

Special Enrollment Period

Due to the recent U.S. Supreme Court decision that struck down a portion of the Defense of Marriage Act (DOMA), we are holding a Special Enrollment Period during the month of August 2013. As a result of the DOMA decision, the State will no longer be required to impute income to employees for the value of health and dental benefits provided to a same gender spouse or their dependent children. In addition, reimbursement for expenses through flexible spending accounts will be administered equally for all married employees regardless of gender. We are offering this Special Open Enrollment in recognition that same gender spouses may have chosen not to enroll an otherwise eligible spouse or elect to participate in a FSA due to the prior implications of DOMA.

During this Special Open Enrollment Period, impacted employees will be provided an opportunity to:

- Enroll a same gender spouse or eligible dependents in their medical and/or dental plan
- Elect to enroll in a medical or dependent care FSA
- Modify existing medical or dependent care FSA contribution amounts

Any employees wishing to participate in this Special Enrollment must complete the attached Special Enrollment Form and provide supporting documentation (e.g., marriage certificate or birth certificate). This information should be faxed to the Division of Personnel at 271-1427 by **August 31, 2013**. Health and/or dental coverage for the employee's spouse and their dependent children will be effective September 1, 2013. FSA elections or changes will also be effective September 1, 2013.

Please note the addition of a spouse or dependent child may impact an employee's per pay period contribution towards medical benefits if the addition results in a change in plan tier. For example, if an employee represented by the SEA changes from an employee only HMO plan to an employee plus one HMO plan, the employee contribution would increase from \$20 per pay period for an employee only plan to \$40 per pay period for an employee plus one. Finally, elections made during this Special Open Enrollment apply to benefits received during the remainder of Calendar Year 2013 and will not affect your ability to modify elections during the Open Enrollment for Calendar Year 2014 benefits that will occur later this year.

The Division of Administrative Services has also taken steps to cease imputing income to employees for the health and dental benefits provided to a same gender spouse and/or their dependents. Impacted employees will be receiving a more detailed letter describing this change.

If you have any questions or need further clarification, please let me know.

Thanks.

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