Flex Benefits Update

What’s Important to Know About Health Care Reform

Beginning January 1, 2014, important requirements of the Health Care Reform law take effect. Nearly everyone will need to have medical coverage for 2014 or pay a penalty. Any action you may need to take depends on whether you are eligible for the City’s Flex benefits.

- The City’s Flex medical plans meet requirements of the Health Care Reform law, so if you are eligible for Flex benefits you don’t need to think much about the new public health insurance marketplaces (also called exchanges) that are being introduced as part of the law. Since Flex offers a medical plan that meets the law’s standards for being affordable and providing at least the minimum level of benefits, you generally won’t be eligible for a subsidy in the public marketplace, and you would pay the full cost of any coverage you buy there.

- If you’re not eligible for Flex, you may need to look to the public marketplace for coverage. You may qualify for a subsidy to help pay for that coverage. Go to http://www.coveredca.com/link-to-us.html for more information about coverage available through the California Healthcare Exchange. The California Healthcare Exchange may be an option to consider if you have family members who are not eligible for Flex (for example, a child who is over age 26).

Did You Know?

The Joint Labor-Management Benefits Committee (JL-MBC) meets regularly to make recommendations on the City’s Flex benefits plan for active civilian employees. Meetings are open to everyone and meeting minutes and committee actions are posted and can be viewed online.

Scheduled meetings will take place this month on June 6, June 11 and June 13. June meetings will begin at 9:00 a.m. and will be held at City Hall, 200 N. Main Street, Room 1200, Los Angeles, CA.

For more information about the JL-MBC, including meeting times, agendas and meeting minutes and materials, visit myflexla.com and from the home page, click About the JL-MBC.

JL-MBC Committee Members

The JL-MBC consists of five members from management and five members from employee organizations. Current committee members are:

Management:
Margaret Whelan, Vice-Chairperson
Jaime de la Vega
Tony Royster
Matthew Rudnick
Miguel Santana

Employee Organizations:
Cheryl Parisi, Chairperson
Paul Bechely
Chris Hannan
David Sanders
Gregory West
Making Changes to Benefit Elections During the Year

You can only change your benefit choices (except for Commuter Spending Accounts) during the year if you have an eligible family status change such as a marriage, divorce, or birth or adoption of a child. If you have an eligible family status change, you may be able to make benefit changes that are consistent with your family status change.

If you have a family status change, you must call the Benefits Service Center at 1-800-778-2133, or go online at myflexla.com within 30 calendar days after the family status change to make new benefit choices. If you miss the deadline, you will have to wait until the next annual enrollment.

Get Fit, Get Healthy and Save!

Find great support for your health at myflexla.com. From the home page, click Get Healthy, Stay Healthy, and then click Live a Healthy Lifestyle.

You can find resources to help you:

- Eat healthy
- Stay physically fit
- Quit smoking
- Lose weight

Get connected to offers and discounts to help you improve your health — and keep more money in your wallet! Find discounts on health and wellness services and products by clicking the appropriate link below:

- Anthem members, go to SpecialOffers Discounts
- Kaiser Permanente members, go to Kaiser Permanente - Healthyroads

You can also access healthy living discounts at myflexla.com. From the home page, click Get Healthy, Stay Healthy, and then click Get Healthy Discounts.

See the 2013 Flex Benefits Enrollment Guide at myflexla.com for more on eligible family status changes. From the home page, click Know Your 2013 Benefits to view the guide.