

March 6, 2013

## Delivery of Pre-paid Employee Health Benefits

### Frequently Asked Questions

**1. Who will be affected by the change in delivery of pre-paid health benefits?**

Employees who had active medical coverage in June 2009 and had no other breaks of service during which they received an extra month of coverage prior to April 2013 will be affected by this change.

**2. When will the delivery of pre-paid health benefits be reflected in pay statements for eligible employees?**

This change will result in no medical deductions being collected in April 2013. The change in delivery of benefits will be based on each employee's current coverage. For example, if you had single coverage as of June 30, 2009, but you now have family plus spouse coverage, your current deduction amount for family plus spouse will not be collected on your April 2013 pay statements.

**3. Why is the change in the delivery of benefits necessary?**

The change will standardize that coverage will end for all health benefits at the end of the month in which an employee separates from the State of Ohio.

**4. Will this process result in any interruption to health care plan services?**

No. You can verify your continued coverage by reviewing your benefits summary by logging into myOhio.gov and navigating to:

1. Click on the **Health and Benefits** tab in the top menu bar.
2. Click on the **Benefits Summary** link.

**5. Will the modification of the delivery of benefits affect health care plan rates?**

No.

**6. How will this affect my dental and vision coverage?**

Your dental and vision coverage will be effective through the end of the month during which you separate, consistent with the end date of your medical coverage.

**7. How will this impact my taxes?**

Because the pre-tax health insurance coverage will not be deducted in April, your pay statement will reflect an increase in net pay and in taxable wages.

**8. I did not receive the notification in the mail; how can I obtain a copy?**

A copy of the form letter will be available on the DAS Benefits Administration Web page at:  
<http://www.das.ohio.gov/Divisions/HumanResources/BenefitsAdministration.aspx>.

**9. I believe I should receive a free month of coverage. To whom should I direct my questions?**

For questions about these changes, please contact your agency benefits specialist.

**10. What can I do if I'm planning to retire at the end of April and had enrolled in the OPERS Health Care plan effective June 1, but now I need coverage on May 1 due to this change?**

Employees have 60 days from the release of their first retirement check to make a one-time change to the enrollment date without a qualifying event. Please call member services at OPERS at 1.800.222.7377 to request a revised enrollment date.

**11. If I'm retiring in March, will I need to move my Ohio Public Employees Retirement System (OPERS) health care enrollment date up to April instead of May?**

No, if you are retiring at the end of March, your State of Ohio health care benefits will continue through April 30 and are unaffected by this change.

**12. What can I do if I'm planning to retire at the end of April and had enrolled in the State Teachers Retirement System (STRS) Health Care plan effective June 1, but now I need coverage on May 1 due to this change?**

You should send STRS a written request to change your health care coverage enrollment date to May 1, 2013 by April 15, 2013.

State Teachers Retirement System  
275 East Broad Street  
Columbus, OH 43215

**13. What can I do if I'm planning to retire at the end of April and had enrolled in the Highway Patrol Retirement System (HPRS) Health Care plan effective June 1, but now I need coverage on May 1 due to this change?**

Call 1-800-860-2268 as soon as possible to request a revised enrollment date.