Open Enrollment
October 15 — November 15, 2012
LACERS 2013 Health Plans and Health Benefits

If you wish to keep your current medical and dental plans for you and your dependent(s) for 2013, no action is required by you. Your current LACERS health plan choices will remain in effect for the 2013 plan year.

2013 Health Plan Renewals

Recently, the LACERS Board of Administration approved health plan premiums and health subsidies for 2013. Initially, LACERS’ 2013 health plan premium costs were projected to increase 8.8% over current costs. However, as a result of the successful negotiating efforts of the LACERS Benefits Administration Committee (chaired by Commissioner Ken Spiker), LACERS staff, and Keenan & Associates, LACERS' health and welfare consultant, the total increase in premium costs for 2013 will be 7.3% above LACERS 2012 premium costs, reducing premium costs paid by LACERS Retired Members and the system by $1.1 million in the new plan year. This was accomplished without any plan design changes.

For 2013, LACERS expects to subsidize about 93% of medical plan premiums, with about 75% of LACERS Retired Members receiving a subsidy sufficient to cover their entire premium costs. In addition, we estimate 9.7% of Retired Members will see a decrease in their monthly medical premium payroll deductions, while 14.0% will see an increase in the same.

2013 Maximum Medical Plan Premium Subsidy

The LACERS Board of Administration increased the maximum medical plan premium subsidy the full amount allowable by the Los Angeles Administrative Code. For 2013, the maximum subsidy will increase from $1,190 to $1,367.

For Members who retired after June 30, 2011 and did not make additional retirement contributions to LACERS, the maximum subsidy for 2013 will remain $1,190.
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2013 Maximum Dental Plan Premium Subsidy

Section 4.1105.1 of the Los Angeles Administrative Code states that the retiree maximum dental subsidy shall be the maximum dental subsidy set by City Council for LACERS Active Members. The 2013 maximum dental subsidy for Active Members is $42.80. The LACERS Board was required to decrease the 2013 maximum dental subsidy for Retired Members to $42.80. This is the maximum amount that the Board is authorized to approve. Because the 2013 dental subsidy is less than the 2013 LACERS MetLife Dental PPO plan premium of $49.52 per month, members enrolled in this plan will experience a dental plan premium payroll deduction of at least $6.72 per month. Please be sure to review the subsidy and deduction charts in the Health Benefits Guide to see if and how you will be affected.

LACERS Well:
A New Wellness Program for Retirees

LACERS understands that being healthy plays an important role in a successful retirement. To help Members develop and meet their health goals, LACERS and all its medical plan carriers – Anthem Blue Cross, Kaiser Permanente, SCAN, and UnitedHealthcare – have created a wellness program called LACERS Well. As part of LACERS Well, annual wellness campaigns will be developed to help put our retired Members in touch with tools and resources available to help them better manage their health.

Our first LACERS Well campaign, called Take Charge of Your Health, was launched earlier this year. Through this campaign, LACERS has shared information on what medical and health plan information Members should have on hand, and how they can check for health and lifestyle risks. The final phase of this campaign, going on now, is directed at helping Members stay active.

Stay Active

For the Stay Active component of the Take Charge of Your Health campaign, LACERS Well Members have access to an online physical activity program through Kaiser Permanente’s HealthWorks called Thrive Across America. This program records daily exercise and activity levels and charts your progress along a virtual map of the United States. If you haven’t registered for this program yet, it is not too late. Just visit www.LACERS.org/LACERSWell for more information and to register for Thrive Across America. The first 1,000 who register for Thrive Across America, are registered for the LACERS Well, Take Charge of Your Health campaign, and complete the cross-country course will be eligible to receive a $50 reward card.

Fitness Fairs

LACERS Well Fitness Fairs, sponsored by Anthem Blue Cross, will be held in conjunction with certain LACERS Open Enrollment meetings at various locations in the greater Los Angeles area October 15 through November 15. At the Fitness Fairs, LACERS Members will be able to learn about and engage in different fitness activities, and network with retirees in their area to find new ways of being active together.

LACERS Well Website

A LACERS Well website has been developed to keep Retired Members informed about all of the wellness resources available to them through their health plans. On this website, Members can find health-related articles, links to various health resources and tools, and learn about upcoming LACERS health and wellness events. Register for the LACERS Well, Take Charge of Your Health campaign to receive regular email updates and to become eligible for certain programs. You may register at www.LACERS.org/LACERSWell.
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What’s New for 2013

No Enrollment Forms
Because the number of plan-specific enrollment forms has increased, it is no longer cost-effective for LACERS to include enrollment forms in the Health Benefits Guide. If you will be enrolling in a LACERS health plan, changing plans or adding/deleting dependents, you may visit www.LACERS.org and click on “Open Enrollment is Here” to download a copy of the appropriate enrollment forms, or call LACERS at (800) 779-8328 to have forms mailed to you.

