

# Change Benefit Elections – New Hires and Job Changes

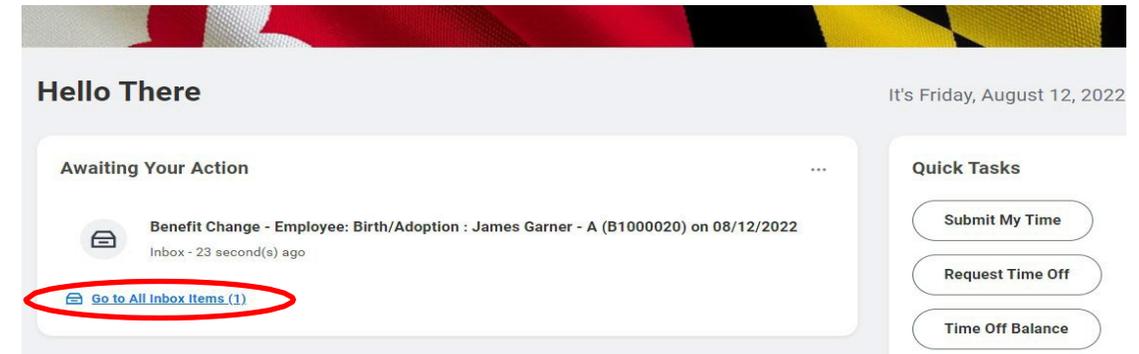
## QUICK REFERENCE GUIDE



As a new hire you will receive a **Benefit Change – New Hire** event to make benefit elections. If you are an existing employee with a benefits eligibility change you will receive a **Benefit Change – Job Change** event to make benefit elections or benefit election changes. Please note, **existing elections will carry forward for Job Change events unless you either Waive the coverage or make a change.**

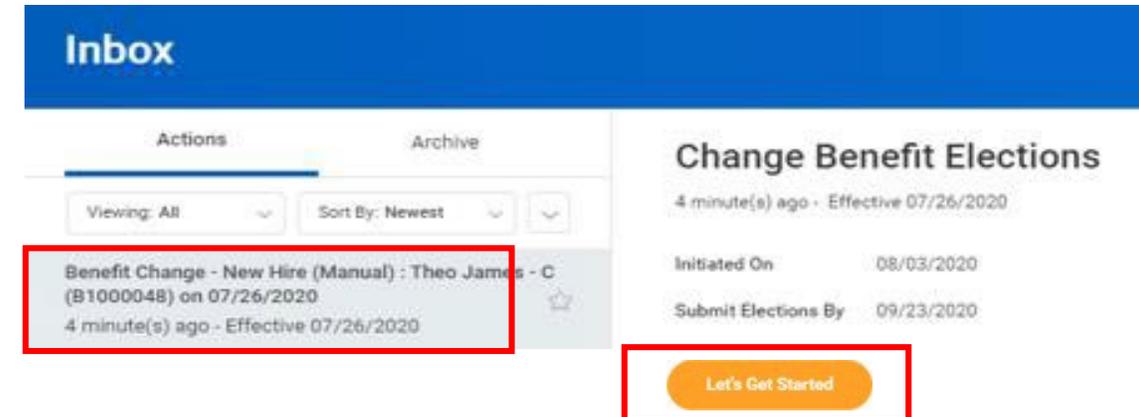
The example used in the guide is an **Employee: New Hire event.**

1. From the SPS homepage, click on **Go to Inbox.**



2. In the SPS Inbox, view to ensure the **Benefit Change – New Hire** task is highlighted/selected.

Click the **Let's Get Started** button.



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3. On the **Enrollment Page** you will see “tiles” for each category/coverage type. The benefit elections are listed by category: Medical, Prescription, Dental, Flexible Spending, Life Insurance, etc. All current elections will display. You can select the **Manage** or **Enroll** button for each category to enroll or make changes to current elections.

