

United States

**Office of
Personnel Management**
The Federal Government's Human Resources Agency



Tribal Benefits Administration Letter

Number: 14-602

Date: April 15, 2014

Subject: Federal Employees Health Benefits (FEHB) Program: Self Plus One Enrollment

Purpose

The purpose of this Tribal Benefits Administration Letter (TBAL) is to notify you that the Office of Personnel Management (OPM) will be implementing a new enrollment type, Self Plus One, under the Federal Employees Health Benefits (FEHB) Program. This letter also outlines the responsibilities of the National Finance Center (NFC), OPM, and the FEHB carriers for the implementation of the Self Plus One enrollment type.

The effective date for the new Self Plus One enrollment type will be **January 1, 2016**. Therefore, the annual Open Season beginning on **November 9, 2015** will include the Self Plus One enrollment type in the available enrollment choices.

Background

Section 706 of the Bipartisan Budget Act of 2013 amends Section 8905 of title 5, United States Code, to add a Self Plus One enrollment type to the FEHB Program. The Self Plus One enrollment type will cover the enrollee and one eligible family member.

National Finance Center (NFC) Responsibilities

NFC is responsible for ensuring that the Tribal Insurance Processing System (TIPS) will be able to process the Self Plus One enrollments for the 2015 Open Season which begins November 9, 2015. NFC is also responsible for ensuring that all TIPS enrollment policies, procedures, and instructions are updated to include the Self Plus One enrollment type.

OPM Responsibilities

We will be updating our Tribal FEHB materials including the Standard Form (SF) 2809, the SF 2809 Guidance for Tribal Employees and Employers, the Tribal FEHB Handbook, the FEHB Guide for Tribal Employees, and the website. The FEHB Program regulations will also be updated.

All our Tribal FEHB materials will be available to you before the 2015 Open Season.

FEHB Carriers Responsibilities

The FEHB carriers are taking action to have Self Plus One implemented by September 1, 2015.

The New Self Plus One Enrollment Codes

The new Self Plus One 3-digit enrollment codes will end in “3” or “6”. The codes ending in “3” will correspond to each plan’s 3-digit enrollment codes ending in 1 and 2.

For example:

Blue Cross Blue Shield Service Benefit Plan

- 111 – Basic Self
- 112 – Basic Self and Family
- 113 – Basic Self Plus One

GEHA Benefit Plan

- 311 – High Self
- 312 – High Self and Family
- 313 – High Self Plus One

GEHA High Deductible Plan (HDHP)

- 341 – HDHP Self
- 342 – HDHP Self and Family
- 343 – HDHP Self Plus One

Likewise, the new Self Plus One 3-digit enrollment codes ending in “6” will correspond to each plan’s 3-digit enrollment codes ending in 4 and 5.

For example:

Blue Cross Blue Shield Service Benefit Plan

- 104 – Standard Self
- 105 – Standard Self and Family
- 106 – Standard Self Plus One

GEHA Benefit Plan
314 – Standard Self
315 – Standard Self and Family
316 – Standard Self Plus One

Conclusion

In summary, the effective date for the new Self Plus One enrollment type will be **January 1, 2016**. Therefore, the annual Open Season beginning on **November 9, 2015** will include the Self Plus One enrollment type.

All our Tribal FEHB materials will be updated and available to you before the 2015 Open Season.

We will provide more information as it becomes available.

Questions

Should you have any questions, please contact us at the Tribal Desk at 202-606-2530 or tribalprograms@opm.gov.

Sincerely,

John O'Brien
Director
Healthcare and Insurance