



HEALTH MATTERS



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

September 30 Balance	\$3,849,210		Dec 31, 2016 Balance	\$1,570,679
Total Revenues	\$1,271,974		Jan-Oct Revenues	\$12,357,111
Employer Premiums	872,149		Jan-Oct Expenses	(\$10,250,049)
Employee Premiums	169,873		Oct 31, 2017 Balance	\$3,667,741
Other Revenues	229,952			
Total Expenses	(\$1,443,443)		YTD Gain/(Loss)	\$2,107,062
Week 1 Claims	231,421			
Week 2 Claims	210,214			
Week 3 Claims	553,266			
Week 4 Claims	236,581			
Clinic Expenses	68,961			
Wellness Expenses	7,165			
Fixed Costs—Premiums	90,239			
Fixed Costs--Fees	45,596			
Monthly Gain/(Loss)	(\$171,469)			
October 31 Balance	\$3,677,741			

October "Other Revenues" were substantial, including quarterly retiree premiums, a drug rebate and a multi-year fee reimbursement from Anthem.

A New Card for (Almost) Everyone!

If you are enrolled in both medical and dental insurance through the City next year, you will soon receive a new Anthem ID card that combines these coverages onto one card. The new card will replace your current medical and dental ID cards.

If you have individual coverage, you will receive one card. If you have dependents on your plan, you will receive two cards. You can order additional cards by visiting the anthem.com website or calling the customer service number on your card.

It is unclear at this time whether Anthem will be replacing ID cards for those members who have only medical or only dental insurance through the City. Therefore, if you are enrolled in only medical or only dental coverage and have not received a new card by January 31st, it is safe to assume your current card will remain valid.

Bottom line - don't destroy your current ID cards unless you receive a replacement card.

HSA Cards Now Need EMV Chip

If you have a Health Savings Account and haven't used your Star Bank debit card in a while, you should make sure your card contains the EMV chip. The transition period when the bank was moving from standard to chip-enabled cards has passed, so now your card must contain the chip in order to work.

If you still have an older card without the chip, you can go to the Star Bank at 140 East Carmel Drive and pick up a new card.

Adoption Benefit to Increase in 2018

Because the City puts a high value on families, it has for several years assisted employees with some of the financial responsibilities involved in adopting children. In fact, again this year Carmel has been named one of the best adoption-friendly workplaces by the Dave Thomas Foundation for Adoption.

Great news - this adoption benefit is about to get even better! Beginning in 2018, the City will reimburse an eligible employee for qualified adoption expenses to a maximum of \$10,000 per child (up from \$5,000), with a lifetime maximum of \$20,000 (up from \$10,000) per employee.

If an eligible employee and his/her spouse or domestic partner both work for the City of Carmel, only one employee can utilize the benefit for each adopted child. The two together are eligible for reimbursement up to \$10,000 per child (lifetime maximum \$40,000)

In the case of the simultaneous adoption of two or more children, an eligible employee (and his/her spouse or domestic partner, if employed by the City) will be reimbursed to a maximum of \$10,000.

Tease - New Benefit to be Announced Soon!

Pay close attention to your email over the next few days for an announcement regarding a great new benefit that will soon be available to full-time employees with children in the Carmel-Clay school system.