- A **Manage** button indicates a current enrollment in this category
- An **Enroll** button indicates coverage is waived in this category

A screenshot of the 'Health Care and Accounts' enrollment page. The page is organized into two main sections: 'Health Care and Accounts' and 'Insurance'. Each section contains several benefit categories, each with an icon, a name, and a status (e.g., 'Waived'). Below each category is an 'Enroll' button. In the 'Health Care and Accounts' section, the 'Medical' category has an 'Enroll' button highlighted with a red rectangle. The 'Insurance' section includes categories like 'Life Ins - Guaranteed', 'Life Ins - Supplemental', 'Spouse Life', 'Child Life', and 'AD&amp;D', all with 'Enroll' buttons. At the bottom of the page, there are two buttons: 'Review and Sign' (orange) and 'Save for Later' (grey).

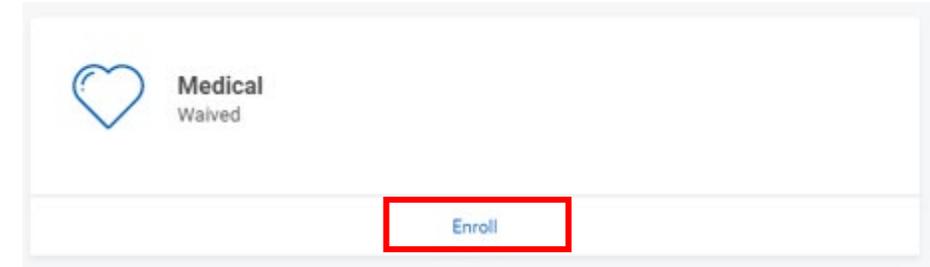
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4. In this example, we will click the **Enroll** button in the Medical category.

By clicking the **Enroll** button the system will open up the Medical selections where you have options to select a Medical plan, change your Medical plan, Waive Medical coverage and add or remove a dependent.



5. Click the **Select** button for the plan which you want to elect. Note that you will only be able to select one of the plans. If you want to drop/remove coverage, click the **Waive** button.

On this page you are selecting your Medical plan. After selecting the plan you will have the option to add or remove dependents on the next page.

### Medical

#### Plans Available

Select a plan or Waive to opt out of Medical. The displayed cost of waived plans assumes coverage for Employee.

3 items

*Selection	Benefit Plan	You Pay (Monthly)	Company Contribution (Monthly)
<input type="radio"/> Select <input checked="" type="radio"/> Waive	CareFirst BCBS EPO (SLEOLA)	\$94.30	\$377.22
<input type="radio"/> Select <input checked="" type="radio"/> Waive	CareFirst BCBS POS (SLEOLA)	\$97.66	\$346.24
<input type="radio"/> Select <input checked="" type="radio"/> Waive	CareFirst BCBS PPO (SLEOLA)	\$138.58	\$415.74

6. Click the **Confirm and Continue** button  to continue to select the dependents to be added or removed from the plan, if applicable. You will not see the **Dependents** page if you selected to Waive coverage but still must click the **Confirm and Continue** button.

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7. On the **Dependents page**, check or uncheck the box next to each dependent you want to add or remove from the plan. When the **Select** box is checked, the dependent will be covered in the plan.

If you want to add a new dependent that does not appear on the page, click the **Add New Dependent button** and **follow the instructions for step #'s 9 through 16**.

**If you see an issue with one of your current or newly added dependents** (i.e., Typo in Name or Date of Birth, Relationship, etc.) **DO NOT add a new dependent**. Proceed with elections with the current dependent and contact your Agency Benefit Coordinator with the dependent data issue; they will assist with correcting the data.

8. **If you do not need to add a new dependent**, click the button and **proceed to step #17**.

A rounded rectangular button with an orange gradient background and the word 'Save' in white text.

### Medical - CareFirst BCBS POS (SLEOLA)

#### Dependents

Add a new dependent or select an existing dependent from the list below.

Coverage  Employee

Plan cost (Monthly) \$97.66

A rounded rectangular button with a light gray background and the text 'Add New Dependent' in dark gray. The button is highlighted with a red rectangular border.

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### PROCESS STEPS:

EE02

9. On the **Add My Dependent From Enrollment** page, you will see the REQUIRED supporting documentation for each dependent type.

After reviewing the information, click  to proceed to add the dependent.

