

October 22, 2020

Dear Colleagues,

As we prepare for this year's modified version of Open Enrollment, we want to provide you with an update on health insurance rates. As many of you know, our move to Cigna as a healthcare-provider resulted in lower rates as well as additional benefits and greater healthcare access for employees. As expected, health insurance rates have gone up for 2021; however, we are proud to say that in working with Cigna this year, we were able to simplify our plans while providing even more access and choice for employees.

There will be two options for health insurance in 2021. The first is named the *Copay* plan and is an improvement over both the *Tiered* and *Classic* plans. The *Copay* plan allows users to access any Cigna network provider across the country for the same copay rates. Employees will no longer be limited to providers in the Grand Junction area or even to specific hospitals (please check www.cigna.com for a complete list of in-network providers). Additionally, this plan includes a \$750 deductible for an individual and a \$1,500 deductible per family, a 25% reduction from the *Classic* plan. Employees moving from the *Tiered* plan will gain access to more providers at a discounted rate, and employees will see an increase to the coinsurance that the plan pays from 75% to 80%. For example, this means that for a \$5,000 hospital stay, employees will pay \$250 less than they would have paid on the previous year's plan.

The second option is the High Deductible Health Plan (HDHP), which will continue to require an accompanying Health Savings Account (HSA) through Home Loan State Bank. For 2021, the deductibles for the HDHP remain the same with a \$4,000 deductible for an individual and an \$8,000 deductible per family. While the City has also seen an increase to rates for the HDHP, Cigna has negotiated additional access to healthcare providers for members. The City will continue to provide a \$750 HSA contribution match for an individual and a \$1,500 HSA match per family.

Although we received a discount in rates last year, we understand that an increase is hard to manage especially during the current pandemic environment. To help offset the increase, the City is offering multiple discounts to employees. The first is a \$5 monthly credit to all employees on a City health plan. This credit will be applied each month for the calendar year of 2021. The second is a \$25 wellness credit for completing the biometric screening and the Health Risk Assessment (HRA) on the Marathon Health Portal (my.marathon-health.com) by November 30, 2020. Additionally, between now and March 15th, 2021 there will be an opportunity to sit down with the Sage Health Center provider or your primary care provider to review your biometric results in a Comprehensive Health Review (CHR). Completing the CHR will provide employees with an extra \$10 discount per month **beginning March 21, 2021**. Overall, there is an opportunity to earn up to \$40 per month in healthcare credits. In most cases, these credits offset the increase to employee premiums for 2021.

It is also important to note that dental insurance through Delta Dental, and vision insurance through VSP remain unchanged from 2020 with employees seeing no increase to premiums or

deductibles. Additional voluntary benefits such as Accidentally Death and Dismemberment, Long Term Disability, and Life Insurance are also unchanged for 2021.

Online Open Enrollment will begin on Monday, October 26, 2020. An email will be sent that day with instructions and information on how to enroll in your 2021 benefits. City employees will have from October 26 – November 30, 2020, to enroll in benefits for 2021.

Please see the attached two-page guide on 2021 Health Insurance Rates. If you have any questions, please feel free to reach out to Human Resources at hr@gjcity.org or 970-244-1512.

Sincerely,

City of Grand Junction Human Resources

2021 Open Enrollment Overview

Your benefits are an important part of your overall compensation. This overview was designed to answer some of the basic questions about your 2021 benefits.



January 1 - December 31, 2021

2021 Benefit Changes

Health Insurance

- Starting January 1, 2021, the City will offer two insurance plans; a Copay Plan and a High Deductible Health Plan (HDHP), both of which will allow you to visit any Cigna in-network provider.
- The City will provide a \$5 monthly credit to all employees on a City health plan and will expand its wellness credits to help offset any potential increases to premiums. The \$5 monthly credit will begin on your January 15, 2021 paycheck. A \$25 monthly wellness credit will also be added if you complete a biometric screening and Health Risk Assessment (HRA) by November 30, 2020. In addition, the City will provide a \$10 monthly wellness credit for completion of a Comprehensive Health Review (CHR) by March 15, 2021. The additional credit will begin on your April 9, 2021 paycheck.
- Health Savings Account (HSA) maximum deferral limits for 2021 will increase \$50 for self-only to \$3,600 (net \$2,850) and \$100 for family to \$7,200 (net \$5,700). The net amount reflects the IRS maximum allowed reduced by the \$750 or \$1,500 matching City's contribution.

Other Benefit Changes

- Eligible employees will see retiree health biweekly contributions increase from \$21 to \$23 per pay period.

