15th to Tuesday, November 16, 2010. During this enrollment, you will have the chance to:

- Change your medical and/or dental plan
- Enroll for coverage, if you don't have coverage now
- **Enroll your eligible dependents for coverage (up to their 26th birthday), if they aren't covered now**
- Cancel coverage for yourself or your dependents
- Combine coverage if you and your spouse are both eligible City of Chicago employees and enrolled in the same medical plan
- Enroll online or Re-enroll online in the FSA health plan: www.HealthHub.com

COMPLETE OPEN ENROLLMENT DETAILS WILL BE DISTRIBUTED WITH YOUR NEXT PAYCHECK IN A PERSONALIZED ENVELOPE THAT WILL REQUIRE YOUR SIGNATURE.

The contents of your personalized envelope will include:

- A Medical and Dental Plan Benefits Comparison Chart
- A Benefits Information Guide that tells you what's new for plan year 2011
- FSA Re-Enrollment Instructions/First-Time FSA Enrollment Instructions
- A Frequently Asked Questions (FAQ) sheet regarding the Special 30-Day Enrollment For Adult Dependents.
- **No separate package from the Benefits Management Office will be sent to your home.**

CALL 1-800-773-5827 / 24 HOURS / SEVEN DAYS A WEEK

A toll-free number will be available again this year 24 hours a day/seven days a week to make the enrollment process faster and easier. If you are currently enrolled in a medical/dental plan offered by the City of Chicago and you wish to make a plan change, you must call 1-800-773-5827 between 12:01am Friday, October 15th and 11:59 pm Tuesday, November 16, 2010. **The decision(s) you make will become effective January 1, 2011.**

CONTINUED ON REVERSE SIDE

NEW ADULT CHILD DEPENDENT RULES FOR GROUP HEALTH PLANS

- The new health care reform law, the Patient Protection and Affordable Care Act, contains a provision requiring group health plans that provide dependent coverage for children to continue to make such coverage available for an adult child until the child turns 26 years of age. This means that as of January 1, 2011, the Medical Care Plan for Employees will provide coverage for adult child dependents until the child reaches the age of 26. (This provision does not apply to the Annuitant Settlement Healthcare Plan for retirees of the City of Chicago.)
- During the transition period from now until January 1st, we will continue coverage for dependents currently covered. If your child will reach the limiting age of 19/22 or 25, (depending on current guidelines), we will not terminate coverage, nor will you be billed for the cost of the coverage for the dependent. If you are a civilian employee hired after 8/1/1984, and you provided student status in the spring, we will not require student status for fall 2010. Of course, if your child reaches age 26 coverage will terminate and your adult child may continue coverage under COBRA.



SPECIAL 30-DAY ENROLLMENT FOR ADULT CHILD DEPENDENTS



- Between Friday, October 15th and Tuesday, November 16, 2010, you will have a chance to enroll your eligible dependents (who are under age 26 and not already enrolled) for medical/dental coverage. This means that if your adult child was never covered but is under age 26, you will have to complete a dependent enrollment form and will be required to provide certified documents. If your adult child was previously covered under a City of Chicago health care plan, you will need to complete a dependent eligibility form. The Benefits Office will review this enrollment application and your eligibility file to determine if certified documents need to be provided. The effective date of coverage following this enrollment period is January 1, 2011.
- Your contribution for health coverage is determined by your salary and level of coverage.
- Your choice of plan does not affect your contribution rate, however the number of people you cover does. The rate sheet on the next page of this Benefits Bulletin explains how your contribution is calculated. These rates are current. They are also available on line at www.cityofchicago.org/benefits.

BE SURE TO CAREFULLY REVIEW YOUR PERSONALIZED OPEN ENROLLMENT ENVELOPE THAT LISTS YOUR CURRENT ELIGIBLE DEPENDENTS

- Additional Adult Child Dependent enrollment instructions/guidelines and a Frequently Asked Questions (FAQ) sheet will be provided in your personalized Open Enrollment envelope that will require your signature during the next payroll distribution. Be sure to carefully review the contents of your envelope.



**HEALTHCARE CONTRIBUTION RATES FOR
ALL ELIGIBLE EMPLOYEES EFFECTIVE 7/1/2006**

- Pursuant to union agreements, the following formulas are applied to your annual salary with your level of coverage to determine your contribution per pay period.