Add Dependent Tom Hardy - B (B1000032) ...

During a qualifying life event or Open Enrollment you have the ability to add dependents to medical, dental, prescription, life insurance and/or AD&D coverage.

#### Translation of Non-English Documentation:

If you submit dependent documentation that is written in a language other than English, it must be translated by an official translator – someone other than you or you and notarized.

#### DEPENDENT RELATIONSHIP = SPOUSE:

##### Eligibility Criteria (Spouse):

- Lawfully married to an employee or retired employee as recognized by the laws of the State of Maryland or in a jurisdiction where such marriage is legal

##### Required Documentation (Spouse):

- Official State marriage certificate (must be a certified copy and dated by the appropriate State or County official, such as the Clerk of Court):
  - From the court in the County or City in which the marriage took place; or
  - From the Maryland Division of Vital Records for marriages that occurred at least six months prior to enrollment; or
  - From the Department of Health and Mental Hygiene (DHMH) website: [www.dhmh.maryland.gov](http://www.dhmh.maryland.gov) (Click Online Services) – also [www.vitalchek.com](http://www.vitalchek.com)

#### DEPENDENT RELATIONSHIP = CHILDREN (Biological Child, Adopted Child or Step-child):

##### Eligibility Criteria (Children):

- Under age 26
- Except for grandchildren and legal wards, no requirement to reside in your home
- May be eligible for coverage under own employer
- May be married or unmarried, or;

##### Required Documentation (Biological Child):

- Copy of child's official state birth certificate showing lineage
- NEWBORNS ONLY:
  - Official birth certificate is required within 60 days of birth.

##### Required Documentation (Adopted Child):

- Pending Adoption: Notice of placement for adoption on adoption agency letterhead or copy of court order placing child pending final adoption
- Final Adoption: Copy of final adoption decree signed by a judge or a State issued birth certificate showing employee/retiree as the parent

##### Required Documentation (Step-child):

- Copy of child's official state birth certificate with name of spouse of employee/retiree as child's parent
- Copy of employee/retiree's official state marriage certificate

OK

Cancel

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### PROCESS STEPS:

EE02

10. On the **Add My Dependent from Enrollment page**, complete the following data for the new dependent:

- First Name
- Last Name
- Relationship
- Date of Birth
- Gender

### ← Add My Dependent From Enrollment

#### Name

Country \*

Prefix

First Name \*

Middle Name

Last Name \*

Suffix

#### Personal Information

Relationship \*

Date of Birth \*

Age (empty)

Gender \*

Citizenship Status

Full-time Student

Student Status Start Date

Student Status End Date

Disabled

11. Scroll down the page to **National IDs** section. Click the **Add button**  to open the section to complete.

## National IDs

Click the Add button to enter one or more National Identifiers for this dependent.

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### PROCESS STEPS:

EE02

12. On the **National IDs** page, complete the following data for the new dependent:

- Country
- National ID Type
- Identification #

Click the Search symbol  in the field to select a valid value.

If after clicking the **Add button** you realize you do not have all of the data required, you must click the **Remove button** to close the National IDs page.

## National IDs

Click the Add button to enter one or more National Identifiers for this dependent.

The screenshot shows a form titled "National IDs" with the following fields and controls:

- Country** \*  
- National ID Type** \*  
- Identification #**
- Issued Date**  
- Expiration Date**  

At the bottom of the form, there are two buttons: **Remove** and **Add**.

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### PROCESS STEPS:

EE02

13. Scroll down to the **Address section**. The dependent address will default to your address in the system.

**If the dependent lives at your address**, you do not need to update anything.

**If the dependent DOES NOT LIVE at your address**, you need to:

- Click on the “X” in the Use Existing Address field to remove your address as the default.
- Then complete the Address, City, State and Postal Code fields with the dependent address.

14. After completing and reviewing the new dependent data for accuracy, click on the **Save button**  to proceed.

### Address

Use Existing Address

× 301 W Preston Room 507 for Theo James - C

Country  United States of America

Address Line 1 301 W Preston Room 507

Address Line 2

City Baltimore City

State Maryland

Postal Code 21201

County

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15. You will now see the new dependent has been added to the category/coverage type.

