



# Public Employees' Benefits Program

Plan Year 2017

Employee Benefits Orientation

Public Employees' Benefits Program  
901 S. Stewart Street, Suite 1001  
Carson City, NV 89701  
[www.pebp.state.nv.us](http://www.pebp.state.nv.us)  
(775) 684-7000 . (800) 326-5496





**Plans**  
Plan Information & Contacts

**Resources**  
Forms, How-To & New Hire Information

**Meetings & Events**  
Board Information & Member Workshops

**Contact Us**  
Have a question? We're here to help.



# Explore Your Benefits

Review important information about your benefits.



# Find a Provider

Search provider directories by plan for in-network medical and dental providers.



**ACTIVE**  
employees



**PRE-MEDICARE**  
retirees



**MEDICARE**  
retirees



# Health Savings Account (HSA)

- Use to pay for qualifying health care expenses;
- Optional employee contributions through tax-free payroll deductions; and
- Funds grow on a tax-deferred basis, and remain tax-free when used for qualifying health care expenses.





# Health Savings Account (HSA)

To be eligible to establish and contribute to an HSA on a pre-tax basis, employees must meet the following criteria:

- You are covered by an IRS qualified high deductible health plan, such as the Consumer Driven Health Plan
- You are not covered by a non-IRS qualified health plan, such as a spouse's PPO or HMO plan
- **You are NOT enrolled in Medicare**
- You are NOT enrolled in Tricare or Tricare for Life
- You have not received care from a Veteran's Administration (VA) medical facility within the past three months
- You or your spouse cannot be enrolled in a Medical Flexible Spending Account or HRA
- You are NOT retired

# Calendar Year 2016 Contribution Limits

- PEBP + Employee contribution limit
- Family is defined as two or more covered individuals on your plan
- \$1,000 Catch-up contribution limit for employees age 55 or older. Catch-up contributions can be made any time during the year in which the HSA participant turns age 55



**Individual 2016**

**\$3,350**

**Family 2016**

**\$6,750**





# Flexible Spending Account (FSA)

## Health Care (Medical) FSA

- Set aside money on a pre-tax basis to pay for KNOWN out-of-pocket health care expenses for you and your tax-dependents
- FSA debit card provides a convenient way to pay for out-of-pocket expenses. No cost for the debit card
- Save you up to 15% - 35% in taxes on each dollar that you spend for your share of health care expenses
- Monthly contribution is deducted from second paycheck in equal amounts for the plan year
- Access to the full election amount once the account is established

## Health Care (Medical) FSA

The contribution and reimbursement limit for a health care FSA plan is established by the IRS. The limit for Plan Year 2016 is \$2,550.

This plan only allows for a carryover limit up to \$500 (meaning, at the end of the plan year, if you have not used the funds in the FSA, the plan will only allow you to carryover \$500 to the next plan year.

Qualifying health care expenses are those expenses which are incurred by you or your eligible tax dependents. Examples of qualifying health care expenses:

- Deductibles
- Co-pays
- Dental expenses
- Vision care expenses/prescription glasses



## Flexible Spending Account (FSA)

### Tax Savings

Generally, contributions you make to your FSA are not subject to federal income taxes or social security taxes.

The amount you save depends upon:

The amount you put into





## Active Employee Voluntary Life Insurance

- You may enroll in Voluntary Life Insurance coverage as follows:

Active Employees	Any multiple of \$10,000 to a maximum of \$500,000
Spouse/Domestic Partners	Any multiple of \$10,000 to a maximum of \$250,000
Child(ren)	Any multiple of \$2,500 to a maximum of \$10,000

Purchase up to \$100,000 in Voluntary Life Insurance at guarantee issue within 60 days of coverage effective date.

- During open enrollment, may increase coverage by \$20,000 up to the guarantee issue amount of \$100,000 without submitting evidence of insurability

Full details and forms available at [www.standard.com/mybenefits/nevada](http://www.standard.com/mybenefits/nevada).



# Questions?

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