



MEMORANDUM

TO: Mayor & City Council

FROM: Heather Coggins, Assistant City Administrator

RE: FY2023 Employee Benefits

The purpose of this memo is to breakdown the changes to the FY2023 Employee Benefits as included in the 2023 budget. Below, I have a comparison chart to the Health, Vision, Dental, Life & Accident Death, and Short Term Disability.

	FY2022 Plan	FY2023 Plan
<i>Health</i>	Anthem Open Access POS 80/60 Plan	Anthem Open Access POS 80/60 Plan
	\$1,500 employee \$4,500 family In network deductible \$4,500 employee \$9,000 family Maximum (in network) out of pocket limit	\$3,000 employee \$9,000 family In network deductible \$6,500 employee \$13,000 family Maximum (in network) out of pocket limit
	Physician Copays Primary Care - \$40 Specialist - \$50 Well Visits (Yearly Physical) \$0	Physician Copays Primary Care - \$40 Specialist - \$50 Well Visits (Yearly Physical) \$0
	Emergency Room \$200 Urgent Care \$60	Emergency Room \$200 Urgent Care \$60
<i>Prescriptions</i>	Aetna Generic \$10 Brand \$35 Non-Preferred \$60	Aetna Generic \$10 Brand \$35 Non-Preferred \$60
<i>Vision</i>	Blue View Vision Eye Exam Copay \$10 Eye Glasses Frames Allowance \$180	Blue View Vision Eye Exam Copay \$10 Eye Glasses Frames Allowance \$180
<i>Dental</i>	Delta Dental Annual Maximum Benefit \$1,500 (per person) Annual Deductible \$50 Family Deductible \$150 Orthodontic Coverage (children) Lifetime max \$1,000	Delta Dental Annual Maximum Benefit \$1,500 (per person) Annual Deductible \$50 Family Deductible \$150 Orthodontic Coverage (children) Lifetime max \$1,000
<i>Life & AD&D</i>	Coverage offered to Employee Only Benefit amount \$10,000	Coverage offered to Employee Only Benefit amount \$10,000
<i>Short Term Disability</i>	\$300 per week maximum	\$300 per week maximum

Currently, the City contracts with the Georgia Municipal Association for employee insurance services. In 2022, the rates decreased. Therefore, an increase was expected by the Finance Department. In order to stay with the current 2022 policy, it would create a 15% rise in the budget. As such, three alternative plans were requested. Fortunately, GMA had very comparable plans with which the insurance company and coverage did not change, only the deductible increased. After a review, the second plan was decided the most feasible. This plan increases the deductible while only raising the cost to the budget by 8%.

To offset the increase in deductibles the City allows employees to participate in a flexible spending account through Admin America. These accounts allow employees to contribute up to \$2,850 per year in pre-taxed dollars (*2022 IRS contribution rate*). This money can be used to pay for eligible medical, dental and vision expenses.

Staff request this plan be approved and the Declaration be executed as open enrollment for 2023 will begin in November.