



# HEALTH MATTERS



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

July 31 Balance	\$592,985		Dec 31, 2012 Balance	\$589,830
Total Revenues	\$895,964		Jan-Aug Revenues	\$7,611,690
Employer Premiums	724,318		Jan-Aug Expenses	\$7,358,998
Employee Premiums	158,333		Aug 31, 2013 Balance	\$842,522
Other Revenues	13,313			
Total Expenses	\$646,427		YTD Gain/(Loss)	\$252,692
Week 1 Claims	94,334			
Week 2 Claims	236,080			
Week 3 Claims	89,696			
Week 4 Claims	99,490			
Clinic Expenses	35,342			
Fixed Costs—Premiums	70,594			
Fixed Costs--Fees	20,891			
Other Expenses				
Monthly Gain/(Loss)	\$249,537			
Aug 31 Balance	\$842,522			

### Network Change Reminder

As previously advertised, the City plan transfers from the Sagamore network to the Cigna network on October 1<sup>st</sup>. If you have not yet done so, you are urged to visit [www.cigna.com](http://www.cigna.com) to verify that all of your providers are in the Cigna network - this is YOUR responsibility. New insurance ID cards were mailed to all eligible employees on September 20<sup>th</sup>. This change applies to medical insurance only - vision uses the VSP network and there is no network for dental services.

### Open Enrollment Begins October 10<sup>th</sup>

Open enrollment for 2014 medical and dental insurance coverage will begin October 10<sup>th</sup> and run through November 9<sup>th</sup>. Enrollment will again be done online and is required of all full-time employees and Council members, even if you are declining coverage. Sue Wolfgang will be sending out an email on or about October 7<sup>th</sup> containing instructions for completing the enrollment process. Please watch for it.

To help you decide which insurance plan would be best for you, we have scheduled two meetings regarding Plan A - the High Deductible Health Plan (HDHP) and Health Savings Account (HSA). These meetings are scheduled as follows:

Tuesday, October 1 <sup>st</sup>	9:00 AM	City Council Chambers - City Hall
Wednesday, October 9 <sup>th</sup>	9:00 AM	City Council Chambers - City Hall

If you are considering enrolling in Plan A for the first time, it may be helpful to attend one of these meetings. Attached to this email are a 2014 Plan Summary Information and Plan Comparison Worksheet that may assist with your decision - be sure to bring the forms with you to the meeting. Star Bank will be on hand to process applications for the HSAs.

### 2014 Plan Changes

Health insurance rates will not increase in 2014. However, there will be some changes in plan design, primarily in Plan B. These changes are mostly the result of the Affordable Care Act or to promote individual responsibility for health care expenses. The information below is a summary of the most significant changes, and is not intended to be all-inclusive - the entire plan document and summaries will be available on the open enrollment website starting October 10<sup>th</sup>.

#### Plan A and Plan B will be amended as follows:

- There will no longer be any restrictions on benefits for pre-existing conditions.
- The following will no longer be covered expenses:
  - Surgical Weight Loss Treatment
  - Laser Eye Surgery
  - Treatment of Temporomandibular Joint Disorder (TMJ)
  - Bereavement Counseling
- The precertification penalty will increase to \$500/incident.
- Generic drugs will be required unless no generic is available or a provider requires a brand name drug.

#### Plan B will be amended as follows:

In-Network Deductible	Individual: \$750 Family: \$1,500
Out-of-Network Deductible	Individual: \$1,500 Family: \$3,000
Copays	Office visit, including chiropractic (\$50); retail clinic (\$25); allergy shot (\$20/injection); ER facility (\$250/use); ambulance (\$100/trip)
Pharmacy Copays	30-day brand formulary (\$60), 30-day brand non-formulary (\$100), 90-day mail order brand formulary (\$120), 90-day mail order brand non-formulary (\$200). (Generic drugs will remain at \$10 for 30-day and \$20 for 90-day mail order.)
In-Network Out-of-Pocket Maximum*	Individual: \$1,500 Family: \$3,000
Out-of-Network Out-of-Pocket Maximum*	Individual: \$3,000 Family: \$6,000 *Out-of-pocket maximums include deductibles, copays and coinsurance.
Other	The Deductible Carryover is being stopped.

