

OEBB PLAN SELECTION CRITERIA CHECKLIST 2015

Decisions that need to be made by at least 45 days prior to coming into OEBB:

- ✓ Need to choose the medical plans to be offered to employees
 - Can allow all medical plan options or limit the options as desired for each employee group (e.g., separate bargaining units, management, etc.)

- ✓ Need to choose the dental plans to be offered to employees
 - Can allow all dental plan options or limit the options as desired for each employee group (e.g., separate bargaining units, management, etc.)

- ✓ Need to choose the vision plans to be offered to employees
 - Can allow all dental plan options or limit the options as desired for each employee group (e.g., separate bargaining units, management, etc.)

- ✓ Need to decide if Basic Employee Life will be mandated for each employee in an employee group(s)
 - If yes, select 1 of the 16 options available
- ✓ Need to decide if Basic Dependent Life (covers spouse/domestic partner and/or dependent children) will be mandated for each employee in an employee group(s)
 - If yes, select 1 of 2 options available
- ✓ Need to decide if optional employee, spouse and child life will be available for employees to enroll in on a voluntary basis.

- ✓ Need to decide if Basic Employee AD&D will be mandated for each employee in an employee group(s)
 - If yes, select 1 of the 16 options available

OEBB PLAN SELECTION CRITERIA CHECKLIST 2015

- ✓ Need to decide if optional employee, spouse and child AD&D will be available for employees to enroll in on a voluntary basis

- ✓ Need to decide if employees will have a mandated Short-term Disability plan
 - If yes, decide if it is employer-paid or employee-paid; and
 - Select 1 of the options available*
- ✓ If mandated Short-term Disability plan is NOT selected: Need to decide if employees will have the ability to enroll in a Short-term Disability plan on a voluntary/self-pay basis
 - If yes, select 1 of the options available*

- ✓ Need to decide if employees will have a mandated Long-term Disability plan
 - If yes, decide if it is employer-paid or employee-paid; and
 - Select 1 of the options available*
- ✓ If mandated Long-term Disability plan is NOT selected: Need to decide if employees will have the ability to enroll in a Long-term Disability plan on a voluntary/self-pay basis
 - If yes, select 1 of the options available*

*Note: If both Short-term and Long-Term Disability coverage is made available, be sure that maximum benefit period selected on the Short-term Disability plan aligns with the waiting period under the Long-term Disability plan (e.g., a 90-day maximum benefit period under the STD and a 90-day waiting period option under the LTD)

OEBB PLAN SELECTION CRITERIA CHECKLIST 2015

- ✓ Need to decide if the Employee Assistance Program (EAP) will be provided to employees
 - If yes, select 1 of the 3 options available – this is an entity/county/city/etc. -wide benefit decision rather than an employee group benefit decision – benefits under the EAP are not limited to benefit-eligible employees
 - NOTE: Each entity can purchase additional EAP hours to use for on-site hours as desired