

2025 Annual Benefits Enrollment



October 1 to October 31, 2024

Enroll at: mylacountybenefits.com

Important Changes:

- ✦ **Health Care Spending Account:** You may now contribute up to \$266 each month. The maximum amount you can carry over to the next Plan Year is increasing to \$640.
- ✦ **New Spending Account Administrator:** HealthEquity will be the new spending account administrator in Plan Year 2025.
- ✦ **CAPE/Blue Shield Medical Plans:** [Choices participants] Copays for brand name prescriptions are increasing to \$20.
- ✦ **UnitedHealthcare Harmony HMO Medical Plan:** [Options participants] In San Bernardino County, the Beaver Medical Group is now part of Optum.

Reminders:

- ✦ **Waive or Decline Medical Coverage:** [Choices and Options participants] You must provide information on other coverage each year during annual benefits enrollment.
- ✦ **Spending Accounts Enrollment:** You must complete an enrollment to enroll or re-enroll in a Health Care or Dependent Care Spending Account.
- ✦ **Elective Annual Leave Days:** [MegaFlex participants] You must purchase elective annual leave days during annual benefits enrollment. Elective annual leave elections do not roll over.
- ✦ **Taxable Cash Limit:** [Choices and Options participants] The 2025 monthly taxable cash limit remains at \$244. If you do not spend all your monthly benefits allowance, up to \$244 will be added to your paycheck each month.
- ✦ **Removing Ineligible Dependents:** You must remove an ex-spouse, ex-domestic partner, ex-stepchildren, and any other ineligible family members from your medical and dental coverage.
- ✦ **Adding Eligible Dependents:** You must provide Social Security numbers and required documentation (birth/adoption/marriage certificate) within 10 calendar days from the date you complete your enrollment.

Register for the Benefits Enrollment System:

- ✦ **Make sure you have registered for the Benefits Enrollment System.** Don't register at the last minute when you need to enroll.
- ✦ **Register online at mylacountybenefits.com.** Using your smartphone, tablet, or computer, click on the "Register (first-time user)" link.
- ✦ **Remember your password.** When you register, you will create a unique username and password and provide an email address. Make sure to use an email address you can access 24 hours a day, since it will be used if you forget your password.
- ✦ **If you're already registered,** simply log in with your username and password.
- ✦ **For assistance with registering,** contact the Benefits Hotline at 213-388-9982, Monday through Friday, 8 a.m. to 4 p.m. Extended hours during annual benefits enrollment, 8 a.m. to 5 p.m.



IMPORTANT NOTE: If enrollment is not completed by midnight, on October 31, 2024, you won't be able to enroll or make changes until the next annual benefits enrollment, unless you have a qualified life event. Your current benefits will continue at the new premium rates except HCSA and DCSA, elective annual leave days [MegaFlex participants], and waiving or declining medical coverage [Choices and Options participants] which do not automatically carry over to the next Plan Year.