

# CITY OF DE PERE MEMO



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To: All Benefit Eligible City of De Pere Employees  
From: Human Resources  
Date: November 1, 2022  
RE: **2023 Open Enrollment, Benefit Plan Changes, and End of Year Notices**

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

We put all the information that you need to know about open enrollment into one short, informational video referred to as a Knovio. 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 Knovio is available on the Human Resources webpage at [www.deperewi.gov/benefits](http://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 7th from 2 pm to 4 pm** and **Tuesday, November 15th from 8 am to 10 am**. Simply call (920) 455-7261 during the designated times to talk with a representative.

### **Medical Plan**

#### **New for 2023**

Employees and their family's mental well-being is important, so we have added behavioral health services through our telehealth vendor, Teladoc. This is in addition to the employee assistance program and current mental health services provided under the medical plan. Teladoc offers their own virtual mental health providers so plan members age 18 and over will have increased access to therapists and psychologists. Members can choose a therapist, psychologist or psychiatrist who fits their needs and schedule visits 7 days a week from wherever they are most comfortable. Please note, Teladoc general medicine and dermatology do not have a minimum age requirement to use their services. Teladoc services are provided at no cost to the member.

#### **Renewal Rates**

This year we will have a 5% increase in our medical rates. This is the first premium increase we have had since 2019.

2023 Premiums

<b>Coverage</b>	<b>Employee Premium Per Payroll Non-Represented <i>(based on full-time employment)</i></b>	<b>Employee Premium Per Payroll Represented <i>(based on full-time employment)</i></b>
Single	\$27.83	\$41.75
EE+1	\$51.80	\$77.70
Family	\$84.96	\$127.44

**Dental Plan**

New for 2023, we will be having an annual open enrollment for the dental plans. This means that employees can newly enroll, change plans, add or remove dependents, or drop coverage each year during open enrollment. 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 fully-insured Dental Associates plan for represented and non-represented members.

2023 Premiums

<b>Coverage</b>	<b>Employee Premium Per Payroll Non-Represented <i>(based on full-time employment)</i></b>	<b>Employee Premium Per Payroll Represented <i>(based on full-time employment)</i></b>
Delta Dental Single	\$2.01	\$3.02
Delta Dental Family	\$6.12	\$9.18
Dental Associates Single	\$1.68	\$2.52
Dental Associates Family	\$4.79	\$7.18

**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 2023.

2023 Premiums

<b>Coverage</b>	<b>Employee Premium Per Payroll</b>
Employee	\$2.91
Employee + Spouse	\$5.52
Employee + Child(ren)	\$6.48
Employee + Family	\$9.12

**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**

Please see the attached online enrollment instructions.

- **You need to enroll in this benefit each year!**
- 2023 annual limit for Health Care FSA is **\$3,050**
- 2023 annual limit for Dependent Care FSA is **\$5,000**
- Wondering what flexible spending is or how it can benefit you? Please review the EBC information in the Benefit Booklet beginning on page 40.

**Preventative Exam Forms Reminder**

In 2023 the City will begin using Springbuk, a leading-edge health intelligence platform. Springbuk will allow the City to review aggregate data in an effort to gain insights on the medical plan and provide more personalized programs to enhance our culture of wellness. Springbuk will allow our Onsite Nurse Coach to identify gaps in care and do more outreach to help guide employees and spouses to healthier lifestyles.

Since the City is using Springbuk to obtain aggregate data, we will no longer be offering health assessments (HA). To receive full Health Reimbursement Arrangement (HRA) account credit for 2023, employees and spouses enrolled in the medical plan will need to complete the preventative exams (annual physical and age-appropriate screenings with your primary care provider, and dental exam and cleaning) prior to the end of 2022. All preventative exam forms must be uploaded to your Healics account at [www.myhealics.com](http://www.myhealics.com) to receive credit into the employee’s HRA. To receive full HRA funds by January 1st, preventative exam forms must be uploaded to Healics by **Thanksgiving\***. Preventative services forms are available from the [forms section](#) of the Human Resources webpage at [www.deperewi.gov/HRForms](http://www.deperewi.gov/HRForms).

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

**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
- 2023 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.**