

OPEN ENROLLMENT GUIDE

2024



GARDEN GROVE

Academy Recruits

Begins: Monday, September 18, 2023, 8:00 a.m.

Deadline: Friday, October 13, 2023, 4:00 p.m.

Changes effective: Monday, January 1, 2024

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Deadline to submit: October 13, 2023 at 4:00 p.m.

OPEN ENROLLMENT CHECKLIST

Open Enrollment is a great time to review your existing benefit plans, evaluate any anticipated needs, learn more about your benefits and make adjustments for the upcoming calendar year.

1. Prepare

Review your benefits in the new Employee Online system. You can access the system by logging in from your work computer only. You should also review the information in this packet and on the benefits website. Write down any questions you have and talk to Janna Bradley to get your answers.

2. Plan

Decide whether or not you want to make changes to your benefits. Changes you can make include:

- Change medical, dental, vision plans
- Add a medical, dental, or vision plan
- Cancel your medical, dental or vision plan
- Remove or add eligible dependents

Required Documents

- Social security cards for all dependents
- Birth certificates for children
- Marriage certificate and driver's license for spouse

If you are adding dependents, please send copies of the appropriate documents to Human Resources at hr-documents@ggcity.org.

PLEASE DO NOT EMAIL ANY DOCUMENTS CONTAINING SOCIAL SECURITY NUMBERS FROM YOUR PERSONAL EMAIL.

3. Complete

Log in to the Employee Online system and make any necessary changes. Not making changes? Log in to the Employee Online system and make 100% sure everything is the way you want it. If you don't and it's incorrect, you cannot fix it after October 13, 2023.

LOGGING INTO THE EMPLOYEE ONLINE SYSTEM

Instructions for how to navigate the Open Enrollment steps in Employee Online are posted on the main Garden Grove intranet page at: <https://ch.ci.garden-grove.ca.us/internal/>.

NOTE: You must complete your benefits selection by 4:00 p.m. on Friday, October 13, 2023 in Employee Online regardless of whether you are making any changes.

GARDEN GROVE BENEFITS WEBSITE

For detailed medical, dental and vision plan summaries, please visit: <https://benefits.ggcity.org>

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MEDICAL ALLOCATIONS

The City provides a medical allocation based on bargaining unit and by coverage level.

Bargaining Group	Employee Only	Employee & One Dependent	Employee & Full Family	Waiver of Coverage
Academy Recruit	1,005.00	1,005.00	1,005.00	-
Upon Graduation / Police Association	1,005.00	1,545.00	1,900.00	455.00

Any plan changes you wish to make must be done during this Open Enrollment Period.

MEDICAL PLANS

The City offers both HMO and PPO style plans. To view the plan summaries, visit the Open Enrollment website.

HMO Plans

- Anthem Blue Cross Select
- Anthem Blue Cross Traditional
- Blue Shield Access +
- Blue Shield Trio (only available in Los Angeles, Orange, San Luis Obispo, Santa Barbara, and Ventura)
- Health Net Salud y Más
- Kaiser Permanente
- Sharp Performance Plus (only available in San Diego)
- United Healthcare SignatureValue Alliance HMO
- United Healthcare SignatureValue Harmony HMO

PPO Plans

- PERS Gold
- PERS Platinum
- PORAC (Sworn Police Only)

MEDICAL PREMIUMS

CalPERS determines medical premiums based on region. Below are the counties included within each region and the medical premiums for each area.

If you live in SAN DIEGO or ORANGE COUNTY, you will look at Region 2 premium rates.

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REGION 2 Plan Name	Employee Only	Employee & One Dependent	Employee & Full Family
Anthem Blue Cross Select HMO	\$807.71	\$1,615.42	\$2,100.05
Anthem Blue Cross Traditional HMO	\$1,034.38	\$2,068.76	\$2,689.39
Blue Shield Access+ HMO	\$869.14	\$1,738.28	\$2,259.76
Blue Shield Trio HMO	\$810.24	\$1,620.48	\$2,106.62
Health Net Salud y Mas HMO	\$684.77	\$1,369.54	\$1,780.40
Kaiser Permanente HMO	\$904.95	\$1,809.90	\$2,352.87
Sharp Performance Plus HMO	\$833.24	\$1,666.48	\$2,166.42
United Healthcare SignatureValue Alliance HMO	\$837.88	\$1,675.76	\$2,178.49
United Healthcare SignatureValue Harmony HMO	\$792.65	\$1,585.30	\$2,060.89
PERS Gold PPO	\$799.44	\$1,598.88	\$2,078.54
PERS Platinum PPO	\$1,151.50	\$2,303.00	\$2,993.90
PORAC PPO	\$926.00	\$1,863.00	\$2,371.00

If you live in LOS ANGELES, RIVERSIDE or SAN BERNARDINO COUNTY, you will look at Region 3 premium rates. **PLEASE NOTE: If you live in Region 3 and would prefer to use Garden Grove's eligibility zip code for Region 2 rates, you must elect to do so during the Open Enrollment window.**

REGION 3 Plan Name	Employee Only	Employee & One Dependent	Employee & Full Family
Anthem Blue Cross Select HMO	\$841.13	\$1,682.26	\$2,186.94
Anthem Blue Cross Traditional HMO	\$1,012.67	\$2,025.34	\$2,632.94
Blue Shield Access+ HMO	\$756.65	\$1,513.30	\$1,967.29
Blue Shield Trio HMO	\$704.69	\$1,409.38	\$1,832.19
Health Net Salud y Mas HMO	\$630.13	\$1,260.26	\$1,638.34
Kaiser Permanente HMO	\$865.41	\$1,730.82	\$2,250.07
United Healthcare SignatureValue Alliance HMO	\$826.44	\$1,652.88	\$2,148.74
United Healthcare SignatureValue Harmony HMO	\$734.76	\$1,469.52	\$1,910.38
PERS Gold PPO	\$785.28	\$1,570.56	\$2,041.73
PERS Platinum PPO	\$1,131.47	\$2,262.94	\$2,941.82
PORAC PPO	\$926.00	\$1,863.00	\$2,371.00

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DENTAL PLANS

Delta Preferred - PPO

Employee Only - \$50.25

Full Family - \$97.52

DeltaCare USA - HMO

Full-time Employee Rates:

Employee Only - \$17.34

Full Family - \$38.05

VISION PLAN

Accepted at in-network optometrists, ophthalmologists, Costco Optical, Walmart, and Sam's Club. Additional savings available on prescription sunglasses, retinal screening and laser vision correction services. You are eligible for your exam, lenses, frames/contacts every 12 months.

VSP

Employee Only - \$15.75

Full Family - \$35.15

- Exam copay - \$10
- Glasses copay - \$25
- Deductible - \$0
- Frames benefit in-network - \$150 / Costco frames benefit - \$80
- Contacts in-lieu of glasses – up to \$130 benefit / free to participant if deemed medically necessary
- Standard progressive lenses \$50-\$160
- Single vision, bifocal, trifocal, lenticular – covered in full

Additional Benefits

- Extra Pair Benefit - \$20 copay
- Corrective Vision Services – In-network 15% discount

CONTACTS

Janna Bradley (714) 741-5009 or jannab@ggcity.org

Giovanni Sanchez (714) 741-5533 or giovannis@ggcity.org

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