DIVISION 30

PLAN DESIGN DEVELOPMENT AND SELECTION

111-030-0005

Benefit Plan~~s~~ Selection through OEBB

(1) As used in this section, "benefit plans" includes medical, dental, pharmaceutical, dental, basic life and accidental death and dismemberment, optional life and AD&D, short and long term disability, long term care and employee assistance program.

(2) OEBB will offer a range of benefit plans that provide the flexibility to choose between a number of high quality plan options.

(3) The process for the **2012-13 Plan Year** benefit plan~~s~~ selection includes:

(a) **OEBB releases preliminary designs and costs for all benefit plan options to Educational Entities no later than 45 days prior to final selection date.** ~~Release of preliminary designs and costs for all benefit plan options to Educational Entities no later than 45 days prior to final selection date.~~ The total number offered may vary each year.

(b) **OEBB will pre-populate the MyOEBB Educational Entity Plan Management section with all medical, dental and vision plans available in the Educational Entity's service area.** ~~Educational Entities select, or allow each Employee Group to select, the benefit plan options to be offered to each Employee Group unless otherwise specified in an OEBB administrative rule.~~

(c) **Educational Entities may choose to, or allow each Employee Group to choose to, de-select benefit plan options to be offered to each Employee Group unless otherwise specified in an OEBB administrative rule.** ~~Benefit plan selections for each Employee Group must be submitted through the MyOEBB Educational Entity plan management section or an approved electronic format to OEBB no later than June 30 each year. Plan selection submissions must be authorized by an official with the Educational Entity.~~

(d) Final benefit plan selections for each Employee Group must be submitted through the MyOEBB Educational Entity plan management section or an approved electronic format to OEBB no later than June 15 each year for the following plan year. Plan selections must be authorized by an official with the Educational Entity.

111-030-0010

Medical, Pharmaceutical, Dental and Vision Plan Selection Criteria

(1) **(a) Effective October 1, 2012,** Educational Entities may choose or allow **all medical, dental and vision plans available in the service area to be available to some or all Entity Employee Groups** ~~up to four medical plans per Employee Group.~~ **with the following exception:**

(b) The HMO vision plan offered through Kaiser Permanente is only available if the HMO medical plan offered through Kaiser Permanente is available.

~~(2) Educational Entities must choose or allow one pharmaceutical plan for each OEBB Medical Plans 3 through 8 with the following restrictions:~~

~~(a) Pharmacy Plan A only;~~

~~(b) Pharmacy Plan B only;~~

~~(c) Pharmacy Plan C only;~~

~~(d) A combination of Pharmacy Plan A and Pharmacy Plan C;~~

~~(e) A combination of Pharmacy Plan B and Pharmacy Plan C.~~

~~(f) The pharmacy benefits are included in OEBB Medical Plan 9.~~

~~(g) An Educational Entity cannot offer the same OEBB medical plan to an Employee Group as more than one medical plan option, even if it is matched with different pharmacy plans.~~

~~(3) Educational Entities may choose or allow up to three OEBB dental plans with or without orthodontia coverage per Employee Group with the following restrictions:~~

~~(a) The orthodontia option must be included in all or none of the dental plan selections, with the exception of plans 7 and 8 offered through Willamette Dental.~~

~~(b) The HMO dental plan offered through Kaiser Permanente is only available to an Employee Group that selects a medical HMO plan offered through Kaiser Permanente.~~

~~(4)(a) Educational Entities may choose or allow one vision plan per Employee Group with the following exception:~~

~~(b) An Educational Entity may choose or allow the addition of a vision plan offered through the HMO if the Employee Group selects the medical HMO plan.~~

111-030-0047

Development of Flexible Spending Accounts

(1) Effective October 1, 2012, OEBB will offer the use of an employer sponsored vendor for Flexible Spending Accounts (FSAs) including a Health Care Flexible Spending Account, Limited Health Care Spending Account and Dependent Care Flexible Spending Account.

(2) If an Educational Entity chooses to offer an employer sponsored FSA, the Educational Entity may offer this plan through the OEBB-contracted FSA vendor.

(3) Eligible employees who are eligible to enroll in an FSA, and choose the employer sponsored FSA vendor, do so directly through their Educational Entity.

(4) Eligible employees must meet requirements established by the Internal Revenue Service (IRS) to qualify for enrollment in an FSA. Once enrolled in an FSA, members are responsible to adhere to tax requirements of the IRS.