



Visit the Office of Human Capital at:
<https://ishare.tsa.dhs.gov/OFFICES/HUMANCAPITAL>

Check out HRAccess at: <https://hraccess.tsa.dhs.gov>
Email: helpdesk@mailserver-hraccess.tsa.dhs.gov (New Address)

Phone: 1.877.TSA.7990 (1.877.872.7990)
Fax: 1.877.TSA.7993 (1.877.872.7993)

OHCAccess Bulletin – 11/3/2015

For Distribution to All TSA Employees

Open Season Is Coming!

Now is the time of year to once again review and make decisions about your benefits for the coming year. Open Season begins **Monday, November 9, 2015**, for:

- [Federal Employees Health Benefits \(FEHB\)](#)
- [Federal Employees Dental and Vision Program \(FEDVIP\)](#)
- [Federal Flexible Spending Accounts \(FSAFEDS\)](#)

From November 9 through December 14, 2015, you can make changes to benefits you currently have, or you can elect new benefits. Any enrollments or changes to enrollments you make during this period will become effective in January 2016.

New FEHB [Self Plus One option](#)

Review your FEHB and FEDVIP coverage and carrier information. For the 2016 FEHB coverage year, a new coverage option is available. If you now have a Self and Family plan, but you only have one eligible family member you need to cover, you can opt to change to Self Plus One coverage. If you are considering this change, you should to check to see if the premiums are lower for Self Plus One coverage; and if you decide to elect Self Plus One, **be sure to switch during Open Season. Changing to Self Plus One coverage is not automatic. You must take action during Open Season!**

Elimination of Domestic Same-Sex Partner Child Coverage

As a result of the U.S. Supreme Court's decision in [Obergefell v. Hodges](#) on June 26, 2015, children of same-sex domestic partners who have been covered under FEHB and FEDVIP will [lose their coverage based on a domestic partner certification](#) in 2016. Same-sex couples must be married [to cover or continue coverage of eligible step-children](#) under FEHB and FEDVIP.

Comparison Tools

The PlanSmartChoice will not be available to FEHB and FEDVIP subscribers for the 2015 Open Season. However, there are tools available that will assist you when comparing FEHB and FEDVIP plans.



Visit the Office of Human Capital at:
<https://ishare.tsa.dhs.gov/OFFICES/HUMANCAPITAL>

Check out HRAccess at: <https://hraccess.tsa.dhs.gov>
Email: helpdesk@mailserver-hraccess.tsa.dhs.gov (New Address)

Phone: 1.877.TSA.7990 (1.877.872.7990)
Fax: 1.877.TSA.7993 (1.877.872.7993)

The following free resources are available to assist employees in choosing an insurance plan during the 2015 Open Season:

- FEHB Comparison Tool: <https://www.opm.gov/healthcare-insurance/healthcare/plan-information/compare-plans/>
- FEDVIP Comparison Tool: <https://www.opm.gov/healthcare-insurance/dental-vision/plan-information/compare-plans/#url=Compare-Plans>

Retirements Occurring During Open Season November 9, 2015, and January 9, 2016

If you are retiring during the Open Season period and before the Open Season enrollment changes become effective for active employees (January 10, 2016), and you wish to make a change in your FEHB plan, you **must** complete SF 2809, *Health Benefits Election Form*. Do **not** make your enrollment changes through [My Employee Personal Page \(MyEPP\)](#). The SF 2809 must be attached to your retirement application package, which is forwarded to OPM for processing. The effective date of your Open Season changes will be as follows:

- All retirements effective November 9 – December 31, 2015: January 1, 2016
- FERS retirements effective January 1 – 9, 2016: February 1, 2016
- CSRS retirements effective January 1 – 3, 2016: The day after the retirement effective date (January 2, 3, or 4)
- CSRS retirements effective January 4 – 9, 2016: February 1, 2016

Major change to FSAFEDS

If you were enrolled in a Health Care Flexible Spending Account (HCFSA) and/or a Limited Expense Health Care Flexible Spending Account (LEX HCFSA) in the 2015 plan year, [you may carryover](#) up to \$500 of unspent funds into the 2016 plan year. However, you must re-enroll in order to carryover.

Re-enrollment in FSAFEDS is not automatic. You must take action during Open Season to re-enroll in an FSA account for the 2016 plan year.

If you have any questions about Open Season, please contact the HRAccess Help Desk at 1-877-872-7990 or helpdesk@mailserver-hraccess.tsa.dhs.gov. If you are an Executive, please contact the Executive Help Desk at 1-877-872-7991 or ES0@mailserver-hraccess.tsa.dhs.gov.