The new dependent has only been added to this category/coverage type. If you want this dependent covered for other categories/coverage types you will need to “Select” the dependent on the “Dependents” page for each category/coverage type desired.

If you have additional dependents to add, repeat the Add New Dependent steps before proceeding to step #16.

16. Click on the **Save button**  to proceed.

### ← Medical - CareFirst BCBS POS (SLEOLA)

#### Dependents

Add a new dependent or select an existing dependent from the list below.

Coverage \* Employee + Spouse

Plan cost (Monthly) \$173.62

Add New Dependent

1 item

Select	Dependent	Relationship	Date of Birth
<input checked="" type="checkbox"/>	Selena James	Spouse	05/21/1985



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17. After clicking the **Save button**, you will be returned to the **Enrollment page**. The system will display a message stating your changes have been updated.

You can **now perform the same steps to make election and/or dependent changes to the remaining categories/coverage types** (Prescription, Dental, Flexible Spending, Life Insurance and AD&D), if desired.

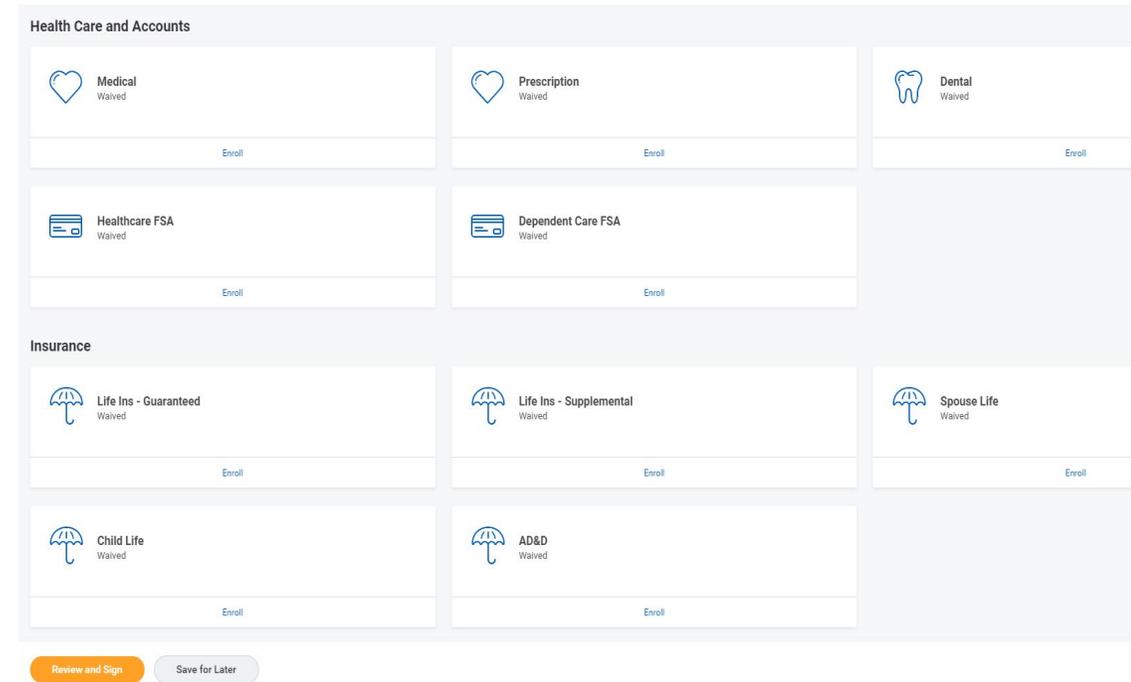
### Special Flexible Spending Account Notes:

- The healthcare FSA covers eligible expenses for you, your spouse and eligible dependents.
- The dependent daycare FSA covers daycare expenses for your eligible dependents while you and your spouse (if applicable) work.

### Special Life Insurance Notes:

- Guaranteed Life Insurance elections must be \$50,000 **BEFORE** electing Supplemental Life Insurance.
- Dependents may only have 50% of the member combined total of Guaranteed + Supplemental Life Insurance.

