

# Memo

**To:** Mayor McFarland & Finance Committee

**From:** Lisa Schwartz, Human Resources Generalist

**Date:** November 7, 2022

**Re:** **Employee Vision Plan Option** Agenda Item

Please find the following agenda item for your consideration and approval.

The City would like to expand our employee benefit offering to include eligibility for a vision plan for City employees. We have received consistent feedback from our teams requesting an option for vision insurance and feel this benefit would support our existing and future employees. As this is a new program, we do not have any historic data, but there would currently be employees eligible for the plan. At this time there would be no contribution towards the plan costs from the City.

Currently, a voluntary program is offered through the Labor Association of Wisconsin, Inc. that supports LAW, Inc. union members as well as non-union members or general employees. This program is not managed by the City of Watertown and enrollment is managed by the third party with enrollment and payments being made directly to the third party. Below is a chart of the premiums employees pay through the Law, Inc. program.

	LAW, Inc. Member	LAW, Inc. Non-Member	Voluntary Delta Vision-Payroll Deduction
Single-Monthly	\$10.50	\$12.50	\$5.13
Family-Monthly	\$23.00	\$25.00	\$12.77

The City of Watertown currently has an independent dental plan through Delta Dental that has expanded offerings into vision options. Plans for both options are included in the attached packet. Rates below are listed for both options. The Delta Vision option would be a payroll deduction and follow the open enrollment guidelines like our dental program. Below is a chart of the premiums employees would pay through the Delta Vision plan.

Pending the approval of the City Attorney, Finance Committee, and Common Council we would anticipate an effective date of January 1 with enrollment period from December 1st through December 15th.

Further communication will be added to the employee handbook to update the benefits section with the new offering.

Please review and provide recommendation.