



US ARMY NAF EMPLOYEE BENEFITS PROGRAM

NAF OPEN ENROLLMENT 2018

November 1st thru November 30th, 2018

Dear Nonappropriated Fund Employee:

The purpose of this brochure is to provide current information about your NAF Employee Benefit Programs and to inform you that we will conduct a full Open Enrollment this year. As an eligible NAF Employee, you will be able to make certain benefit program elections and make certain changes to programs in which you currently participate. As with previous years, NAF Employees will not receive Open Enrollment packets in the mail. An employee can review Open Enrollment information online at www.nafbenefits.com or on Aetna's website at www.nafhealthplans.com; however, all employee Open Enrollment changes must be made at your local, servicing NAF Human Resources Office (HRO).

We strongly encourage you and your family members to view the [new NAF Open Enrollment Video](#) and try-out the new, interactive benefits counselor, [Alex](#), at www.nafhealthplans.com.

Reminder: For the Health Benefit Plans and Stand Alone Dental Plan, there are now four premium levels available to choose from: Single; Single plus Child(ren); Single Plus Spouse and Family (Single plus Spouse plus Child(ren)).

Health Benefit Plans

You may enroll in any of our Health Benefit Plans, either the DOD NAF Employee Health Benefit Plan (DODHBP) (often referred to as Aetna), the Stand Alone Dental Plan, or one of our Health Maintenance Organizations (HMOs), where available. You may also change from the DODHBP to an HMO, from an HMO to the DODHBP, or from one HMO to another. Please check with your servicing NAF HRO for information on HMOs available at your installation.

You will also be able to make changes to your Health Benefit Plan coverage, including adding or deleting dental coverage, increasing your coverage from Single, to Single plus Child(ren), Single plus Spouse or Family (Single plus Spouse plus Child(ren)), decreasing your coverage from family to single or canceling your coverage. All Open Enrollment health plan changes and elections will be effective January 1st, 2019.

NAF OPEN ENROLLMENT 2018

November 1st thru November 30th, 2018

Premium Rates for 2019: The DODHBP medical and dental plan premium rates for 2019 will increase by 5.25%. The employee/employer premium share split remains 30/70. The Stand Alone Dental Plan premium rates will decrease by 3% (employee pays all).

The bi-weekly employee premiums are:

Single w/o Dental	\$81.39	Single w/Dental	\$85.89
Single plus Child(ren) w/o Dental	\$157.08	Single plus Child(ren) w/Dental	\$165.76
Single plus Spouse w/o Dental	\$188.01	Single plus Spouse w/Dental	\$198.39
Family w/o Dental	\$249.05	Family w/Dental	\$262.81

The 2019 bi-weekly premium rates for the Stand Alone Dental Plan offered as an employee pay-all plan are:

\$16.10 for Single coverage
\$32.21 for Single plus Spouse
\$36.24 for Single plus Child(ren)
\$52.34 for Family coverage

Please check with your servicing NAF HRO for the Calendar Year 2019 HMO rates.

Significant changes to the DODHBP for CY 2019 include:

1) Change to the Deductible and Out-of-Pocket (OOP) Maximum Process: Beginning CY2019, there will a change in the deductible and OOP max. The new family style deductible means that every covered member in the family can help contribute to meeting the annual deductible. Once one family member's claim or a combination of multiple family members' claims meet the overall family deductible, plan coinsurance will then apply. The Family OOP maximum can also be met by one or any combination of family members. Please note that based on the Affordable Care Act (ACA), no one family member will contribute more than \$7,900 for covered services that go toward in-network OOP.

This change only applies to plans with covered dependents. Employee-only coverage will remain the same for 2019.

2) Teladoc: Beginning January 1, 2019, Teladoc will include Dermatology and Behavioral Health services. The co-pay for each session is \$45.00.

3) Healthy Lifestyle Coaching - With Healthy Lifestyle Coaching, you can participate in group sessions with people who want to make the same healthy changes you want to make, along with one-on-one sessions with your wellness coach. Your coach will provide the information and techniques to help you succeed with health goals to:

NAF OPEN ENROLLMENT 2018

November 1st thru November 30th, 2018

Lose weight

Quit smoking or tobacco

Eat better

Prevent disease

Exercise more

Manage stress

4) Aetna Standard Formulary: The Aetna Standard Formulary has been adopted for CY19. Based on this new formulary, plan members will receive either a generic or therapeutic drug equivalent in place of an “excluded” drug. Members impacted by this formulary change will be notified by Aetna.

