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FEHB OPEN SEASON AND NEW “LIMITED ENROLLMENT PERIOD” FOR SELF PLUS ONE ENROLLMENT

For All Employees

Issued: September 2015

Background

Open season to change your health insurance plan starts on November 9, 2015 and ends on December 14, 2015. However, “Given that the addition of a new enrollment type is a change of unprecedented proportion in the Federal Employees Health Insurance Program (FEHB),” OPM has announced an additional limited enrollment period early in 2016.

With the new self plus one option available for the first time in 2016 under the, the Office of Personnel Management (OPM) is anticipating a much higher number of subscribers to this program making a change than is usually the case. While this additional period is being announced because of the self plus one changes occurring for the first time, anyone who intends to change to this new self plus one program should still do so during the normal open season. There are restrictions to the limited enrollment period and it would be unwise to wait to make the change.

The limited enrollment period that will run from February 1, 2016 until February 29, 2016. Federal employees who miss the open season for some reason, but still want to change their enrollment from Self and Family to Self Plus One, can still make the change during this additional time period.

Note that this does not apply to annuitants and other individuals who do not participate in premium conversion because they may decrease their enrollment at any time.

Restrictions to Limited Enrollment Period

Here are the restrictions for this Limited Enrollment Period according to the OPM announcement:

- It is limited to employees enrolled in the Self and Family option of the FEHB.
- Only those who participate in premium conversion will be allowed to decrease enrollment to Self Plus One (others may decrease enrollment at any time) using the Limited Enrollment Period.
- Decreases in enrollment to Self Plus One will be the only allowed enrollment changes.
- No changes in plans, no option changes, no increases or other decreases in enrollment will be allowed.
- All enrollment changes will be prospective to the first day of the first pay period following the one in which the change is requested.



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Make changes in EBIS

The Employee Benefits Information System (EBIS) is an automated, secure, self-service web application that allows employees to review general and personal benefits information, and allows you to calculate your own retirement estimates. EBIS also allows you to make benefits elections for Federal Employees Health Benefits (FEHB), Federal Employees Group Life Insurance (FEGLI), and the Thrift Savings Plan (TSP).

You can access the Employee Benefits Information System (EBIS) directly at: <https://www.civilianbenefits.hroc.navy.mil/or> by clicking the EBIS link on the CHRO website Home page (<https://www.mciwest.usmc.mil/inst/mciwest/chro/default.aspx>).

You can only access EBIS if you are logged in with your Common Access Card (CAC). You must also have your Social Security number and EBIS PIN. This is to help protect your Personally Identifiable Information (PII)!