



The Superior Court

COUNTY OF SAN JOAQUIN

HUMAN RESOURCES DIVISION

180 E. WEBER AVENUE, SUITE 1301A

STOCKTON, CALIFORNIA 95202

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hr@sjcourts.org

May 8, 2020

RE: Open Enrollment Period May 11 – May 22, 2020

Dear Superior Court Employee:

Please read the enclosed open enrollment packet carefully. It contains detailed information and instructions on all benefit plans, including medical, prescription co-pays, dental and vision. Please note the following plan changes:

- **Kaiser** – There are no plan and premium changes.
- **SHP** – There are no plan or premium changes.
- **Delta Dental** – There is a decrease in premiums for the PPO plan and no premium changes for the DHMO. We received a two-year rate guarantee. There are no plan changes.
- **VSP** – We are entering our last year of a two-year rate guarantee. There are no plan changes.
- **Life Insurance** – We are entering our last year of a three-year rate guarantee with Voya Financial for Life and Accidental Death & Disability (AD&D) insurance.
- **Employee Assistance Program (EAP)** – Claremont is our EAP provider. This benefit is paid for by the Court.

Please see rate sheets and benefit summaries provided in your open enrollment package. Any changes you make during the Open Enrollment period will be effective July 1, 2020. Employee benefit contributions are based on 24 pay periods (previously 26 pay periods). On an annual basis, there will be two (2) pay periods where no employee benefit contributions will be made. For this plan year, no deductions for Kaiser, SHP, Delta Dental, VSP, FSA/Dependent care, Voya Life Insurance will be taken the pay dates of October 30, 2020 and April 30, 2021.

This plan year, we will not be holding open enrollment meetings. Our Insurance Broker, EPIC has developed a presentation that provides an overview of the benefits offered by the Court. This presentation can be viewed at your convenience as follows: <https://vimeo.com/415129992>. To view the open enrollment documents, please click on <https://www.sjcourts.org/courtcommunications/>.

The Court will use the employee self-service online enrollment system through ADP Workforce Now (WFN) for this year's open enrollment. Information is provided in the open enrollment packet. **You MUST go into the WFN to enroll for benefits even if you are not making any changes. This will allow you to confirm that your information and benefits are correct. You must complete your enrollment by Friday, May 22, 2020 at 5:00 p.m.**

REMINDER:

You must re-enroll into the Flexible Spending Account (Flex 125) if you plan on participating for plan year (July 1, 2020 – June 30, 2021).

We continue to work with our Insurance Broker to provide the best affordable health plans for our employees. We thank you for your patience and appreciate feedback regarding the current health plans. If you have any questions, please call the Human Resources Office at (209) 992-5670 or (209) 992-5223 or email hr@sjcourts.org.

Sincerely,

Superior Court Human Resources Department