

# Open Enrollment 2012 Plan Year

October 31 through November 18, 2011

October 12 & 13, 2011

Presented by Marcia Jarvis, Amanda House & Andrea Cline



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# Open Enrollment Mailings

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- Open Enrollment Newsletters

Mailed (09/30/2011)

- Open Enrollment Guides

Retiree Guide (10/12/2011)

- *Active guides will not be mailed out. BSD will have the guides on hand at the Expos and a limited supply available at the office for distribution. Employees may access the Active guide online.*



# Open Enrollment 2012 Plan Year

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## Open Enrollment Dates

**October 31 through November 18, 2011**

[www.yes.az.gov](http://www.yes.az.gov)

## Plan Year

**January 1 through December 31, 2012**



# 2012 Premiums

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## 2012 Premiums

Please see the handout provided

Note: HSA Agency Contribution Increased; Training sessions are being offered.



# Benefit Expos

## October & November 2011

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
24	25	26	27	28	29
					<b>Phoenix</b> Convention Center 9:00am to 4:00pm
31	1	2	3	4	5
<b>Open Enrollment Begins</b>	<b>Glendale</b> The Renaissance Hotel 9:00am to 4:00pm	<b>Tempe</b> The Marriott Buttes 9:00am to 4:00pm			<b>Tucson</b> Convention Center 9:00am to 4:00pm
7	8	9	10	11	12
<b>Flagstaff</b> Radisson Woodlands Hotel 9:00am to 4:00pm					
14	15	16	17	18	19
				<b>Open Enrollment Ends</b>	



# Benefit Expos – Parking

Location	Parking Instructions
<b>PHOENIX</b>	
Phoenix Convention Center Downtown Phoenix	North Garage (On Monroe Street between 3rd and 5th Street). No parking pass required – garage will be open to attendees.
The Renaissance Hotel Glendale	The hotel garage is reserved –no parking pass is required. Parking across the street at the jobing.com parking lot is prohibited and is a tow-away zone.
The Marriott Buttes Tempe	Free hotel parking
<b>FLAGSTAFF</b>	
Radisson Woodlands Hotel	Free hotel parking
<b>TUCSON</b>	
The Tucson Convention Center	Lot A (Off of Church Ave, between Congress and Cushing Street) or B and C (Off Granada Ave, between Congress and Cushing Street). No parking pass is required.



# 2012 Benefit Changes

## ASRS & ASRS LTD Waiting Period - A.R.S. § 38-671.B

Is the individual eligible for reinstatement?

**Defined as:** Employee had a break in service of less than two years from any state budget unit that was not a result of discipline.

**Yes**

**No**

Calculate the adjusted hire date. It will be different than the date the employee was rehired.

The adjusted hire date will be the same as the hire date.

If the adjusted hire date is **BEFORE** July 20, 2011, the rehire is not subject to the 27-week waiting period to participate in ASRS regardless of the ASRS status (withdrawn funds).

Determine if the ASRS status is active or funds were withdrawn.

If the rehire date is on or **AFTER** July 20, 2011, determine if the ASRS status is active or funds were withdrawn.



