



Benefits Administration Letter

Number: 20-403

Date: November 2, 2020

Subject: 2020 Federal Benefits Open Season: FSAFEDS, FEDVIP and FEHB Program Significant Plan Changes

This Benefits Administration Letter (BAL) is the third in our series of 2020 Federal Benefits Open Season BALs for the Federal Flexible Spending Account Program (FSAFEDS), the Federal Employees Dental and Vision Insurance Program (FEDVIP) and the Federal Employees Health Benefits (FEHB) Program. This BAL provides information on significant plan changes for 2021.

This year's Federal Benefits Open Season will run from Monday, November 9 through Monday, December 14, 2020.

FSAFEDS

The U.S. Office of Personnel Management (OPM) selected Health Equity to administer the Federal Flexible Spending Account Program (FSAFEDS) after a full and open competition. The current contractor, WageWorks, is a wholly owned subsidiary of Health Equity. Health Equity will assume full administration of FSAFEDS on January 1, 2021.

FEDVIP

New for 2021– There are 10 new plans options in FEDVIP. That makes for a total of 23 dental plan options and 10 vision plan options in 2021 for employees to review during the upcoming Open Season. Please refer to **Attachment 1: FEDVIP Significant Plan Changes** for the list of the new 2021 FEDVIP plans and options.

The FEDVIP dental and vision plans were recompeted with new contracts effective January 1, 2021. Plans were allowed to propose up to 5 rating regions with associated premium rates. FEDVIP members should not assume their plan's rating region is the same in 2021 but are encouraged to review the rating regions and premium rates in their 2021 Federal dental and vision plan brochures to determine the rating region available in their area.

TIP: Distribute the attached list to all employees so they will know that they have more 2021 FEDVIP choices during the upcoming Open Season.

FEHB PROGRAM

The remainder of this letter provides important information on the significant changes affecting certain plans in the FEHB Program for the upcoming Open Season.

Attachment 2: FEHB Significant Plan Changes identifies those FEHB plans and their corresponding significant changes. Some of these events will require action on the part of agencies and enrollees.

Please note there are two plans leaving the FEHB Program at the end of 2020. Employees in these terminating plans **must** enroll in a new plan during Open Season or they will be enrolled in GEHA Indemnity Benefit Plan Elevate (the lowest-cost nationwide plan option for 2021 as determined by OPM). See [Benefit Administration Letter 16-202 Enrollment Options Following the Termination of a Plan or Plan Option](#) for additional information on how to automatically enroll individuals who do not make an enrollment election during the allotted time period.

TIP: Distribute the attached list of significant FEHB plan changes to all employees so they can check to see if they will be affected by 2021 FEHB plan or service area terminations.

Table 1: Plans Leaving the FEHB Program and

Table 2: Plans Reducing Service Areas and Terminating Enrollment Codes

What Must Employees Do?

- Employees in terminating plans (**Table 1**) or service area reductions with terminating enrollment codes (**Table 2**) **must** enroll in a new health plan during Open Season. If they do not enroll in a new plan, they will be enrolled in GEHA Indemnity Benefit Plan Elevate (the lowest-cost nationwide plan option for 2021 as determined by OPM).
- **New Coverage:** Coverage under an enrollee's new health plan will be effective the first day of the pay period beginning on or after January 1, 2021; **for most employees this will be Sunday, January 3, 2021.** Enrollees will remain covered and receive the 2020 benefits of the old plan until coverage under the new plan becomes effective.

What Must You Do?

- You must notify employees enrolled in the plans listed in **Table 1 and Table 2** to select new plans. Advise your employees if they do not choose new plans, they will be enrolled in GEHA Indemnity Benefit Plan Elevate (the lowest-cost nationwide plan option for 2021 as determined by OPM).
- Distribute copies of this list to employees with your agency's notice about Open Season along with copies of the, **Attachment 3: FastFacts - What to do When Your Health Plan is Terminating Coverage in Your Area or Leaving the Federal Employees Health Benefits (FEHB) Program.**
- Follow up with employees in these plans and remind them to select new plans.

- **Belated changes:** Some employees still might not receive instructions to change plans during Open Season. We encourage you to be liberal in accepting belated Open Season changes from employees enrolled in terminating plans or plans with service area reductions and terminating enrollment codes.

What Will Health Plans Do?

Plan Notification: The plans in **Table 1 and Table 2** have been instructed to notify enrollees of the need to select new plans for 2021; however, because some plans' enrollment and address lists may not be up to date, we encourage you to accept belated changes.

Table 3: Plans Terminating Options and Enrollment Codes

What Must Employees Do?

- Employees in a plan dropping an option (**Table 3**) may choose a new health plan during Open Season or remain with their current plan and be switched automatically into the plan's option specified in **Table 3**. See [Benefit Administration Letter 16-202 Enrollment Options Following the Termination of a Plan or Plan Option](#). **New Coverage:** Coverage under an enrollee's new health plan or option will be effective the first day of the pay period beginning on or after January 1, 2021; **for most employees this will be Sunday, January 3, 2021**. Enrollees will remain covered and receive the 2020 benefits of the old plan or option until coverage under the new plan becomes effective.

What Must You Do?

- Advise your employees who are enrolled in the plan that is dropping an option (**Table 3**) that if they do not choose a new health plan, they will be automatically transferred into the plan's option as specified in **Table 3**.
- Distribute copies of this list to employees with your agency's notice about Open Season.
- Follow up with employees in the plan and remind them that if they do not choose a new health plan, they will be automatically transferred into the plan's option specified in **Table 3**.
- **Belated changes:** Some employees still might not receive instructions regarding their plan dropping an option. We encourage you to be liberal in accepting belated Open Season changes from employees enrolled in the plan dropping an option listed in **Table 3**.

What Will the Health Plan Do?

- **Plan Notification:** The plans in **Table 3** have been instructed to notify enrollees that their current plan option is being discontinued and that if they do not change to another plan during Open Season, they will be switched automatically into the plan's option specified in **Table 3**.

Table 4: Plans Adding New Options and Enrollment Codes

Table 5: Service Area Expansions Without New Enrollment Codes

Table 6: New Plan Entering the FEHB Program

Table 7: Plans Changing Name

What Must You Do?

You must include the plans with new options, the plans with expanded service areas, and the new plans entering the FEHB Program (Tables 4-7) when you count the number of eligible employees and place your order for brochures. Plan contact information is available on our website at www.opm.gov/plancontacts.

CONCLUSION

We encourage you and your employees to visit our website at www.opm.gov/openseason for the most up-to-date information. Please note that 2021 plan information will be posted on our website in early November. We look forward to working with you to ensure Federal employees have a successful Open Season.

Sincerely,

Laurie Bodenheimer
Acting Director
Healthcare and Insurance

Attachments

Attachment 1: FEDVIP Significant Plan Changes

Attachment 2: FEHB Significant Plan Changes

Attachment 3: FastFact: What to do When Your Health Plan is Terminating Coverage in Your Area or Leaving the Federal Employees Health Benefits (FEHB) Program