



2020 Open/Switch Enrollment for Benefits Plan Year January 1, 2021-December 31, 2021

EMPLOYEE BENEFITS
BUREAU

RISK MANAGEMENT DIVISION
STATE OF NEW MEXICO





The Open/Switch Enrollment Event is an opportunity for benefit-eligible employees to:

- Change benefit plan elections – this includes
- Adding or dropping coverage
- Adding or dropping dependents from coverage
- Switching medical carriers (HMO to PPO or visa versa)

Enrollment is not mandatory, unless you wish to change your current benefit elections, or wish to participate in the Health Care, Dependent Care, or Transportation/Parking FSA in 2021.

Live Interactive Carrier Webinars are being presented through October 6th to assist employees in better understand all offered benefits.

Reminder: When submitting Enrollment/Change Form(s), all supporting documentation (Proof-of-Dependency, etc.), must be submitted during the Open Enrollment event (October 1st thru October 31st)



SoNM Benefit Options

Medical

- Blue Cross Blue Shield (BCBS) – PPO and HMO;
- Cigna – HMO and PPO;
- Presbyterian Health Plan – HMO

Express Scripts – Pharmaceutical Benefit

Dental

- Delta Dental – PPO New Mexico

Vision

- EyeMed Vision

Term Life Insurance –

- The Hartford – Employee Supplemental, and Dependent Coverage

Disability

- Offered by State of New Mexico
 - Administered by Erisa Administrative Services, Inc.

Flexible Spending Accounts

- Offered by the State of New Mexico
 - Administered by Erisa Administrative Services, Inc.

POP: Premium Only Plan

- Offered by the State of New Mexico
 - Benefits are deducted from pay as a pre-tax deduction

Disability Overview

The State of NM offers the following Disability programs:

Short Term Disability (STD)
Long Term Disability (LTD)
Maternity Leave

To be eligible for the Disability Benefit, an employee must:

- ▶ Be enrolled in the SoNM Disability Plan
- ▶ Have paid disability premiums for at least 12 consecutive months; and
- ▶ Have suffered a disabling, non-work related illness or injury which prevents the employee from working in any capacity



Well-Being Solutions



Well-Beings Solutions is the new SoNM Employee Assistance Program (EAP), providing employees and their household members 5 FREE confidential visits per issue.

Giving guidance and resources for every aspect of life, whether it be financial, legal, family, behavior, wellness, etc., the **Well-Being Solutions** program can help you cope when you need help with any life situation.



What's Changing for 2021 Plan Year

Possible Benefit Plan changes are currently under review. As always, the Employee Benefits Bureau we will keep you updated on all Benefit information via our EBB Newsletters, DoIT Emails, EBB Website (www.mybenefitsnm.com), and Round the Roundhouse articles for all updates and information.

We apologize for the Inconvenience

Enrollment/Change Process



STEP ONE: Get Organized

Learn about offered benefits through:

Carrier Webinars
Archived DoIT Email Blasts
Round the Roundhouse
Carrier Websites
EBB's My Benefits Website

All carrier presentations will be recorded and available at:

www.mybenefitsnm.com

STEP TWO: Review your options and resources

Explore all offered benefits, and know what forms/information are required for enrollment.

Any change to current benefit elections requires re-entry of all dependents. Proof of dependency is required for any newly covered dependents.

Annual enrollment is required to participate in Health and/or Dependent Care FSA. Changes to Transportation/Parking pledge amounts also requires re-enrollment.

Although not mandatory, we strongly suggest all employees complete a Hartford Beneficiary Form to ensure benefits are distributed as desired.

STEP THREE: Enroll/Switch Benefits

You're ready to enroll in, or make changes to your benefits.

Remember to verify deductions are taken accurately:

SoNM- First FSA deduction:
1/1/2021 Pay Advice

Benefit deductions:
1/15/2021 Pay Advice

LPB- Please check with your Human Resource/Payroll Office

Dedicated Website/Resources



www.mybenefitsnm.com
Open Enrollment (on Gold Bar)

Information can be accessed:

- ▶ Available 24/7
- ▶ Up-to-date Information
- ▶ Recorded Presentations
- ▶ Plan Highlight Sheets
- ▶ Benefits Comparison Grid
- ▶ Premium Rate Sheets
- ▶ FAQs
- ▶ Enrollment Forms
- ▶ And much more



Open/Switch Enrollment
For State of New Mexico and Local Public Body Employees
For Benefits Plan Year 2021 (Jan 1 - Dec 31)



Step 1



Get Organized

Where can I find information on offered benefits?

[Webinar Calendar \(with links\)](#)
[DoIT Email Blast \(Current\)](#)
[Round the Roundhouse](#)
[Individual Carrier Websites](#)
[My Benefits Website](#)

Step 2



Review Your Options

Take a look at all that is offered before you make a decision

[Recorded Carrier Presentations](#)
[New Carrier](#)
[Presbyterian Health Plan](#)
[BlueCross Blue Shield of NM](#)
[Delta Dental](#)
[Express Scripts](#)
[EyeMed](#)
[The Hartford](#)
[Flexible Spending Account \(FSA\)](#)

Resources

[Comparison Summary](#)
[Rate Sheet](#)
[Carrier Plan Summaries](#)
[Review your current coverage \(Dependent information\)](#)
[What documents do I need to enroll?](#)
[Open Enrollment 2021 FAQ](#)
[The Hartford Premium Life Calculator](#)

Step 3



Online Enrollment

Time to Enroll/Switch Benefits

[Online Enroll/Change Form](#)
[Domestic Partner Affidavit](#)
[POP Waiver Form \(LPB\) \(State\)](#)

Last minute reminders:

- If you do not need to make changes to your benefits, then no action is necessary.
- **FSA and Dependent care need to be selected each Year.**

Erisa (EASI)



Erisa Administrative Service, Inc. (EASI) is the SoNM
Third Party “Benefits” Administrator

Services Include Enrollment and
Eligibility Questions for:

- Health Benefits
- Short/Long Term Disability
- Flexible Spending Accounts
- Consolidated Omnibus Budget
Reconciliation Act (COBRA)

EASI
Erisa Administrative Services, Inc

1200 San Pedro NE, Albuquerque NM 87110
Local: (505) 244-6000 Toll Free: 1-855-618-1800
FAX: (505) 244-6009 Email: SONM@easitpa.com

STAY WELL HEALTH CENTER (SWHC)

All services provided and medications dispensed through the Health Center are FREE to SoNM Medical Plan members and their dependents (age 2 and up).

Primary Care

Physicals/Wellness
Immunization
Contraceptive
Child Well Visits (2yrs+)
Women's Health Exams
Sports Physicals

Personal Health Coaching

The SWHC's Health and Wellness Coach is available to educate, motivate, and support members seeking assistance in understanding and managing any of the following conditions:

Diabetes/Prediabetes
Hypertension (High Blood Pressure)
Dyslipidemia (High Cholesterol)



Hours:

M-F 7 – 6

Location:

Joseph Montoya Bldg.
1100 S St Francis Dr.
Santa Fe, NM 87505

Phone: 505.827.2485

***Now servicing ALL covered NM members statewide via telephone/video visits!**