

Open Enrollment and HEM Quick Guide



HI! I'M NAPOLEON!
WONDERING IF YOU NEED TO COMPLETE OPEN ENROLLMENT FOR 2021? OR IF YOU NEED TO TAKE A HEALTH ASSESSMENT FOR THE HEALTH ENGAGEMENT MODEL (HEM) PROGRAM? LET ME HELP YOU DECIDE.

My situation	Do I have to complete my health assessment?		Do I have to complete my open enrollment?	
	YES	NO	YES	NO
I am participating in the Health Engagement Model (HEM) in 2020. I am not making any changes to my enrollment for 2021.				
I am participating in HEM in 2020. I want to participate in 2021 too. I also need to make changes to my benefit plans and/or dependents.				
I am not enrolled in a PEBB medical plan in 2020. I also do not take part in HEM. I want to enroll in medical and participate in HEM for 2021.				
I opted out of medical for an incentive in 2020. I want to enroll in a medical plan and participate in HEM for 2021.				
I was not able to take part in HEM in 2020 because I was a new hire and my coverage started on or after Nov. 1, 2019. I want to participate in HEM in 2021 and receive a monthly incentive of \$17.50. I know I must complete the process to keep my deductible low and receive the monthly incentive.				
I was a new hire with my coverage starting on or after November 2019. I just want to keep my same plan selections. I don't care if I receive the monthly incentive of \$17.50.				
I don't currently take part in HEM. I want to participate in 2021.				
I don't currently take part in HEM and I don't plan to take part in 2021. I do want to make plan or dependent changes for 2021.				
I am participating in HEM in 2020. I want to enroll in a health care or dependent care flexible spending account (FSA). I want to keep my other plan selections the same.				
I am not participating in HEM in 2020. I want to take part in 2021. I also want to enroll in a health care or dependent care FSA.				
I am not participating in HEM in 2020. I don't plan to in 2021, but I want to enroll in a health care or dependent care FSA in 2021.				
I am participating in HEM in 2020. I plan to in 2021. I am not changing my answers to surcharge questions in 2021 (including tobacco use and spouse/dependent group coverage).				
I am participating in HEM in 2020 and plan to in 2021. I have updated one of my surcharge answers. I am also making enrollment changes because of the new OE/PEBB or PEBB/PEBB medical double coverage surcharge.*				

* See the 2021 PEBB Open Enrollment Guide for more information.