Open Enrollment for Medical, Vision, and Flexible Spending will be November 1 – Thanksgiving

We are excited to bring you reduced premiums and other great plan enchantments! We put all the information that you need to know about open enrollment into one short, informational video referred to as a Brain Shark. The video will cover changes to your benefits and what you need to do for open enrollment. We highly encourage you to watch this video so you are aware of the plan enhancements that are coming. You can watch this video at a time that is convenient for you. Attached please find additional information and forms you may need to make your enrollment election.

The Brain Shark is available on the Human Resources webpage at www.deperewi.gov/benefits.

You can use the navigation panel at the bottom of the presentation to pause the presentation and to skip forward or backward to specific slides.

Benefits Hotline
We realize that understanding your benefits can be confusing at times, especially when you’re trying to compare plans. To help you fully understand your options, we have partnered with our benefits broker, M3, to provide a benefit’s hotline. M3 has set aside dedicated times to speak with City of De Pere employees and/or spouse on Monday, November 8th from 8:00 a.m. to 10:00 a.m. and Tuesday, November 9th, from 2:00 p.m. to 4:00 p.m. Simply call (920) 455-7261 during the designated times to talk with a representative.

Medical Plan Changes
We are excited to announce several plan enhancements, cost share change, and 15% premium decrease for 2022! Below are the changes the City will be making to the medical plan and cost share. These changes will be effective January 1, 2022.

Renewal Rates and Cost Share
The City of De Pere’s medical plan has been performing well over the past few years which allowed the City to give premium holidays in 2020 and 2021! The plan continues to perform well; therefore, we will be decreasing medical premiums by 15% for all represented and non-represented members!

In addition, we are excited to announce that the premium cost share for non-represented employees will change from 15% employee contribution (85% City contribution) to 10% employee contribution (90% City contribution). This means, compared to the 2021 monthly premium rates, non-represented employees will be paying 43% lower premiums! Represented employees will remain at 15% premium cost share for now since they are covered by collective bargaining agreements which require the negotiation of the percent of the monthly premium cost for the health insurance plan.
2022 Premiums

<table>
<thead>
<tr>
<th>Coverage</th>
<th>Employee Premium Per Payroll</th>
<th>Employee Premium Per Payroll</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Non-Represented (based on full-time employment)</td>
<td>Represented (based on full-time employment)</td>
</tr>
<tr>
<td>Single</td>
<td>$26.51</td>
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<tr>
<td>EE+1</td>
<td>$49.33</td>
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</tr>
<tr>
<td>Family</td>
<td>$80.91</td>
<td>$121.37</td>
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</table>

**Plan Design Changes**

*As an enhancement to the plan, we have implemented a Copay Structure:* For in-network providers, members will pay a co-payment (copay) for office visits. The cost of the copay will vary, outlined below, based on type of service. Members will no longer be responsible for meeting their deductible prior to the plan paying for the below services. They will now pay a copay.

- Primary Care Physician Copay: $20 visit
- Specialist Office Visit Copay: $40 visit
- Urgent Care Copay: $40 visit
- Emergency Room Copay: $200 visit

If the member needs additional services beyond the office visit (i.e. blood work, testing, x-rays, etc.) the member will be subject to deductible/coinsurance as outlined the summary plan description (SPD).

Copays do not accumulate toward a member’s deductible but will accumulate toward their annual out of pocket maximum.

**EAP Incentive Program:** When you or any dependent on the health plan go through the EAP benefit first for your counseling services, and a certification for further treatment is needed, your visits will be **FREE** – no copay, no deductible, and no coinsurance for in-network providers! If you chose to bypass the EAP and go directly to a treatment provider, you will need to pay the copay cost of your mental health services.

**ERC Contact Information**

Phone: 920-403-7600 or 1-800-222-8590
http://ercincorp.com/
If you need IMMEDIATE mental health assistance, ERC has a licensed clinician available 24/7. Call 1-800-222-8590.

**Nearsite Services:** The City of De Pere has partnered with Prevea Health and Bellin Health to provide our health plan participants select services for **FREE** at most area locations. Services include preventative and non-preventative (i.e. diagnostic services) care, most labs and routine vaccinations (excludes travel medicine) as well as physical and occupational therapy. Please see page 21 of the benefit booklet for more information.

**Real Appeal:** Real Appeal is an online weight loss program available to you and your eligible family members at no additional cost through the medical plan. With Real Appeal you get a transformation coach who leads online group sessions (these are small groups with individuals from all over the country, not just the City of De Pere), online tools, and a success kit shipped right to your door. Enroll starting January 1, 2022.

