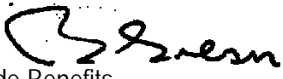


Date: February 07, 2008 **Code:** TECHNICAL LETTER
HR/Benefits 2008-01

To: Human Resources Directors
Benefits Representatives

From: Bruce Gibson 
Senior Director, Systemwide Benefits
Human Resources Administration

Subject: Benefits Update: The Consolidated Omnibus Budget Reconciliation Act of 1986 (COBRA) Continuation of Coverage Premium Rates Effective January 1, 2008

Overview

Audience: Benefits Officers or campus designee responsible for COBRA Administration

Action Item: Provides 2008 COBRA rates effective January 1, 2008

Affected Employee Group(s)/Unit(s) : All employees participating in the benefit plans

Summary

This technical letter provides an updated list of COBRA Continuation of Coverage premium rates for the following benefit plans: CSU Vision Plan, CSU Dental Plan and CalPERS Medical Plans. COBRA rates for each plan are based on the entire premium amount per month, plus the 2% administrative fee.

This technical letter should be reviewed in its entirety by Benefits Officers and any designated campus designees responsible for the administration of COBRA coverage.

CalPERS Medical Plans

CalPERS Medical Plans				
Plan Code	Plan Name	COBRA Premium Rates		
		1 Party	2 Party	3 Party
205	Blue Shield HMO	\$489.06	\$978.12	\$1,271.55
042	Blue Shield NetValue	\$438.86	\$877.71	\$1,141.02
056	Kaiser	\$444.98	\$889.95	\$1,156.94
**	Kaiser Out-of-State	\$638.03	\$1,276.06	\$1,658.88
278	PERSCARE	\$757.26	\$1,514.52	\$1,968.88
222	PERS Choice	\$487.25	\$974.51	\$1,266.86
045	PERS Select	\$471.80	\$943.60	\$1,226.68
207	PORAC	\$461.04	\$863.94	\$1,097.52

Distribution:

CSU Presidents
Interim Vice Chancellor, Human Resources
Payroll Managers

CSU Dental Plan

The monthly insurance premium rates for the CSU Dental Plan, effective January 1, 2008, were previously announced in HR/Benefits 2007-11, and COBRA rates for 2008 are as follows:

Delta Dental – Indemnity Plan				
Dental Plan	Group Number	Eligible Group	Enrollment	COBRA Premium
Delta Basic	4918-2091	Public Safety (unit 8)	Single Person	\$ 27.49
	4918-2091	Excluded (E99 - except class 1237)	Two People	\$ 51.93
			Three or More	\$104.28
Delta Enhanced Level I	4918-3091	CMA Operating Engineers (Unit 10)	Single Person	\$ 33.46
	4918-3091	Excluded (E99 – class 1237 only)	Two People	\$ 63.29
		Teaching Associates (Unit 11)	Three or More	\$130.45
		SFSU Head Start Employees (Unit 12)		
Delta Enhanced Level II	4918-4091	Executive (M98)	Single Person	\$ 41.40
	4918-4091	Management Personnel Plan (M80)	Two People	\$ 78.11
	4918-4091	Confidential (C99)	Three or More	\$152.61
	4918-4091	Physicians (Unit 1)		
	4918-4091	CSEA (Units 2, 5, 7, 9)		
	4918-4091	Faculty (Unit 3)		
	4918-4091	Academic Support (Unit 4)		
	4918-4091	Skilled Crafts (Unit 6)		
	4918-4091	FERP Annuitants		

DeltaCare USA				
Dental Plan	Group Number	Eligible Group	Enrollment	COBRA Premium
DeltaCare USA Basic	2M76	Public Safety (Unit 8)	Single Person	\$ 17.88
	2M76	CMA Operating Engineers (Unit 10)	Two People	\$ 29.50
	2M76	Excluded (E99, including class 1237)	Three or More	\$ 43.61
		Teaching Associates (Unit 11)		
		SFSU Head Start Employees (Unit 12)		
DeltaCare USA Enhanced	2M80	Executive (M98)	Single Person	\$ 23.76
	2M80	Management Personnel Plan (M80)	Two People	\$ 39.22
	2M80	Confidential (C99)	Three or More	\$ 57.99
	2M80	Physicians (Unit 1)		
	2M80	CSEA (Units 2, 5, 7, 9)		
	2M80	Faculty (Unit 3)		
	2M80	Academic Support (Unit 4)		
	2M80	Skilled Crafts (Unit 6)		
	2M80	FERP Annuitants		

CSU Vision Plan

The monthly rate for COBRA vision coverage through VSP for 2008 is: **\$9.31**.

The COBRA Administrative Guide has been updated electronically with 2008 rate information, and can be viewed and/or downloaded from the CSU Benefits Website at:

http://www.calstate.edu/HRAdm/pdf2008/2008V_CSUCOBRAAdminGuide.pdf

CMS Processing Instructions

COBRA rates are not currently tracked in Base Benefits or Benefits Administration (Ben Admin). Therefore, there is no impact to CMS Baseline.

Questions regarding this technical letter may be directed to Human Resources Administration at (562) 951-4411.

This document is available on Human Resources Administration's Web site at:

<http://www.calstate.edu/HRAdm/memos.shtml>.

BG/lmb