



2019 EMPLOYEE BENEFITS PROGRAM



CITY COUNCIL PRESENTATION
September 27, 2018

Benefit Programs/Services Overview

- **Primary employee benefit programs and services**
 - Medical (3 plans)
 - Dental (3 plans)
 - Vision Care (2 plans)
 - EAP Program
 - Life Insurance and Disability Insurance
 - Health and Wellness Center
- **Benefits are funded through Employee Benefit Trust Fund**
 - Contributions from the City
 - Employee and retiree premiums
 - State retirement system subsidies
 - Other subsidies and rebates

Medical Plan Rate Changes for 2019

Medical Plan Premiums:

- Active - **3% premium increase** (5% projected 2020)
 - Premium increases \$4 - \$17 per month
 - “Premium Holiday” for active employees in December, 2018 (range \$118 to \$535)
- Retirees - **no premium increases** (3% projected 2020), no premium holiday

Financial Considerations:

- Continued reduction of high dollar claims
- Higher subsidies on Medicare prescription drug plans

Health Plan Enhancements for 2019

Medical Plans

- ❑ *Reducing* Out-of-Pocket maximums - Basic and Choice Plans
 - ❑ Single Plan – approximately **\$600**
 - ❑ Family Plan – approximately **\$1,200**

Vision Plan

- ❑ *Increasing* frame allowance \$150; standard progressive lenses \$10 copay

Dental Plans

- ❑ *Increasing* the Dental Plan maximum benefit by \$300 per person per year (no change in orthodontia)

Active Medical Plan Rates for 2019

ACTIVE F/T MEDICAL PLAN RATES – MONTHLY – 3% Increase

| BASIC 50% PLAN | 2019 | | |
|----------------|-------------------|-----------------|-----------------------|
| | City Contribution | EE Contribution | EE Difference vs 2018 |
| Single | \$488 | \$0 | \$0 |
| Family | \$1,086 | \$0 | \$0 |

| CHOICE 80% PLAN | 2019 | | |
|-----------------|-------------------|-----------------|-----------------------|
| | City Contribution | EE Contribution | EE Difference vs 2018 |
| Single | \$488 | \$122 | +\$4 |
| Family | \$1,086 | \$271 | +\$8 |

| COPAY PLAN | 2019 | | |
|------------|-------------------|-----------------|-----------------------|
| | City Contribution | EE Contribution | EE Difference vs 2018 |
| Single | \$488 | \$183 | +\$6 |
| Family | \$1,086 | \$552 | +\$17 |

Other Benefit Plan Updates for 2019

***New!* Welfare Benefit Plan Insurance Carriers**

☐ **MetLife** for:

- ☐ Group Term Life Insurance/Accidental Death & Dismemberment (AD&D)
- ☐ Long Term Disability Insurance (LTD) – sworn officer/elected officials

☐ **Unum** for:

- ☐ Short Term Disability Insurance (STD)

☐ **Cigna** for:

- ☐ Business Travel Accident/Commuter Travel Accident Insurance

Open Enrollment/Health & Wellness Fair 2018

- **Open Enrollment**

- Online eBenMesa October 10 - October 24, 2018
- Passive enrollment as in prior years

- **Health and Wellness Benefits Fair – October 11,
9:00 am to 2:00 pm – Mesa Convention Center**

- Flu Shots
- Mammography/P.O.P screening appointments
- *New!* Mobile Dental unit display/walk-thru (Delta Dental of AZ provider)
- Multiple wellness events, demonstrations, food trucks, Employee Network vendors and all benefit plan vendors