**Dental Plan**

There will be no changes to the dental plan design.
Renewal Rates
Based on the plan performance, there will be a 0% increase to our self-funded Delta Dental plan and full-insured Dental Associates Plan for represented and non-represented members.

The premium cost share for dental insurance will also be decreasing for non-represented employees and will change from 15% employee contribution (85% City contribution) to 10% employee contribution (90% City contribution). This means, compared to 2021 premiums, non-represented employees will be paying 33% lower premiums! Represented employees will remain at 15% premium cost share for now since they are covered by collective bargaining agreements which require the negotiation of the percent of the monthly premium cost for the dental insurance plan.

2022 Premiums

<table>
<thead>
<tr>
<th>Coverage</th>
<th>Employee Premium Per Payroll</th>
<th>Employee Premium Per Payroll</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Non-Represented</td>
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<td>Dental Associates Single</td>
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<tr>
<td>Dental Associates Family</td>
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Voluntary Vision Plan
There will be no changes to the voluntary vision plan design.

Renewal Rates
The United Healthcare fully-insured voluntary vision plan rates will not increase for 2022.

Medical, Dental and Vision Coverage – Changes and waiver of coverage
- Medical, Dental, and Vision Enrollment, Cancellation and Waiver Form. Please complete only if you or your dependents are newly enrolling, cancelling, or changing coverage (i.e. single to family) or if you are waiving medical coverage. If you are currently enrolled on the medical plan and are not making any changes to medical, dental, or vision, you do not need to complete this form.
  - If you choose to change your dental enrollment from Delta Dental to Dental Associates or from Dental Associates to Delta Dental, you will need to complete the enrollment form indicating which plan you are enrolling in and which plan you are terminating.
  - As stated, if you are waiving health coverage (either newly waiving or continuing to waive) you must complete the Medical, Dental, and Vision Enrollment, Cancellation and Waiver Form and select that you are waiving coverage.

Flexible Spending
- NEW THIS YEAR! Based on prior years’ enrollment, all enrollments will be completed online. Online enrollment instructions are attached.
  - 2022 annual limit for Health Care FSA is $2,750
  - 2022 annual limit for Dependent Care FSA is $5,000
- You need to enroll in this benefit each year!
  - Wondering what flexible spending is or how it can benefit you? Please review the EBC information in the Benefit Booklet beginning on page 37.
Health Assessment and Preventative Exam Forms Reminder

NEW FOR 2021: To make submission and tracking of preventative exam forms easier we partnered with Healics, who has been our Health Assessment vendor for a number of years. All preventative exam forms must be uploaded to your Healics account at www.myhealics.com to receive credit into the employee’s HRA. Please see the attached memo for instructions on how to upload forms. To receive full HRA funds by January 1st, preventative exam forms must be uploaded to Healics by Thanksgiving* to receive credit into the employee’s HRA. Preventative services forms are available from the forms section of the Human Resources webpage at www.deperewi.gov/HRForms.

If you are participating in the Health Assessment, it must be completed by Thanksgiving. Complete the online questionnaire and schedule your biometric screening at www.myhealics.com.

* Forms uploaded after Thanksgiving through December 31st will still receive credit but may see a delay in receiving full HRA funds.

COVID and Flu Vaccination Reminder

For any employee or spouse that is on the medical plan effective January 1, 2022, the City is offering a $250 deposit into the employee’s Health Reimbursement Account (HRA) for receiving BOTH the COVID and flu vaccinations in 2021. This deposit is in addition to their annual deposit. If an employee and their spouse both complete both vaccinations, they would receive a deposit of $500 in the employee’s HRA. The vaccinations must be completed prior to the end of 2021 and employees would receive the incentive in January of 2022.

Proof of the vaccinations must be submitted in the form of a printout from the Wisconsin Immunization Registry (WIR). The WIR record must be uploaded to your Healics account at www.myhealics.com by December 31, 2021. When uploading documentation to Healics, please make sure that the participant for whom the documentation is being uploaded is the person logged in. Vaccination cards will not be accepted.

Information Attached

- Medical, Dental, and Vision Enrollment, Cancellation and Waiver Form
- Flexible Spending Enrollment Information
- Annual Preventative/Routine Physical Exam Form
- Preventative Dental Services Form
- MyHealics Rewards Memo
- 2022 City of De Pere Benefit Booklet (including year-end notices)

DEADLINE: All enrollment/waiver forms must be received by the City’s Human Resources Department by Thanksgiving.