ANNUAL SALARY	SINGLE	EMPLOYEE + 1	FAMILY
Up to \$30,000 (flat rate)	\$15.71	\$23.88	\$27.65
\$30,001 to \$89,999	1.2921% of gross divided by 24	1.9854% of gross divided by 24	2.4765% of gross divided by 24
\$90,000 and over (flat rate)	\$48.45	\$74.45	\$92.87

The Following Examples Are Provided To Clarify These Payroll Deductions:

<p>Example 1: If your annual salary is under \$30,000, and you enroll for single coverage, your contribution will be at a flat rate of \$15.71.</p> <p>As your salary increases over \$30,000, your contribution per pay period will increase accordingly.</p>	<p>*Example 2: If your annual salary is \$46,000, your contribution will be calculated as follows:</p> <p>Single \$46,000 x .012921 divided by 24 = \$24.76</p> <p>Employee+1 \$46,000 x .019854 divided by 24 = \$38.05</p> <p>Family \$46,000 x .024765 divided by 24 = \$47.46</p>
<p>Example 3: If your annual salary is \$90,000 or more your contribution is capped at a flat rate: \$48.45 for a Single coverage, \$74.45 for Employee + 1, and \$92.87 for Family</p>	

* (These calculations can be computed for any salary from \$30,001 to \$89,999 depending on the level of coverage. As your salary increases, your contribution per pay period will increase accordingly.)

**Healthcare Contribution Rates for *Veteran Crossing Guards
Effective 7/1/2006**

ANNUAL SALARY	SINGLE	EMPLOYEE + 1	FAMILY
Up to \$30,000 (flat rate)	\$20.95	\$31.84	\$36.87
\$30,001 to \$89,000	1.2921% of gross divided by 18	1.9854% of gross divided by 24	2.4765% of gross divided by 24

*Hired prior to January 1, 2006

**CITY OF CHICAGO
OPEN ENROLLMENT FOR 2011
BENEFIT INFORMATION FAIRS**

**Do You Have Questions About Benefit Plans
Available to Eligible City of Chicago Employees?**

This is your opportunity to get in-person answers about the following plans: Blue Cross and Blue Shield PPO Medical Plan, Encompass (the PPO medical plan advisor), Caremark (the PPO medical plan prescription drug program), Blue Advantage HMO, Blue Perform HMO, CompBenefits PPO Dental Plan & CompBenefits HMO Dental Plan, Davis Vision Plan, PayFlex FSA (flexible spending account), MetLife Insurance, Prudential Insurance, Standard LTD (long term disability), Nationwide Retirement Solutions (deferred compensation plan) and Wageworks (transit benefit program).

Representatives from the City's Benefits Management Division will also be at each Benefit Fair to assist you. **Important Reminder: Enrollment forms and/or certified documents will not be accepted at any Benefit Fair location. Medical and Dental plan changes must be made by telephone at 1-800-773-5827. For more information: www.cityofchicago.org/benefits**

**ALL FAIRS LISTED BELOW WILL BE HELD FROM
10:30 A.M. TO 3:30 P.M.**

Friday, October 22, 2010

Quinn Fire Academy
558 West De Kovan at Taylor & Clinton
(First Floor)
10:30 a.m to 3:30 p.m.

Friday, October 29, 2010

Police Headquarters
3510 S. Michigan Ave.
(First Floor Multi-Purpose Room)
10:30 a.m to 3:30 p.m.

Thursday, November 4, 2010

City Hall (Two-Day Fair)
121 N. LaSalle St.
(11th Floor)
10:30 a.m to 3:30 p.m.

Friday, November 5, 2010

City Hall (Two-Day Fair)
121 N. LaSalle St.
(11th Floor)
10:30 a.m to 3:30 p.m.

Wednesday, November 10, 2010

O'Hare Airport
Aviation Administration Building
10510 W. Zemke Road
(Second Floor)
10:30 a.m to 3:30 p.m.

Monday, November 15, 2010

De Paul Center
333 S. State Street
(Third & Fourth Floors)
10:30 a.m to 3:30 p.m.