

INSTRUCTIONS

- 1) View the Open Enrollment e-Binder or find general benefit information online at: www.fdl.wi.gov/hr/employee-resources/benefits/. Reach out to Human Resources with any questions.
- 2) Complete the 2022 Open Enrollment Election form IN FULL. This includes complete employee information, all election information that applies to you, full dependent information, and all necessary signatures. Any missing information will result in the form being returned to you. Please note that the deadline is 11/26/2021.

2022 HIGHLIGHTS

There are no major changes to benefits for the upcoming plan year, 2022.

Summary of Benefits & Coverage. Monthly premium rates are included. Please complete and return the enrollment form even if waiving this benefit. You will need to complete all dependent information to ensure coverages even if this was the same in years prior.

Additional things to know:

- If you have a dependent reaching age 26 who is enrolled in the health plan, coverage for that dependent will end on the last day of the month in which s/he turns 26. Your dependent will then be sent COBRA information by Auxiant. If your dependent is unmarried and incapable of self-sustaining employment by reason of Developmental Disability or physical handicap, primarily dependent upon the participant for support and maintenance, they may remain on the plan as your dependent even above the limiting age.

Flexible Spending

This plan allows pre-tax dollars to be used for certain medical or dependent care expenses in accordance with IRS rules. Because it is a “use it or lose it” plan, those eligible expenses should be estimated conservatively. The maximum amount allowed by law for **Healthcare Flex in 2022 is \$2,750**. The maximum for **Dependent Care Flex is \$5,000**. There is more information about Flexible Spending included in this packet and on the City’s website. Please complete and return the enrollment form even if waiving this benefit.

Other Features

Our health plan includes the option of using **NOVO Health, and/or Teledoc**. More information on all of these features is in this packet and on the City’s website.

2022 MONTHLY PREMIUMS

<u>Health Insurance</u>	<u>Single</u>		<u>Family</u>	
General Full-Time	\$127 HRA / \$159 No HRA		\$331 HRA / \$413 No HRA	
General Part-Time	\$127 HRA / \$159 No HRA		\$1,398 HRA / \$1,430 No HRA	
Police Local/Supervisors	\$90 HRA / \$150 No HRA		\$275 HRA / \$394 No HRA	
Fire Local/Supervisors	\$115 HRA / \$159 No HRA		\$300 HRA / \$413 No HRA	
Transit Full-Time	\$115 HRA / \$159 No HRA		\$300 HRA / \$413 No HRA	
Transit Part-Time	\$115 HRA / \$159 No HRA		\$1,386 HRA / \$1,430 No HRA	

<u>Dental Insurance</u>	<u>Single</u>	<u>Employee + Spouse</u>	<u>Employee + Child(ren)</u>	<u>Family</u>
Care Plus	\$39.98	\$79.96	\$89.20	\$147.79
Delta Dental	\$51.96	\$105.85	\$115.72	\$192.07

<u>Vision Insurance</u>	<u>Single</u>	<u>Employee + Spouse</u>	<u>Employee + Child(ren)</u>	<u>Family</u>
DeltaVision	\$6.43	\$12.83	\$13.13	\$19.56
DeltaVision *discount w/ Delta Dental	\$6.24	\$12.48	\$12.74	\$18.98