## Incentives

**The City continues to urge you to adopt and/or maintain a wellness mentality**—to think about your health before you get sick, address your risk factors, make wise lifestyle decisions and engage in regular activity that is designed to maintain a healthy body and mind. Toward that end, the following incentive will apply for active wellness participants:

- A \$20 bi-weekly premium reduction for all participants who meet established quarterly objectives in 2014, starting with the upcoming wellness screening.

**The City also wants you to accept greater responsibility for your own health care expenses** by enrolling in Plan A - the High Deductible Health Plan (HDHP).

To help you manage the higher deductible, the City will make a bi-weekly contribution into the HSA of an employee who elects Plan A, in the following amounts:

- \$23.08 (\$600 annually) for employee only coverage
- \$30.77 (\$800 annually) for employee/spouse or employee child(ren) coverage
- \$38.46 (\$1000 annually) for family coverage

Dependent coverage is costly, and **the City would rather encourage spouses to enroll in their own employer plans rather than require it.**

For those employees who did not drop their spouse coverage for 2013, the City will make a contribution into the Health Savings Account (HSA) or give a premium credit, as described below, for each employee whose spouse: (a) is enrolled in a City plan in 2013; (b) is eligible for employer coverage through his or her own job; and (c) elects his or her employer coverage rather than City of Carmel coverage in 2014. The employee must provide documentation of the other coverage and verify that he or she is not legally separated and has not filed for divorce from the spouse to be eligible for this incentive.

- For a participant enrolled in Plan A, a bi-weekly contribution into the Health Savings Account (HSA) in the amount of \$70.75 if the spouse opts out of both the City's medical and dental plan, or \$65.00 if the spouse opts out of the City's medical plan but enrolls in the City's dental plan. There will be no contribution if the spouse opts out of the City's dental plan only.
- For a participant enrolled in Plan B, a bi-weekly premium credit in the amount of \$65.00 for medical insurance plus \$5.75 for dental insurance if the spouse opts out of both. If the spouse opts out of the City's medical plan, but enrolls in the City's dental plan, the credit will be \$65.00. There will be no premium credit if the spouse opts out of the City's dental plan only.

**NOTE:** This incentive is only available to those employees who did not drop spouse coverage for 2013.

## Wellness Screenings

Eligible employees can now sign up for the annual health and wellness screenings (blood draw) offered by the City of Carmel. These screenings are available to all full-time employees, and participation is mandatory for those employees who wish to be part of the 2014 Wellness Program. The screening will earn wellness participants the 300 points they need to get the insurance premium discount referenced above during the first quarter of 2014.

Screenings will be done on the following dates (by appointment):

Thursday, November 7	7-11 AM	City Hall Caucus Rooms
Friday, November 8	7-11 AM	City Hall Caucus Rooms
Wednesday, November 13	8 AM-12 PM	Water Operations Training Room
Thursday, November 14	8 AM-12 PM	Water Operations Training Room

A detailed description of the program, frequently asked questions and instructions on how to sign up for the screenings was emailed to all eligible employees on September 17<sup>th</sup>. When you sign up for the screening, you will also need to complete your health risk assessment (HRA) at that time.

NOTE: If you are not able to attend any of these screenings, you can participate in a "remote" screening at a local Lab Corp facility. There is one located on Carmel Drive between Rangeline Road and Keystone Parkway. Instructions are included in the same September 17<sup>th</sup> email. The deadline for remote screenings in November 30<sup>th</sup>.

POLICE AND FIRE SWORN PERSONNEL: If you wish to participate in the 2014 Wellness Program, you will need to sign up for one of the screening dates above or visit a Lab Corp facility, as outlined on the attached documents. You will not be able to use information from Public Safety Medical.

## Flu Shots

Flu shots will be provided by IU Health and available free of charge to all (full-time and part-time) City and Parks Department employees, retirees and family members. Beginning October 1<sup>st</sup>, you may visit the Primary Plus Employee Health Center during regular hours of operation to receive the flu vaccine - an appointment is not required. In addition, flu shots will be available at all the wellness screening dates and times listed above. You may get the flu shot at one of the screening sites, even if you choose not to participate in the blood draw.