

United States

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



Benefits Administration Letter

Number: 14-203

Date: March 24, 2014

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

Purpose

The purpose of this letter 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 agency responsibilities 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.

Agency and Payroll Office Responsibilities

Agencies and payroll offices must ensure their systems will be able to process the Self Plus One enrollments for the 2015 Open Season which begins November 9, 2015. All enrollment policies, procedures, and instructions must be updated to include the Self Plus One enrollment type. In addition, **all testing must be completed no later than September 1, 2015 to ensure a smooth implementation.**

We will be updating our materials including the Standard Form 2809, the FEHB Handbook, the Guide to Federal Benefits, and our website. The FEHB Program regulations will also be updated. The FEHB carriers are taking action to have Self Plus One implemented by September 1, 2015.

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.

We will provide more information as it becomes available.

Sincerely,

John O'Brien
Director
Healthcare and Insurance