18. After reviewing and updating elections for all categories, click the **Review and Sign button**  to proceed.



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### PROCESS STEPS:

EE02

19. On the **View Summary page**, do a final review of the Selected and Waived benefits.

- **Verify the Plans selected are accurate**
- **Verify all dependents you want covered for each Plan are listed in the Dependents column next to the Plan**

If you identify an error click your browser back button and you will return to the **Enrollment page**.

20. In the **Attachments sections**, you **MUST** attach required supporting documentation if you have added a new dependent(s). If you have not added any new dependent(s), no attachment/documentation is required.

To attach a document(s), click the **Select Files** button and then browse to find the files that need to be uploaded, select and attach. Note that LEGIBLE photos of documents are acceptable. Use the **Upload button** to attach more than one document.

### View Summary

- Your Benefit Elections will not take effect unless you check the "I AGREE" box below and click the "SUBMIT" button.
- **IMPORTANT** - If a new dependent has been added, the required supporting documentation **MUST** be submitted/ attached to your enrollment event. *Any new dependent added without having the correct documentation*
- If you have any questions on the correct/required documentation please review the [New Dependent Required Supporting Documentation](https://dbm.maryland.gov/sps/Documentation.pdf) link on the SPS Benefits Help Center (<https://dbm.maryland.gov/sps/Documentation.pdf>) or contact your Agency Benefits Coordinator (ABC) for assistance prior to submitting your enrollment elections.

Selected Benefits 7 items

Plan	Coverage Begin Date	Deduction Begin Date	Coverage	Dependents
Medical	08/01/2020	08/01/2020	Employee + Family	Selena James Theo James
CareFirst BCBS POS (SLEOLA)				
Prescription	08/01/2020	08/01/2020	Employee + Spouse	Selena James
Drug - (SLEOLA)				
Dental	08/01/2020	08/01/2020	Employee + Spouse	Selena James
United Concordia DPPO (Employee)				
Healthcare FSA	09/01/2020	09/01/2020	\$1,000.00 Annual	
P&A Group				
Life Ins - Guaranteed	08/01/2020	08/01/2020	\$50,000	
MetLife (Employee)				
Life Ins - Supplemental	08/01/2020	08/01/2020	\$50,000	
MetLife (Employee)				
MetLife (Employee)				

Buttons: Submit, Save for Later, Cancel

### Attachments

Drop files here

or

Select files

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### PROCESS STEPS:

EE02

21. Scroll down the page to the **Electronic Signature section**.  
Read the Electronic Signature section.

#### Electronic Signature

##### ELECTRONIC SIGNATURE/LEGAL NOTICE/DEPENDENT ATTESTATION:

Your Name and Password are considered to be your "Electronic Signature" to this submission, with all the legal effect of any other signature by you. The electronic signature will serve as your confirmation of the accuracy of

1. You understand that your benefit elections are legal and binding transactions and you authorize payroll deductions from your paycheck or pension allowance, if applicable, for the cost of your benefit elections.
2. For those waiving health insurance coverage: You understand that you have been provided with the opportunity to enroll in group health coverage, but you are declining enrollment for yourself and any eligible dependents
3. You are making the following attestation:
  - I understand that I cannot cancel or change my enrollment elections except during an Open Enrollment period or as the result of a qualifying change in status permitted by COMAR 17.04.13.04 and IRS Section 125 (2)
  - I certify that I am not covered under another State of Maryland employee's or retiree's membership for any coverage for which I am enrolling during this Open Enrollment period;
  - For those enrolling any new dependents: I certify that my covered dependents are not covered under another State of Maryland employee's or retiree's membership for any coverage for which they are being enrolled
  - For those enrolling any new dependents: I certify that the required supporting documentation is submitted/attached to my open enrollment event.
  - I understand that any new dependent added in an Open Enrollment event without having the correct documentation attached will be removed from coverage following a review of additions in early 2020.
  - I understand that any new dependent added in a Life Event without having the correct documentation attached will not be enrolled in benefit elections.

