



## 2025 PEBB Open Enrollment

PEBB Open Enrollment is October 1 – 31, 2024.

Here's what you need to know:

- [Do You Need to Complete Open Enrollment?](#)
- [HEM Participation and Passive Enrollment](#)
- [Summary of Benefits Mailer](#)
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## Do You Need to Complete Open Enrollment?

**This year's Open Enrollment is "passive" (or non-mandatory). This means:**

- **If you're satisfied with your current benefit plan selections**, you don't need to do anything. Your current enrollments will roll over to the next plan year. Your benefits will stay the same.

**Note: You must enroll or re-enroll each year to have a Flexible Spending Account (FSA).**

- **If you want to make benefit changes**, you must log in to [PEBBenroll.com](https://PEBBenroll.com) during Open Enrollment and make your selections. This includes:
  - Enrolling or re-enrolling in a Health Care or Dependent Care Flexible Spending Account (FSA)
  - Changing your plan selections
  - Changing your Health Engagement Model (HEM) status
  - Enrolling as a new hire
  - Adding or dropping a dependent
  - Updating your surcharge answers, personal information, or beneficiaries

**If required**, log in to [PEBBenroll.com](https://PEBBenroll.com) to make your plan selections beginning October 1.

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## HEM Participation and Passive Enrollment

Health Engagement Model (HEM) participation looks a bit different because of passive enrollment.

Review the detailed [Decision Chart](#) to see if you need to take action during Open Enrollment.

Visit the [HEM web page](#) for additional details and health assessment instructions.

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## Summary of Benefits Mailer

We mailed a Summary of Benefits to your home address. Be sure to check your mailbox. You can also review the [Summary of Benefits online](#).

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# Enrollment Guide

Find important details about your benefits in the [2025 Enrollment Guide](#).

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## What's New for 2025

**All changes are effective Jan. 1, 2025.**

The PEBB Board has worked hard to offer you new services while keeping plans affordable.

### Costs

- Your premiums may change.
- Contact your agency or university benefits office for specific information on costs.

### All medical plans

- **Doula services:** Eight prenatal and/or postnatal visits, plus delivery.

### Providence Health medical plans

- **Mighty:** Alternative weight management program.
- **Generic medications:** Requirement to use generic medications when available.
- **Alopecia:** A medication exception available for severe alopecia areata diagnoses.
- **Rx Savings Solutions:** Program to identify cost-saving opportunities.
- **Covered drugs:** Updated list of “value tier” drugs and some over-the-counter drugs no longer covered.

- **Progyny:** Access fertility and family-building benefits through Progyny. Receive support and advocacy from a dedicated care team, expert providers, and exclusive Progyny resources. Includes expanded in-network facility options.
- **Fertility and family-building benefits:** Cryopreservation (egg or sperm freezing), when medically necessary, if you're undergoing gender-affirming care. Coverage if you've undergone voluntary sterilization. A new model for fertility benefits. Receive up to two advanced reproductive technology cycles per year if the first cycle doesn't work. Includes all necessary tests and accommodations.

## Moda Health medical plans

- **Teladoc:** Virtual primary care visits.
- **Mighty:** Alternative weight management program.
- **Nutritional therapy:** No diagnosis required.
- **Kindbody:** Access fertility and family-building benefits, comprehensive care services, and concierge patient advocacy through Kindbody. Kindbody clinics will be added to expand in-network facility options.
- **Fertility and family-building benefits:** Creating embryos using the intended parent's sperm if you're part of a same-sex male couple. Coverage if you have undergone voluntary sterilization. Cryopreservation (egg or sperm freezing), when medically necessary, if you're undergoing gender-affirming care.
- **Costco:** Receive no-cost six-month supply value-tier prescriptions.
- **Covered drugs:** Some over-the-counter drugs no longer covered.

## Kaiser Permanente medical plans

- **Fertility services and benefits:** Cryopreservation (egg or sperm freezing), when medically necessary, if you're undergoing gender-affirming care. Storage of cryopreserved tissue when medically necessary.
- **Omada:** Alternative weight management program.

- **Prescription drug costs:** Costs will increase for the full-time Traditional and Deductible plans:
  - Generic drugs: \$5
  - Preferred brand drugs: \$25
  - Non-preferred brand drugs: 50% of the cost, up to \$100

## Kaiser Permanente dental plans

- **Nightguards:** Your cost will increase to 35%; now covered once every five years.
- **Mouthguards:** Your cost will increase to 35%.

## Delta Dental plans

- Additional services for members with intellectual or developmental disabilities.

## VSP Plus Plan

- **Contact lenses:** Allowance is \$225 each calendar year

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# Upcoming Member Webinars

## Open Enrollment Webinar

Wednesday Oct. 2 @ 10 a.m. – 12 p.m. PT

[Register for the OE webinar](#)

## Flexible Spending and Commuter Account Webinar

Tuesday Oct. 8 @ 11 a.m. – 12 p.m. PT

[Register for the FSA webinar](#)

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# Benefits Learning Tools

## Premium Estimator

- Determine monthly deductions for PEBB benefits
- Includes all PEBB benefits, from health care plans to savings accounts
- Includes tool tips, explaining why information is needed, how elections impact costs, and when surcharges apply
- Can be used during Open Enrollment or following a qualifying status change
- Will be updated for 2025 soon

[PEBBPremiumEstimator.com](https://pebbpremiumestimator.com)

## Online Plan Comparison Tool

- Compare plan features for all medical, dental, and vision plans
- Understand how specific services are covered
- Print the plans and services you want to see on demand

[ComparePEBBPlans.com](https://comparepebbplans.com)

## Explore Your Benefits

- Award-winning interactive benefits learning tool
- Entertaining benefit and wellness program modules
- Educational videos
- Fun mini knowledge tests

[PEBBExploreYourBenefits.com/2025](https://pebbexploreyourbenefits.com/2025)

## Wellness Guide

Explore the [PEBB Wellness Guide](#). Find resources for all life's adventures in one place.

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# PEBBinfo.com

Find links to all your 2025 benefits materials, rates, and resources.

<https://www.oregon.gov/oha/PEBB/Pages/Enrollment-2025.aspx>

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## Questions?

The PEBB Benefits Team is here to help!

- **Phone:** 503-373-1102
- **Email:** [pebb.benefits@odhsoha.oregon.gov](mailto:pebb.benefits@odhsoha.oregon.gov)

Monday – Friday, 8 a.m. – 5 p.m. (closed weekends and holidays)

Interpreters available – email to set an appointment