# 2012 Benefit Changes

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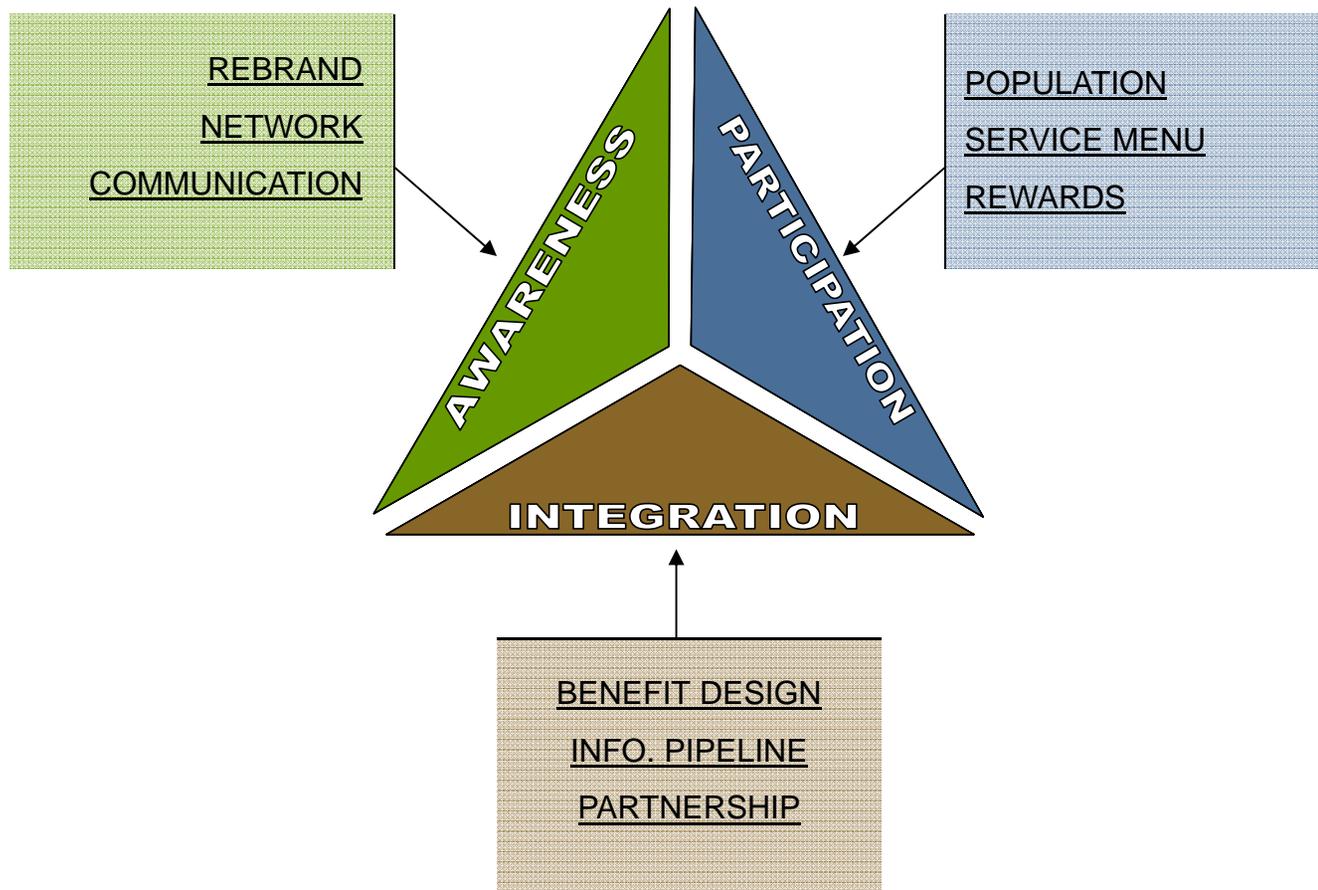
## Flexible Spending

- New Hires whose benefits are effective prior to 1/1/2012 and are electing Flexible Spending will only have flexible spending until the end of this year (12/31/2011). These employees WILL have to make elections during open enrollment for the 2012 flex spending accounts.
- New Hires with benefits effective 12/24/2011 – flexible spending cannot be elected for 2011. Employees have the option of completing a form for 2012 or completing Open Enrollment elections through YES.
- New Hires are able to enter elections through YES.
- New Hire elections must process through the nightly run (only business days) before Open Enrollment elections can be entered.
- Open Enrollment for New Hires is only required if “changing 2011 benefit elections”.



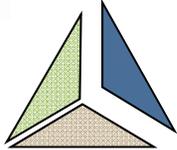
# BeWell Benefit

## Wellness Strategy





# BeWell Benefit



## 4<sup>th</sup> Quarter Wellness Target - Diabetes

### Screenings

- Mini Health Screen:
  - Lipid Panel
  - Blood Pressure
  - Body Composition
  - Blood Glucose
- Hemoglobin A1C (optional)

### Lifestyle Series

- Weight Management (12 wk)
- Cholesterol (5 wk)
- Hypertension (5 wk)

### Education Courses

- Nutrition
- Beginning Exercise
- Diabetes 101
- Metabolic Syndrome & Insulin Resistance

### Flu Vaccine Campaign

- Proactive campaign serving agencies, employees, and retirees in all counties: 200+ clinics

### Lifestyle Coaching

- Mayo Clinic Programs: Telephonic Lifestyle Coaching programs: weight, nutrition, fitness, tobacco & stress



# BeWell Benefit

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## Kronos Weight Management – 12 Weeks

A worksite educational series for people who want to develop healthier habits and manage their weight. Developed by physicians, nutritionists, psychologists and exercise physiologists the series is based on an honest approach to weight management. The program does not rely on fad diets or lose-weight-quick methods; it is grounded in practical and medically safe guidelines, allowing for healthy weight loss.

- Cost – \$50 for the 12 week class and workbook
  - Fees are due to ADOA at the first class by check payable to ADOA-HITF. An ADOA representative will collect payment.
  - Benefit Options Wellness pays the remaining \$200 fee for participants who complete 10 of the 12 classes.
- Minimum of 20 participants is required to schedule the class series.



# BeWell Benefit

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## **Kronos Weight Management – 12 Weeks**

- Week 1: Choose Your Eating Plan
- Week 2: Define Success
- Week 3: Mindful Eating
- Week 4: Cardiovascular Activity
- Week 5: Carbohydrates
- Week 6: Build Support
- Week 7: Proteins and Fats
- Week 8: Improve Your Metabolism
- Week 9: Supermarket Survival
- Week 10: Stress Management
- Week 11: Healthy Dining Out
- Week 12: Relapse Preventions



# BeWell Benefit

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## Website – [www.benefitoptions.az.gov/wellness](http://www.benefitoptions.az.gov/wellness)

The Wellness website is the best place to look for up-to-date information on your BeWell Benefit. It is a resource for all things wellness including;

- Quarterly Health Targets
- Event Schedule
- Campaign and Initiative Information
- Employee Assistance Programs (EAP)
- Event Requests
- Newsletters and Fact Sheets



# BeWell Benefit

## Website:

The screenshot shows the website interface with the following elements:

- 5**: Navigation menu on the left side.
- 2**: Main content area with a "Welcome to the State of Arizona Wellness Program" header and a "2" graphic.
- 1**: A red "1" graphic pointing to the "IMPORTANT NOTICE" section.
- 3**: A red "3" graphic pointing to the "Events Request" link in the navigation menu.
- 4**: A red "4" graphic pointing to the "WellNEWS" and "Fact Sheet - 4th Quarter" sections on the right.

**Benefit Options**  
Choice. Value. Health.

Arizona Department of Administration  
Benefit Options Wellness

AZ.GOV  
Arizona's Official Web Site

Search

Home  
BSD Home  
Screenings  
Classes  
Flu Shots  
Quarterly Health Targets  
EAP  
Events Schedule  
Events Request  
Mayo Clinic  
Tobacco Free

Heart Disease  
Diabetes  
Men's and Women's Health

**Welcome to the State of Arizona Wellness Program**

**IMPORTANT NOTICE:**  
09.20.2011 - Last Chance to Participate in the 2011 Mayo Clinic Health Assessment. [Click Here for more information!](#)  
09.22.2011 - 2011 Flu Vaccine Program Flyer

WellNEWS  
Oct/Nov

Fact Sheet - 4th Quarter

Diabetes

Home

Benefit Options Wellness is committed to helping employees, retirees, and their spouses and dependents be well today and stay well for life. The most important long term benefit of the Wellness Program is the enhanced overall health and quality of life of State of Arizona employees. Improving the health of our employees assists in controlling health care costs for them and for the State Health Plan.

Our program mission is to improve the wellness of State of Arizona employees as a whole by empowering each employee with health knowledge and an ability to demonstrate positive health behaviors.

Wellness provides free or low cost educational programming, health screenings, interactive web tools, and health related services. Our services are provided by contracted professionals who travel throughout the state. Take some time to review the programs offerings available to find one of interest for your agency.

Wellness organizes campaigns for our Feature Programs such as the Mayo Clinic Health Assessment, Annual Flu Vaccines, and the Tobacco Free Program. However, the Wellness Program is primarily a request-based program that relies on employees' assistance to coordinate events. [Learn How to Request and Schedule Worksite Events.](#)

Wellness

Y.E.S.  
HEALTHY CHOICES

ARIZONA OPENBOOKS  
Open to All. Open to All. Open to All.

1. Announcements
2. Quarterly Targets
3. Campaigns
4. Newsletter/Fact Sheets
5. More Information



# BeWell Benefit

## Website:

The screenshot shows the BeWell Benefit website interface. At the top, there is a navigation bar with the 'Benefit Options' logo (Choice, Value, Health), the text 'Arizona Department of Administration Benefit Options Wellness', and the 'AZ.GOV' logo (Arizona's Official Web Site). A search box is located on the right side of the navigation bar. Below the navigation bar is a left-hand menu with links: Home, BSD Home, Screenings, Classes, Flu Shots, Quarterly Health Targets, EAP, Events Schedule, Events Request, Mayo Clinic, and Tobacco Free. The main content area is titled '2011 - Diabetes Focus' and features an image of a plate of food, a blue glucometer, and a pen. Below the image is the text 'Control Your Sugar, Control Your Health'. A section titled 'Benefit Options - BeWell Resources' lists 'Health Management Series' courses: Weight Management - 12 Week Series, Pre-Diabetes Management - (more information coming soon), and Hypertension Management - 5 week Series. A link is provided for more information on these classes. Below this, 'Preventive Screenings' are listed, including a Mini Health Screening that includes a full lipid panel, blood pressure, body composition, and blood sugar test at no cost. A link is provided for more information about this screening. On the right side, there is a 'WellNEWS' section with a 'Fact Sheet - 4th. Quarter' link and a thumbnail image of the fact sheet.