5) DoD NAF Health Incentive Credit Program: In 2019, participants with Employee Only coverage will be able to earn up to \$300 and up to \$600 if you cover dependents in Health Incentive Credits. Please note that a completed Health Assessment will not be required in 2019 in order to earn completed Health Incentive Credits actions.

Please visit www.nafhealthplans.com for additional information and/or participate in a conference call with an Aetna Representative. Call schedule is provided below.

FLEX Employees

Expansion of Medical Eligibility Criteria to Cover NAF Flexible Category Employees Who Work 30 or More Hours Per Week On Average:

The Patient Protection and Affordable Care Act (PPACA), P.L. 111-148, Section 1513 amends the Internal Revenue Code, Section 49080H. This requires the DoD NAF employers to offer medical coverage in the NAF HBP to flexible category employees working 30 or more hours per week on average.

Who is eligible to enroll during Open Enrollment?

Prior to the open enrollment period, the Army NAF Employee Benefits Office will look back at the work history of flexible category employees to determine who meets the 30 or more hours per week work requirement. Notification to eligible employees will begin prior to the open enrollment period.

When does coverage begin?

Newly eligible employees may enroll themselves for single coverage and/or their spouse and eligible family members during the open enrollment period. Coverage will begin January 1st, 2018.

NAF OPEN ENROLLMENT 2018

November 1st thru November 30th, 2018

Dental Coverage:

There is no legal requirement to offer dental insurance to newly eligible flexible category employees and their dependents. The fully insured stand-alone dental plan and the Aetna bundled dental plan will not be offered.

Temporary Continuation of Coverage (TCC):

TCC is available for flexible category employees who lose coverage in the NAF HBP for any reason other than termination for cause.

What plans are available?

Newly eligible flexible category employees, their spouses and their dependents may elect to enroll in any Health Maintenance Organization (HMO) plan or non-HMO plan offered by their NAF employer.

Creditable Coverage Certificates

Certificates of Creditable Coverage are posted on www.nafhealthplans.com.

CY 2019 Electronic Open Enrollment Communications Information

DODHBP Plan Information Packets will be electronic for Calendar Year 2019. Participants will receive a postcard in October announcing NAF Open Enrollment. In addition, participants will receive a link to the new NAF Open Enrollment Video. All members and family members are strongly encouraged to view this video. Please log-on to www.nafhealthplans.com for the complete communications package.

Pre-Tax Health Premium Deductions

The Internal Revenue Code Section 125 Pre-Tax Health Premium Program will continue in effect in 2019. This program allows you to pay your employee share of the Health Benefit Plan, HMO and Dental Plan premiums with pre-tax dollars, thus reducing your taxable income and increasing your take-home pay. This benefit will automatically continue in 2019, unless you opt out of this program during this Open Enrollment. Because the Internal Revenue Code does not allow canceling your plan participation during the plan year, January 1st thru December 31st, 2019, you will have the option of declining participation in the program during this Open Enrollment. To decline participation in the Pre-Tax Health Premium Program, please contact your local, servicing NAF HRO.

NAF OPEN ENROLLMENT 2018

November 1st thru November 30th, 2018

Life Insurance Plan

You may enroll in the Life Insurance and Accidental Death and Dismemberment Plan, without evidence of insurability, during this Open Enrollment. There are a number of coverage options available.

Basic Life Insurance

The Basic Life Insurance Plan gives you life insurance protection, accidental death and dismemberment (AD&D) coverage, and dependent life insurance coverage. The policy pays the face amount in the event of your death. The AD&D coverage pays additional benefits to your beneficiary in the event of your accidental death or to you if you lose your sight or a limb as a result of an accident. Dependent life insurance is included at no additional cost. The dependent coverage is \$5,000 for your spouse and \$2,500 for each eligible dependent child. You may choose one or two times your basic salary, rounded to the next higher \$1,000, not to exceed \$500,000 (previous cap was \$250,000).

