



Office of Employee Benefits

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What's New For 2020

Active Employees Only

✦ New Flexible Spending Account Health Care (HCFA) & Dependent Care (DCFSA) Provider

Effective January 1, 2020, Vantagen Baker Tilley will no longer administer the Flexible Spending Account for HCFA and DCFSA. **TASC** (*Total Administrative Services Corporation*) will be administering the Flexible Spending Account for HCFA and DCFSA effective January 1, 2020. Employees must re-elect this benefit each year during Annual Open Enrollment in order to be enrolled for the next plan year. A TASC Card will be issued for all new memberships.

✦ Health Care Flexible Spending Account (HCFA) Maximum

The HCFA maximum annual contribution will increase from \$2,650 to \$2,700 for plan year 2020.

✦ New DHMO & DPPO Dental Provider

Effective January 1, 2020, Delta Dental will no longer administer the DHMO and DPPO dental coverage for Baltimore City employees and their covered dependents. **United Concordia Dental** will be administering the DHMO and DPPO dental coverage effective January 1, 2020. The United Concordia DHMO plan requires members to reside in Maryland or Pennsylvania.

- If you are currently enrolled in the DeltaCare USA DHMO dental plan and no election changes are made during Annual Open Enrollment, you and your eligible covered dependents will default to the United Concordia Dental DHMO plan. **However, if you reside outside of Maryland or Pennsylvania, you and your eligible covered dependents, if any, will not be defaulted to United Concordia Dental DHMO plan. You and your eligible covered dependents, if any, will be defaulted to "No Coverage" if you do not elect the United Concordia DPPO plan during Annual Open Enrollment.**
- If you are currently enrolled in the Delta Dental DPPO dental plan and no election changes are made during Annual Open Enrollment, you and your eligible covered dependents will default to the United Concordia Dental DPPO plan. New membership ID cards will be issued for all memberships.

✦ New Basic & Optional Life Insurance Provider

Effective January 1, 2020, Securian Life will no longer administer the Basic and Optional Life and AD&D benefits. **MetLife** will be administering the Basic & Optional Life and AD&D benefits for eligible active Baltimore City employees effective January 1, 2020.

✦ Changes For MAPS Employees Only

- Effective January 1, 2020, MAPS employees that elect the Waiver Credit benefit for waiving Medical coverage will receive \$780 incrementally over the course of 26 pays, which is \$30 per pay. **Employees must re-elect this benefit each year during Annual Open Enrollment in order to receive this credit for the next plan year.**

- Effective January 1, 2020, Basic Life and AD&D coverage amount will change from 2 ½ x Annual Salary with a \$100,000 Maximum to 2 ½ times Annual Salary without a \$100,000 Maximum for MAPS employees only.

✦ To View Your Current Elections At the 2020 Costs

To view your current elections at the 2020 costs, click on **VIEW BENEFITS** under the **Current Benefits** tile on the **Benefits** dashboard. Next, click on **VIEW ALL STATEMENTS**. Then click on **January 1, 2020** (*under Event Date*) for the **Annual Enrollment** event type. If you do not wish to make any changes to your current elections and/or dependent enrollment information for plan year 2020, print a copy of your confirmation statement to keep for your record.

✦ To Make Enrollment and/or Dependent Election Changes For 2020

To make changes to your current enrollment and/or dependent elections, click on the “**drop down arrow**” under the **Annual Enrollment** tile. Once you have made all your changes and reviewed your elections, be sure to click on the **NEXT: CONFIRM ENROLLMENT** and **I AGREE AND CONFIRM ENROLMENT** tabs to confirm your enrollment. **Important Reminder: Employees that are eligible to elect the “Waiver Credit” and the “Health Care & Dependent Care Flexible Spending Account” must re-elect these benefits during Annual Open Enrollment for 2020 plan year enrollment.**

Retirees Only

✦ New Retiree Basic Life Insurance Provider

Effective January 1, 2020, Securian Life will no longer administer the Retiree Basic Life Insurance benefit for eligible retirees (*excluding beneficiaries*). **MetLife** will be administering the Retiree Basic Life Insurance benefits for eligible Baltimore City retirees (excluding beneficiaries) effective January 1, 2020.

✦ Change in Dental DHMO Provider for BlueChoice Advantage PPO Plan Members Only

Effective January 1, 2020, CareFirst will no longer provide dental coverage to non-Medicare members enrolled in the BlueChoice Advantage PPO High and Standard Option plans. Non-Medicare members enrolled in the BlueChoice Advantage PPO High and Standard Option plans will receive dental coverage from **United Concordia Dental** effective January 1, 2020.

Members that reside in Maryland and Pennsylvania will follow the United Concordia DHMO schedule of benefits and members that reside outside of Maryland and Pennsylvania will follow the United Concordia Low DPPO (DHMO Replacement Plan) benefits summary. Note: Member enrolled in the United Concordia DHMO dental plan must select an in-network primary dentist. New membership ID cards will be issued for all memberships.

✦ Retiree Basic Life and AD&D Coverage Amount Change For MAPS Retirees Only

The Retiree Basic Life and AD&D coverage amount will increase from \$8,500 to \$10,000 for MAPS retirees effective January 1, 2020.