

Date: December 18, 2008

Code: TECHNICAL LETTER
HR/Benefits 2008-16

To: Human Resources Directors
Benefit Officers

From: Bruce Gibson 
Senior Director, Benefits
Human Resources Administration

Subject: Benefits Update: The Consolidated Omnibus Budget Reconciliation Act of 1986 (COBRA) Continuation of Coverage Premium Rates Effective January 1, 2009

Overview

Audience: Benefit Officers or campus designee responsible for COBRA Administration

Action Item: None (Information only)

Affected Employee Group(s)/Unit(s): Benefits eligible employees

Summary

This Technical Letter announces the 2009 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	\$515.12	\$1,030.24	\$1,339.31
042	Blue Shield NetValue	\$455.33	\$910.66	\$1,183.85
056	Kaiser	\$481.31	\$962.61	\$1,251.40
**	Kaiser Out-of-State	\$673.53	\$1,347.05	\$1,751.17
278	PERSCARE	\$757.26	\$1,514.52	\$1,968.88
222	PERS Choice	\$487.25	\$974.51	\$1,266.86
045	PERS Select	\$457.64	\$915.29	\$1,189.87
207	PORAC	\$493.68	\$924.12	\$1,174.02

Distribution:

CSU Presidents
Vice Chancellor, Human Resources
Payroll Managers

CSU Dental Plans

Delta Dental - Indemnity Plan				
Dental Plan	Group Number	Eligible Group	Enrollment	COBRA Premium
Delta Basic	4918-2091	Public Safety (Unit 8)	Single Person	\$29.66
	4918-2091	Excluded (E99 – except class 1237)	Two People	\$56.03
			Three or More	\$112.52
Delta Enhanced Level I	4918-3091	CMA Operating Engineers (Unit 10)	Single Person	\$36.10
	4918-3091	Excluded (E99 – class 1237 only)	Two People	\$68.29
		Teaching Associates (Unit 11) SFSU Headstart Employees (Unit 12)	Three or More	\$140.76
Delta Enhanced Level II	4918-4091	Executive (M98)	Single Person	\$44.68
	4918-4091	Management Personnel (M80)	Two People	\$84.29
	4918-4091	Confidential (C99)	Three or More	\$164.67
	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) FERP Annuitants		

DeltaCare USA				
Dental Plan	Group Number	Eligible Group	Enrollment	COBRA Premium
DeltaCare USA Basic	02034-0003	Public Safety (Unit 8)	Single Person	\$19.01
	02034-0003	CMA Operating Engineers (Unit 10)	Two People	\$31.37
	02034-0003	Excluded (E99), including SFSU Headstart (E99)	Three or More	\$46.37
	02034-0003	Teaching Associates (Unit 11)		
	02034-0003	SFSU Headstart Employees (Unit 12)		
DeltaCare USA Enhanced	02034-0007	Executive (M98)	Single Person	\$25.26
	02034-0007	Management Personnel Plan (M80)	Two People	\$41.70
	02034-0007	Confidential (C99)	Three or More	\$61.66
	02034-0007	Physicians (Unit 1)		
	02034-0007	CSUEU (Units 2, 5, 7, 9)		
	02034-0007	Faculty (Unit 3)		
	02034-0007	Academic Support (Unit 4)		
	02034-0007	Skilled Crafts (Unit 6) FERP Annuitants		

CSU Vision Plan – Actives (Group # 12292796)

The monthly rate for COBRA vision coverage through VSP for 2009 is: **\$9.31.**

CSU Retiree Voluntary Vision Plan (Group # 30008968)

Enrollment	Monthly Premium
One Person	\$ 9.37
Two People	\$16.81
Three or More	\$17.98

The COBRA Administrative Guide has been updated electronically with 2009 rate information, and can be viewed and/or downloaded from the CSU Benefits Website at:

http://www.calstate.edu/HRAdm/pdf2009/2009V_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 Technical Letter is available on Human Resources Administration's Web site at:

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

BG/lmb