



HEALTH MATTERS



A MONTHLY REPORT ON THE STATUS OF THE CITY OF CARMEL EMPLOYEE HEALTH BENEFIT PLAN

July 30 Balance	\$3,397,431	Dec 31, 2018 Balance	\$2,425,022
<u>Total Revenues</u>	\$1,614,095	Jan-Aug Revenues	\$10,151,817
Employer Premiums	1,336,852	Jan-Aug Expenses	(\$8,732,914)
Employee Premiums	258,868	Aug 31, 2019 Balance	\$3,843,925
Other Revenues	18,561		
<u>Total Expenses</u>	(\$1,167,601)	YTD Gain/(Loss)	\$1,418,903
Week 1 Claims	311,945		
Week 2 Claims	154,203		
Week 3 Claims	259,629		
Week 4 Claims	187,406		
Clinic Expenses	86,780		
Wellness Expenses	9,025		
Fixed Costs—Premiums	112,415		
Fixed Costs—Fees	46,199		
<u>Monthly Gain/(Loss)</u>	\$446,494		
August 31 Balance	\$3,843,925		

The big gain in August is due to the third pay date.

2020 Open Enrollment Starts Next Week

All full-time employees will be able to complete their health insurance elections for 2020 **beginning next Tuesday, October 1**. By the end of this week, Sue Wolfgang will send an email to all full-time employees - this email will include health insurance FAQs, as well as detailed instructions on how to work your way through the open enrollment process. It will also provide information on where to find documents that may help with your insurance decisions.

The process will be much the same as last year, and you will have the entire month of October to complete your enrollment. As always, in order to avoid holding up the process for your co-workers, we urge you to NOT wait until the last minute to enroll. So, in order to avoid those pesky emails illustrated below, mark your calendar now and complete your open enrollment as soon as possible on or after October 1.

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Flu Shots Clinics Scheduled Next Month

The City will provide free flu vaccines to all full and part time employees, retirees, commission and board members and dependents (age 13 and older) according to the following schedule:

- | | | |
|------------------------|-------------|--------------------------------|
| • Thursday, October 17 | 8 AM – Noon | Water Operations Training Room |
| • Tuesday, October 22 | 8 AM – Noon | City Hall Caucus Rooms |
| • Thursday, October 24 | 1 – 5 PM | Wastewater Treatment Plant |
| • Tuesday, October 29 | 2 – 6 PM | City Hall Caucus Rooms |

Please mark your calendar if you wish to receive one of these flu shots. Appointments are not necessary.

If you have a dependent under age 13 and want him/her to get a free flu vaccine, you must make an appointment at the Employee Health Center (even if you are not on the City's health plan), either by going to the Health Center link on the City's website or by calling the Health Center at 317-688-5415 during hours of operation.

Again, the shots for children under age 13 must be administered at the Health Center by appointment only. Walk-ins cannot be accommodated.

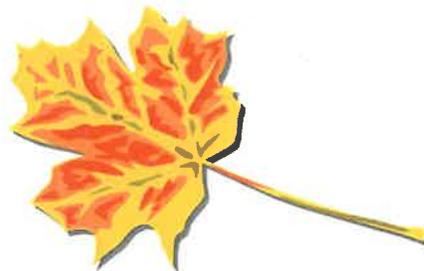
Carmel Tops Industry in Adoption Benefits

Each year, the City vies to be named one of the nation's best adoption-friendly workplaces, as designated by the Dave Thomas Foundation for Adoption.

This year, in addition to being named an **Adoption Advocate**, the City won the top spot under the **Best by Industry – Government** category. In the past, Carmel has tied with the Commonwealth of Kentucky for first place; however, because we have increased the amount given for adoption assistance, the City now stands alone at the top level in this category.

All full-time City employees are eligible for the adoption benefit immediately upon hire. The employee will be reimbursed up to a maximum of \$10,000 for qualified adoption expenses, with a \$20,000 lifetime maximum.

If you are thinking about adoption and want more information on this benefit, contact Sue Wolfgang in Human Resources, swolfgang@carmel.in.gov.



***Believe it or not, autumn is upon us.
Open your windows and enjoy those cooler nights!***