Medical Plans

Key Medical Benefits	OAP Copay Plan		OAP High Deductible Health Plan	
	In-Network	Out-of-Network ¹	In-Network	Out-of-Network ¹
Deductible (per calendar year)				
Individual / Family	\$750 / \$1,500	\$4,000 / \$8,000	\$4,000 / \$8,000	\$9,000 / \$18,000
Out-of-Pocket Maximum (per calendar year)				
Individual / Family	\$3,500 / \$7,000	\$12,000 / \$24,000	\$6,650 / \$13,300	\$12,000 / \$24,000
Company Contribution to Your Health Savings Account (HSA) per calendar year: prorated for new hires/newly eligible				
Individual / Family	N/A	N/A	\$750	\$1,500
Covered Services				
Office Visits (Physician / Specialist)	\$15 / \$30 copay	50% after deductible	0% after deductible	50% after deductible
Routine Preventive Care	No charge	Birth - 12: No Charge; 13+: Not Covered	No charge	Birth - 12: No Charge; 13+: Not Covered
Outpatient Diagnostic (Lab/X-Ray)	\$15 / \$30 copay	50% after deductible	0% after deductible	50% after deductible
Emergency Room	\$150 copay		0% after deductible	
Urgent Care Facility	\$50 copay	50% after deductible	0% after deductible	50% after deductible
Inpatient Hospital Stay	20% after deductible	50% after deductible	0% after deductible	50% after deductible
Outpatient Surgery	20% after deductible	50% after deductible	0% after deductible	50% after deductible
Prescription Drugs (Tier 1 / Tier 2 / Tier3 / Tier 4)				
Retail Pharmacy (30-day supply)	\$15 / \$40 / \$55 / 20% to max \$150	Not Covered	20% after deductible	Not covered
Mail Order (90-day supply)	\$38 / \$100 / \$138 / Not Covered	Not Covered	20% after deductible (Tier 4 Not covered)	Not Covered

Coinurance percentages and copay amounts shown in the above charts represent the percentages that the member is responsible for paying.

- If you use an out-of-network provider, you will be responsible for any charges above the maximum allowed amount.
- If you enroll one or more family members, each family member must meet his or her individual deductible.
- Your Plan deductible counts towards your out-of-pocket maximum.
- After each eligible family member meets his or her individual out-of-pocket maximum, the plan will pay 100% of their covered expenses. Or, after the family out-of-pocket maximum has been met, the plan will pay 100% of each eligible family member's covered expenses.

Cost of Benefits

Medical – Full Time Employees and 3/4 Time Employees

Copay Plan	Total Monthly Premium	City Pays Monthly	Employee Pays Monthly	Employee (per 24 pay periods)
Employee Only	\$712.24	\$555.55	\$156.69	\$78.35
Employee + 1 dependent	\$1,422.49	\$1,109.54	\$312.95	\$156.47
Employee + 2 or more dependents	\$1,884.13	\$1,469.62	\$414.51	\$207.25
High Deductible Health Plan	Total Monthly Premium	City Pays Monthly	Employee Pays Monthly	Employee (per 24 pay periods)
Employee Only	\$544.62	\$446.59	\$98.03	\$49.02
Employee + 1 dependent	\$1,087.71	\$891.92	\$195.79	\$97.89
Employee + 2 or more dependents	\$1,440.71	\$1,181.38	\$259.33	\$129.66

Medical – 1/2 Time Employees

Copay Plan	Total Monthly Premium	City Pays Monthly	Employee Pays Monthly	Employee (per 24 pay periods)
Employee Only	\$712.24	\$315.66	\$396.58	\$198.29
Employee + 1 dependent	\$1,422.49	\$630.45	\$792.04	\$396.02
Employee + 2 or more dependents	\$1,884.13	\$835.05	\$1,049.08	\$524.54
High Deductible Health Plan	Total Monthly Premium	City Pays Monthly	Employee Pays Monthly	Employee (per 24 pay periods)
Employee Only	\$544.62	\$241.38	\$303.24	\$151.62
Employee + 1 dependent	\$1,087.71	\$482.07	\$605.64	\$302.82
Employee + 2 or more dependents	\$1,440.71	\$638.52	\$802.19	\$401.09

Dental

Full Time Employees	Total Monthly Premium	City Pays Monthly	Employee Pays Monthly	Employee (per 24 pay periods)
Employee Only	\$42.95	\$25.77	\$17.18	\$8.59
Employee + Spouse	\$75.46	\$45.28	\$30.18	\$15.09
Employee + Child(ren)	\$101.46	\$60.88	\$40.58	\$20.29
Employee + