

# Benefit Focus News

April 2015

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## OPEN ENROLLMENT APRIL 27 - MAY 15

### Open Enrollment Will Be Here Soon

This year's medical, dental and Flexible Spending Account (FSA) Open Enrollment will **begin on April 27 and end May 15**.

Open Enrollment is the **only time** that you can:

- Change from one medical plan to another.
- Add previously declined dependent dental coverage.
- Change your medical and dental premium deductions from post-tax to pre-tax or vice versa without a qualifying event.
- Enroll or re-enroll in the FSA. Participation in the FSA is on a year-by-year basis, which means that enrollment does not continue from one year to the next.

You will soon receive additional information from your Human Resource office. We will also post information on our website [ogi.idaho.gov/employees/](http://ogi.idaho.gov/employees/) and the Employee Portal [employee.idaho.gov/](http://employee.idaho.gov/) as it becomes available, so check frequently for updates.

### Flexible Spending Accounts

During Open Enrollment you can sign up for flexible spending accounts (FSAs.) **FSAs offer a convenient way to save money for eligible medical and dependent care expenses.**

Flexible spending accounts provide:

- Immediate tax savings
- Increased spendable income
- Greater control over your benefits dollars

If you are interested, you can participate in either or both of these plans.

Account	Description	FY2015 Maximum Contribution per Plan Year
Medical Reimbursement Account	Reimburses out-of-pocket health care costs not covered by any other plan.	\$2,500
Dependent Care Account	Reimburses the cost of dependent care necessary for you and your spouse to work or attend school full-time.	\$5,000

For details about the FSA plans and how they work, please see the [Benefits Summary & Plan Contracts](http://ogi.idaho.gov/employees/benefits_summary_and_contracts.html). ([http://ogi.idaho.gov/employees/benefits\\_summary\\_and\\_contracts.html](http://ogi.idaho.gov/employees/benefits_summary_and_contracts.html).)

For a **list of eligible expenses**, please visit the [SHDR website](http://www.shdr.com/shdr/sponsors-participants/flexible-benefits/eligible-expenses.asp?nav=prospect-flex) (<http://www.shdr.com/shdr/sponsors-participants/flexible-benefits/eligible-expenses.asp?nav=prospect-flex>).

Check out the OGI website, [ogi.idaho.gov](http://ogi.idaho.gov), for common forms, benefits summaries, communications, newsletter archives and much more!

# thriveidaho Updates

April 2015

## Last Chance for \$250 in FY15!

This thriveidaho program year will end on April 30, 2015.

## REMINDERS

- Make sure all Health Qualification Forms are received at Blue Cross by April 30, 2015.
- Login to the [Blue Cross Wellness portal](#) & confirm that your rewards tracker shows 85 -100 points.
- Rewards are subject to the same taxes and deductions as your normal payroll and reportable on your State of Idaho W-2. *To receive your check you must be an active employee when checks are disbursed.*
- **Points earned in FY15 will not roll over to FY16.**
- FY16 thriveidaho program begins on July 1, 2015. You will have another chance to earn points and an incentive.

## thriveidaho Employee Feedback Survey April 3-24

We want to know how Year 2 of thriveidaho was for you! Whether you participated or not, this is your chance to share your thoughts about the thriveidaho with us. **The survey weblink will be distributed April 3 – April 24.**

Everyone who completes the survey will be entered into a drawing to win a Wellness Basket filled with items such as an iPod OR FitBit Zip and Polar heart rate monitor, and other wellness related gifts. Two winners will be drawn.

**BONUS!** Complete your survey by **April 10** and be entered into a drawing to win a limited edition thriveidaho travel mug. 100 travel mug winners will be drawn! Please provide your contact info in the survey so we can get your prize to you!

## Stay in Touch with thriveidaho

Join our email subscriber list to receive monthly updates and timely notifications and healthy recipes.

Go to [www.thrive.idaho.gov](http://www.thrive.idaho.gov) and select the 'Stay in Touch' link at the top of the page, or enter your email address on the site's main page just below Governor Otter's kickoff video clip.

Contact thriveidaho with any questions at 208-332-1860 or [thriveidaho@adm.idaho.gov](mailto:thriveidaho@adm.idaho.gov).



thriveidaho  
It feels good to feel good.

For comments or suggestions for future editions of Benefit Focus,

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