



# 2024 EMPLOYEE BENEFIT & WELLNESS PROGRAMS

CITY COUNCIL PRESENTATION

September 11, 2023

# Benefit Programs Overview

## **Programs/Vendor Partners**

**Medical/Behavioral Health/Prescription Drug = Cigna, MedImpact, VibrantRx, PaydHealth**

**Dental = Delta Dental of Arizona**

**Vision Care = Vision Service Plan (VSP)**

**Employee Assistance Program = ComPsych**

**Health and Dependent Care FSA = Navia Benefits**

**Life and Accidental Death & Dismemberment Insurance = MetLife**

**Short Term Disability Insurance = UNUM**

**Health and Wellness Center = OnSite Care Inc.**

**Mesa Wellness 360 = WebMD technology platform**

# Highlights - Health Plan Benefit Changes for 2024

## Medical/Prescription Drug Plans

### Prescription Drug Benefits

#### Basic and Choice Plans

- ❑ Outpatient prescription drug benefits simplified/aligned to one plan design:
  - ✓ No separate Rx deductibles = \$0
  - ✓ Minimum and maximum copays/coinsurance same in both plans
  - ✓ Rx max annual out-of-pocket expense: \$2,500 individual/\$5,000 family both plans
  
- ❑ Basic, Choice and Copay plans – Diabetic Adherence Strategy
  - ✓ Diabetic Insulin copay/coinsurance reductions:
    - ❑ Generic (Tier 1) and Preferred Brand (Tier 2) Insulins pay at Tier 1 levels to a maximum of \$35 (30-day supply) and \$105 (90-day supply)
    - ❑ Non-preferred Insulins (Tier 3) regular copays/coinsurance by plan up to \$35/\$105 maximums
  - ✓ Diabetic supplies: 100% covered if Tier 1/2 and standard copays/coinsurance if Tier 3

# Highlights - Health Plan Changes for 2024 cont.

## Flexible Spending Accounts (FSA) Plan

- ❑ Health FSA annual election max increased to \$3,050 and rollover max to \$610

## ***New!* Pet Care Membership/Discount/Network program**

- ❑ Voluntary benefit program with United Pet Care
  - ✓ Active and retired employees' pets
  - ✓ Direct enrollment and payment through UPC member portal
  - ✓ Monthly membership fee per pet (no breed or condition exclusions)
  - ✓ 20% to 25% and to 50% discount on all network in-house veterinary services
  - ✓ Prescription drug discount card for pet meds savings
  - ✓ 24 x 7 phone/chat/video “televet” services (for vet advice and guidance)
  - ✓ Enrollment opportunities at the Health and Wellness Benefits Fair

# Medical Plan Premium Rate Changes for 2024

## Medical Plan Premiums

- ❑ **Active employees:**
  - ✓ Consolidation of rate structures – both FT and PT benefit eligible employees pay same rates by plan (for both medical and dental plans)
  - ✓ Basic Medical Plan – 100% City funded
  - ✓ Choice and Copay medical plans - \$4 to \$14 per mth rate increases in 2024
- ❑ **Retirees:**
  - ✓ Retiree Basic Plan - \$0 premium for retirees (with full retirement system subsidies)
  - ✓ \$5 to \$8 per month rate increases for Retiree Choice Plan
  - ✓ \$9 to \$15 per month rate increases for Retiree Copay medical plan

## Financial Considerations

- ❖ EBT fund balance projections support approx. 2% rate increase in medical plans for CY 2024
- ❖ National medical trend cost increases approx. 4% to 6%
- ❖ Favorable impact of prescription drug cost containment measures
- ❖ Positive impact of increased utilization of Health and Wellness Center including retirees
- ❖ Significant reductions COVID-19 utilization

# Active Medical Plan Premium Rates for 2024

## ACTIVE MEDICAL PLAN RATES – MONTHLY

| BASIC 50% PLAN | 2024              |                 |                       |
|----------------|-------------------|-----------------|-----------------------|
|                | City Contribution | EE Contribution | EE Difference vs 2023 |
| Single         | \$610             | \$0             | \$0                   |
| Family         | \$1,358           | \$0             | \$0                   |

| CHOICE 80% PLAN | 2024              |                 |                       |
|-----------------|-------------------|-----------------|-----------------------|
|                 | City Contribution | EE Contribution | EE Difference vs 2023 |
| Single          | \$610             | \$153           | +\$4                  |
| Family          | \$1,358           | \$340           | +\$7                  |

| COPAY PLAN | 2024              |                 |                       |
|------------|-------------------|-----------------|-----------------------|
|            | City Contribution | EE Contribution | EE Difference vs 2023 |
| Single     | \$610             | \$230           | +\$6                  |
| Family     | \$1,358           | \$692           | +\$14                 |

## Employee Health and Wellness Center

Employees, retirees and family members enrolled in active or retiree medical plans – free of charge!

### 2024 Wellness Program

November 1, 2023, through October 31, 2024

- ✓ Open to all employees
- ✓ Employees and spouses/committed partners enrolled in City medical plans eligible for incentive rewards

### Rewards

- ✓ 250 points = \$50 debit/gift card (up to **6 x \$50 = \$300**) for both employee and spouse/CP
- ✓ **1,500 points** = \$200 **Wellness Credit** following calendar year – both employee and spouse/CP
- ✓ Raffle prizes/other recognition for high achievers **above 1,500 points** and non-medical plan employees
- ✓ Focus on incentivizing preventive screenings, wellbeing education programs and Citywide events

# Open Enrollment and Health/Wellness Benefits Fair

## Open Enrollment 2023 for 2024

**October 4 – October 18**

- Inside Mesa and Benefits Website links to eBenMesa
- Website: OE Guides, 2024 Plan Document, SBC's, Required Documents and other communications
- Passive enrollment (except FSA = positive enrollment)

## Health/Wellness Benefits Fair

**October 5 – from 8 am to 1 pm - Mesa Convention Center**

**Employees/retirees welcome**

**Rock En-Roll theme - assisted enrollment computer lab**

**Benefit plan vendors, City department information booths and Employee Network vendors**

**Free Flu Shots (first come, first served)**

**Mammography/P.O.P (with appointments – claims to medical plan)**

**Food and beverage trucks (from 7:30 am)**





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