*I understand that if I willfully misrepresent my eligibility or the eligibility of my dependents during this enrollment, or fail to take the necessary action to remove ineligible dependents timely, or in any way obtain benefits to which I am not entitled, I may face criminal investigation and prosecution.*

*By filing this form electronically for your enrollment elections you are consenting to submission by electronic means and agree that electronic filing does not invalidate your submission in any way. Pursuant to Maryland Code, Title 20, Subtitle 10, Electronic Filing, a signature cannot be denied legal effect merely because it is in electronic form.*

22. After reading the **Electronic Signature section**. Click the **I Accept** checkbox to certify your elections and click the **Submit** button.

I Accept

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### PROCESS STEPS:

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23. On the **Submitted** page you will get a message that you have enrolled in benefit elections with the option to print a copy of your elections.

Click on the **View Benefits Statement** button.

24. On the **Submit Elections Confirmation** page, click the **Print** button.

### Submitted

#### Success, You're Enrolled

Your elections have been submitted to the DBM Employee Benefits Division (EBD) for review.

- **Important to note**, if EBD has any questions/issues with this event it will be sent back to you noting the reason for return. Keep watch of your email or the
- You may print this form for your records. If you do not print it now, you can view your elections online after EBD approval, but cannot print this form at a la

[View 2020 Benefits Statement](#)

### Submit Elections Confirmation

New Hire (Manual) for Theo James - C (B1000048) [Actions](#)

Initiated On 08/03/2020  
Submit Elections By 09/23/2020  
Event Date 07/26/2020

You have successfully submitted your benefits enrollment. Select Print to launch a printable version of this summary for your records.

Your elections have been submitted to the DBM Employee Benefits Division (EBD) for review.

- **Important to note**, if EBD has any questions/issues with this event it will be sent back to you noting the reason for return. Keep watch of your email or the SPS Benefits system Inbox until
- You may print this form for your records. If you do not print it now, you can view your elections online after EBD approval, but cannot print this form at a later date.

Elected Coverages 7 items

Benefit Plan	Coverage Begin Date	Deduction Begin Date	Coverage	Calculated Coverage	Dependents
Medical - CareFirst BCBS POS (SLEOLA)	08/01/2020	08/01/2020	Employee + Family		Selena James Theo James
Prescription - Drug - (SLEOLA)	08/01/2020	08/01/2020	Employee + Spouse		Selena James
Dental - United Concordia DPPO (Employee)	08/01/2020	08/01/2020	Employee + Spouse		Selena James
Healthcare FSA - P&A Group	09/01/2020	09/01/2020	\$1,000.00 Annual		
Life Insurance - MetLife (Employee)	08/01/2020	08/01/2020	\$50,000	\$50,000.00	
Life Insurance - MetLife (Employee)	08/01/2020	08/01/2020	\$50,000	\$50,000.00	

[Print](#)

# Change Benefit Elections – New Hires and Job Changes

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### PROCESS STEPS:

EE02

25. Your elections have now been submitted to DBM Employee Benefits Division (EBD) for review and approval.

- **Your elections will not go into effect until DBM EBD has completed the review/approval.**
- If there are any issues or questions, DBM EBD will return your event to you.
- **If your event is returned**, you will receive a Notification in your **SPS Notifications**.
- **When your event is approved**, you will receive a Notification in your **SPS Notifications**.
- **If you have a Work email address in SPS** you will also receive an email Notification at the Work email address. **If you do not have a Work email address in SPS**, only a Personal email address, you will receive the notification at your Personal email address.

26. To view your approved benefits from the **SPS Welcome/Homepage**, click on the benefit icon  . Then click on **View Benefit Elections** to view benefit information.

Benefits

**Notifications**

Viewing: All | Sort By: Newest | From Last 30 Days

**Benefit Change - New Hire (Manual) : Theo James - C (B1000048)**  
1 minute(s) ago

Your Benefit Event for New Hire (Manual) has been approved. You can log into Workday to review your benefits.

Details [Benefit Change - New Hire \(Manual\) : Theo James - C \(B1000048\) on 07/26/2020](#)

**View**

- Benefit Elections**
- Benefit Elections as of Date