ERRP Defrayals of Monthly Medical Premium Payroll Deductions are Temporary
If you are currently receiving a defrayal of your monthly medical premium payroll deductions as a result of LACERS’ participation in the Early Retiree Reinsurance Program (ERRP), be aware that the defrayals will end in early 2013. As a result, your deduction will no longer be offset by the ERRP defrayals and the full amount will be deducted each month from your retirement allowance. Consider this when choosing a medical plan during Open Enrollment because you may experience a sudden increase in your deductions in 2013 when these defrayals end.

New LACERS Headquarters
The Los Angeles City Employees’ Retirement System has relocated its headquarters to 202 W. First Street, Suite 500, Los Angeles, CA 90012-4401, in the Los Angeles Times building. The building is located near public transportation routes and City Hall. Office hours are 8:00 a.m. to 5:00 p.m., Monday - Friday. All other contact information has remained the same:

Phone: (800) 779-8328  
Website: www.LACERS.org  
Email: LACERS.services@lacity.org

UnitedHealthcare
LACERS Members enrolled in UnitedHealthcare will have the opportunity to take advantage of the hi HealthInnovations program. The hi HealthInnovations program offers discounts to Members for purchases of hearing aid products and services, saving thousands of dollars in out-of-pocket costs. Members interested in purchasing affordable hearing aids should ask a health care provider, or hi HealthInnovations hearing professionals, for a hearing test.

MetLife
LACERS Members enrolled in MetLife PPO for dental coverage will be able to utilize the Dental Health Manager Program, which will be available April 1, 2013. The web-based program offers a complete online Oral Health Risk Assessment questionnaire, which consists of a series of questions pertaining to overall health, history of diagnosed and treated conditions, oral health and any habits or behaviors that are contributing factors to risk and disease. A report card will identify health concerns that participants should take note of, as well as a recommended action plan.
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Open Enrollment Reminders

Not Enrolled?
If you decide to change your medical or dental plan or enroll in one, then you must complete the appropriate enrollment forms, which you may obtain by visiting www.LACERS.org and clicking on Open Enrollment is Here or by calling LACERS.

Do You Want to Cancel Your Plan?
If you are terminating your medical or dental plan, contact LACERS for the appropriate form.

Do You Have Enough Prescription Medications?
If you are changing your LACERS medical plan, make sure you have enough medication to cover at least the first two weeks of January 2013.

Are You Undergoing Treatment?
If you are changing a medical and/or dental plan and you have a scheduled procedure, hospitalization, or are undergoing treatment, notify your current and new plan carriers to coordinate your benefits.

Confused about Vision Care?
When you enroll in a LACERS medical plan, you are covered automatically for vision benefits. Kaiser Permanente subscribers are covered directly through Kaiser Permanente. Contact Kaiser Permanente at (800) 464-4000 or Kaiser Permanente Senior Advantage at (800) 443-0815 for more information.

Anthem Blue Cross, SCAN and UnitedHealthcare subscribers are covered through Vision Service Plan (VSP). Call VSP at (800) 877-7195 to learn how to access their services.

When Will the Deductions Appear on Your Check?
Any new deductions reflecting your health plan choices for 2013 will appear on your December 2012 paycheck. Please note that as long as ERRP funds are available, deduction increases will be temporarily defrayed.

How Long Are Your Decisions Effective?
The decisions you make during this Open Enrollment period are effective for the entire plan year, from January 1 through December 31, 2013. You may not change your health plan choices until the next Open Enrollment period in October of 2013, unless you have a family status change.

What If Your Family Status Changes During the Year?
If your family status changes (e.g., marriage, domestic partnership, divorce, birth/adoption), you may adjust your coverage level without waiting until the next Open Enrollment period.

• If you would like to add a dependent due to a change in your family status, you must contact LACERS within 30 days of that change or you will have to wait until the next Open Enrollment period to add a dependent.
• You may delete eligible dependents at any time.
• Your net retirement allowance must be sufficient to cover any premium deductions. If not, call LACERS to discuss your options.
• You are required to complete the Certification of Dependent or Survivor Status for Health Coverage if you are adding a dependent.

What If You Move During the Year?
If you are planning on moving to an area outside your current zip code, be sure to contact LACERS within 30 days of your move to determine if your new zip code is within the zip code service areas of LACERS health plans. Depending on the outcome, your move may create a new health plan enrollment opportunity for you.

ID Cards
LACERS’ medical plans and the SafeGuard HMO dental plan issue ID cards to Retired Members. MetLife Dental PPO plan and Vision Service Plan do not issue ID cards. However, LACERS can provide you with a generic MetLife Dental PPO card, by request.