The premium holiday for all participants enrolled in Basic Life Insurance will end this year. The new rate for both employees and employers will be 11 cents per \$1,000 dollars of coverage effective the first full pay period in January 2019. Employees who wish to discontinue their basic life insurance coverage in 2019 need to dis-enroll by visiting their local HRO during NAF Open Enrollment.

Optional Dependent Life Insurance

You may also elect additional Optional Dependent Life Insurance. Currently, if you have elected Basic Life Insurance, you automatically receive Dependent Life Insurance free of charge. Your spouse is covered for \$5,000 and each of your eligible dependent children are covered for \$2,500. However, you and your eligible family members may elect additional coverage for your spouse and children in increments of \$5,000/\$2,500 at a modest bi-weekly cost, up to a maximum of \$25,000 for your spouse and \$12,500 for your eligible dependent children. You must be enrolled in the Basic Life Insurance Plan to elect additional Optional Dependent Life. Optional dependent insurance rates are also listed on the Benefits website. If you enroll in the Basic Life Insurance Plan, the Optional Life Insurance, or the Optional Dependent Life Insurance Plans, your election will be effective January 1st, 2019, provided you are actively at work on or after January 1st, 2019. If you would like to enroll in the Group Life Insurance Plan or make changes to your current Life Insurance Plan election, please contact your local, servicing NAF HRO.

NAF OPEN ENROLLMENT 2018

November 1st thru November 30th, 2018

Optional Life Insurance

If you have elected Basic Life Insurance, you may also purchase Optional Life Insurance in increments of \$10,000. You may choose an Optional Life Insurance amount up to two times the amount of your Basic Life Insurance coverage, not to exceed \$500,000. *(Evidence of Insurability is required if you choose to purchase more than \$100,000 of Optional Life Insurance coverage.)* The bi-weekly cost of Optional Life Insurance is based on your age and the amount of coverage you choose. Rates are available on our website at www.nafbenefits.com.

Federal Long Term Care (FLTCIP) Insurance Program

Enrollment in the FLTCIP requires evidence of insurability. Enhanced coverage options are available. This excellent Long Term Care Insurance Program is a valuable benefit you should consider. Premiums are based on your age when enrolling; each year you wait to enroll means the premiums will be a little higher. For information concerning the FLTCIP, including how to enroll, please visit <https://www.ltcfeds.com/>.

Flexible Spending Accounts (FSAs)

FSAs allow you to set aside a portion of your salary into special accounts to pay for health expenses not covered by your Health Insurance and to cover expenses incurred for child and adult Dependent Care. These are two separate types of FSAs. You may elect to put money aside in one or both types of FSAs. Participants enrolled will be able to use the debit cards to make payments to merchants for health expenses only. For those employees who enrolled in the FSA Plan for 2018, your FSA election will not roll over into 2019. If you are interested in enrollment for 2019, you will need to reenroll for 2019 during NAF Open Enrollment of 2018.

If you have a remaining balance in your Health Care FSA at the end of year, December 31st, 2018, and continue to be active eligible employee on the last day of the plan year, you'll be able to carry over up to \$500 in unused funds to the next plan year. In addition, the amount you carry over does not change the amount you can contribute to a Health Care FSA. **In CY 2018, you could contribute up to \$2,650. The CY 2019 limit has not yet been released by the IRS, but we anticipate it will increase by \$50 to \$2,700.**

If you are interested in enrolling or reenrolling in the FSA plan, please contact your local, servicing NAF HRO. There is additional information on our website, www.NAFBenefits.com, links to the Aetna FSA website, as well as tools to help you determine if this program will help you save money on health care and dependent care. You do not have to be enrolled in a health insurance plan to enroll in the FSA Program. This is a calendar year (tax year) program. Your

NAF OPEN ENROLLMENT 2018

November 1st thru November 30th, 2018

election will remain in effect throughout the year, unless you experience a qualifying family life event, which would allow you to change your election. Enrollment is only available through your local, servicing NAF HRO.