1. BeWell Resources
2. Medical Plan Resources
3. Other Resources



# BeWell Benefit

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## Employee Assistance Program (EAP)

Wellness awarded a new contract to ComPsych for Employee Assistance programs and services for State of Arizona employees. The contract expands ADOA's ability to cover more employees: up to 40,000

- 6 free counseling sessions per incident, per person, per year
- Critical Incident Stress Debriefing
- GuidanceResources.com – Website for tools, articles, and live chat
- Supervisory and Management Training: Prevention, early detection, and referral for employee issues
- Employee Training; stress, anxiety, family conflict, drug abuse, grief, and more
- Financial and legal phone consultation and referral



# BeWell Benefit

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## Employee Assistance Program (EAP)

- Supervisory and Management Training
  - Onsite orientations to [GuidanceResources.com](http://GuidanceResources.com)
  - Learn to manage CISD events
  - How to refer employees
- Wellness/EAP wants to come to your Agency to help you help your employees
  - Schedule trainings starting in November
  - Collecting interested agencies: Email [Wellness@azdoa.gov](mailto:Wellness@azdoa.gov)



# BeWell Benefit

## Employee Assistance Program (EAP)

- Other agencies covered under separate contracts:

Agency	EAP Contract	Phone Number
DOA, DES, AHCCCS	ComPsych*	877-327-2362
ADE	EAP Preferred	602-264-4600
DEQ	ComPsych	800-272-7255
ASU	Employee Assistance	480-965-2271
DOC	On-Site	602-364-1895
DOT	Deer Oaks EAP	866-327-2400
DPS	ComPsych	866-615-3047

\*Agencies, boards, and commissions not listed are covered under the ADOA ComPsych Contract



# BeWell Benefit

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## Upcoming

- EAP Trainings at your agencies
- Flu Shot Program through December
- 1st Quarter 2012 – Preventive Men’s and Women’s Health Target
  - Mammography
  - Prostate Onsite Projects
  - Mini Health Screenings
  - Skin Cancer



# Benefit Liaison Website

[www.benefitoptions.az.gov/liaison](http://www.benefitoptions.az.gov/liaison)

- Resource Documents
- Training Documents
- Benefits ListServ Sign up
- Benefits ListServ Archive
- Announcements

The screenshot shows the 'Benefit Options' website for Benefit Liaisons. The header includes the 'Benefit Options' logo with the tagline 'Choice. Value. Health.', the 'Arizona Department of Administration Benefit Services Division' name, and the 'AZ.GOV' logo with 'Arizona's Official Web Site'. A search bar is located in the top right corner. The main content area features a 'Welcome Benefit Liaisons' heading and a large image of blue interlocking puzzle pieces. Below this, there is an 'IMPORTANT NOTICE: Legislative Changes to ADOA Benefits & Retirement Plans, Implementation of SB1609, SB1614 & HB2024 - Training Materials'. A paragraph explains that the website is a location for Benefit Liaisons to find special information to better serve their agency's employees. A left-hand navigation menu lists various categories such as 'BSD Home', 'Benefits Eligibility', 'Plan Descriptions', 'Guides & Forms', 'Pharmacy', 'COBRA', 'Contacts', 'FAQ'S', 'Wellness & EAP', 'Auto & Home', 'Computer Purchase', 'Legal Notices', and 'Resources'. At the bottom of the navigation menu are logos for 'Wellness' and 'Y.E.S.'. On the right side, there is an 'Announcements' section with two entries: '08.04.11 Your BeWell Benefit - Weight Management, Cholesterol and Blood Pressure courses at State worksites' and '07.11.11 2012 ADOA Benefit Rates'. Below the main content area, there are links for '2011 Resource Documents', '2009-2010 Resource Documents', and 'Training Documents'.



# Listserv

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## Subscribe to ListServ

- Visit [www.benefitoptions.az.gov/liaison](http://www.benefitoptions.az.gov/liaison)
- Under Benefits ListServ click the “Sign Up for Benefits ListServ”
- An e-mail window will pop-up.  
Write in the body of the email message: “**subscribe beneissues  
firstname lastname**“. Substitute your first name for Firstname and  
last name for Lastname.



# Contact Information

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Please make sure that the Benefit Services Division has your current information:

1. **Name**
2. **Agency**
3. **E-mail address**
4. **Phone number**

Send updates to [benefitsissues@azdoa.gov](mailto:benefitsissues@azdoa.gov), or call 602.542.5008.

**BeWell Benefit:** [Wellness@azdoa.gov](mailto:Wellness@azdoa.gov)

Andrea Cline: [Andrea.cline@azdoa.gov](mailto:Andrea.cline@azdoa.gov)

Amanda House: [Amanda.house@azdoa.gov](mailto:Amanda.house@azdoa.gov)



# Questions

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# Questions?