

# Health Benefits 2021

## Open Enrollment Now Underway!

Open Enrollment has begun and will end on November 13, 2020 at 5:00 p.m. All plan changes take effect January 1, 2021. Open Enrollment materials are now available on the Employee Benefits Division website at: <https://dbm.maryland.gov/benefits/pages/default.aspx>.

EBD and our carrier partners collaboration for an On-Demand website with embedded videos is complete: <https://mymdbenefits.com/>

The State of Maryland's Open Enrollment will have an entirely new look, including:

- New login process for SPS Workday. The new login process will require you:
  - To go to a new link,
  - Set up a new password, and
  - Set up at least one additional security method to log into Workday
- The Employee Benefits Division (EBD) and our carrier partners are creating a Brainshark type video! This video will be available On Demand and is easily shared with family members before making an election decision
- For all active employees, materials will be available on the EBD website including the Guide; Retirees will receive materials via regular mail.
- Following 3 years of no change in cost to employees and retirees, it was necessary to pass on a small adjustment in order to maintain the rich benefits currently being provided. In summary:
  - Health Insurance rates increased by 4.5% (Kaiser=5%)
  - Delta Dental and United Concordia rates increased by 4.5% and 5.9% respectively
  - Prescription drug & Life Insurance rates are unchanged

### Important Reminders:

- FSA elections do not carry over from year to year. You MUST re-enroll in the FSA plans every year if you wish to continue this benefit.
- When adding a new or re-enrolled dependent, the State of Maryland requires dependent verification documentation is attached to your enrollment election. Dependents added without the correct documentation will be removed from coverage following an audit of applications in early 2021. Dependents who are dis-enrolled remain ineligible until the next qualifying life event or Open Enrollment. Dependent Documentation Requirements link: <https://dbm.maryland.gov/sps/Documents/New%20Dependent%20Required%20Supporting%20Documentation.pdf>

- If you are not making any changes to your enrollments then you do not need to log into SPS Workday.

## **New Login Process for SPS Workday**

The first step involves the new link: <https://stateofmaryland.onelogin.com/>

The second step is to type in your W# (W# can be found in your POSC account under "View SPS Employee ID") and **this temporary password** that has been configured for you (your current password will not work here):

- Capital first letter of your first name + lower case first letter of your last name + 4 digit birth year + last 4 digits of social security number + \$
  - **Example:** For employee John Smith, birth year 1960, last 4 digits of his SSN 8567
    - Password is: Js19608567\$

If the temporary password does not work, simply click on "Forgot Password" and follow the prompts.

The last step is to select a Multi-Factor Authentication (2-factor authentication) before you are granted access to Workday.

*If you have any questions or need assistance, please contact Kristan Thomas, Benefits Administrator at (240) 895-4309 or [kathomas@smcm.edu](mailto:kathomas@smcm.edu)*