NAF Employee 401(k) Savings Plan

401(k) Plan changes are not restricted to Open Enrollment; you may enroll in the 401(k) Savings Plan or change your contribution rate at any time. The IRS sets a maximum amount you can contribute to a 401(k) plan in any given year and it is usually adjusted upward to account for inflation. For 2018, the limit was \$18,500. Employees age 50 or older could also make "catch-up contributions" of up to \$6,000 above and beyond the limit amount of \$18,500. **The contribution limits for 2019 have not yet been released by the IRS, but we anticipate the limit will increase by \$500 to \$19,000 and the catch-up amount will remain at \$6,000 for a total of \$25,000.**

Ten (10) funds are available for investment, in addition to twelve (12) Life Cycle Funds for those who want to have their investments managed by professional investors. The Life Cycle Funds are keyed to your anticipated retirement date so that your funds are invested to coincide with where you are in your life cycle as you accumulate assets for your retirement years. For more information about your investment options, please visit Fidelity's website at www.401k.com. To enroll in the 401(k) Plan, change your contribution rate, or update your beneficiary information, please visit your local, servicing NAF HRO. To take advantage of your investment options, please access your Fidelity account through our website or call Fidelity Investments for assistance at 1-800-835-5093 (OCONUS ATT Direct Access Code + 1-877-833-9900).

A new 401(k) Automatic Enrollment feature was implemented CY16 for all eligible new hires and rehired employees only. Employees enrolled in the NAF 401(k) Savings Plan have the option to opt out of the Plan or increase their contribution levels at any time.

NAF Employee Retirement Plan

You may enroll in the NAF Employee Retirement Plan at any time. Currently, 94% of NAF employees are enrolled in the plan, which provides a generous benefit when you retire, without Social Security offset. To enroll and start earning creditable service for retirement, see your local, servicing NAF HRO.

Employee Benefits Online

Remember, you can view and print a summary of your benefits data, including your current elections and personal information in the NAF Employee Benefits System, run a retirement projection, and submit a Service Request to correct or update your data. Employee Benefits Online is secure and simple to use. Go to www.nafbenefits.com, click on the Employee Benefits

NAF OPEN ENROLLMENT 2018

November 1st thru November 30th, 2018

Online link, and follow the sign-in instructions. Once you are in, all the information you need is there.

Opportunity to Speak Directly with an Aetna Representative

The Aetna Account Representatives will be hosting several question and answer opportunities for NAF employees in preparation for NAF Open Enrollment. This will be a great opportunity for you to talk directly to the Aetna Plan representatives regarding any Plan changes for 2018.

Please note that these calls are for Aetna benefits only (DoD NAF Health Benefit Plan, Stand Alone Dental and Flexible Spending Accounts). The schedules are posted below.

US (CONUS) call schedule is below and the call in number for these calls is:
(844) 712-3250 Participant Code: 94500945

Tuesday, October 30 th	11:00 - 11:30 AM EDT
Thursday, November 1 st	3:00 - 3:30 PM EDT
Monday, November 5 th	11:00 - 11:30 AM EST
Tuesday, November 6 th	9:00 - 9:30 AM EST
Friday, November 9 th	3:00 - 3:30 PM EST
Monday, November 12 th	3:00 - 3:30 PM EST

Aetna International (OCONUS) call schedule is below and the call in number for the AI calls is:
(844) 712-3250 Participant code: 94500945

Thursday, November 1 st	9:00 - 9:30 PM EDT
Thursday, November 8 th	8:00 - 8:30 AM EST
Tuesday, November 13 th	8:00 - 8:30 AM EST

Conclusion

All Open Enrollment changes to your life and health insurance will be effective January 1st, 2019, provided you are actively working. Changes to your 401(k) plan election will be effective the first full pay period after receipt of enrollment forms by Payroll. Retirement Plan enrollment

NAF OPEN ENROLLMENT 2018

November 1st thru November 30th, 2018

is effective immediately on the date you sign the enrollment form. Please stop by your local, servicing NAF HRO and update your beneficiaries and demographic data.

Important: Every member/dependent enrolled in a health plan must have a valid Social Security Number (SSN) on file in the Benefits Workstation System (Ariel) to ensure compliance with IRS tax reporting requirements that started in CY 2016 for tax year 2015.

We hope this information is helpful to you and will encourage you to review your Benefit participation to make full use of these opportunities.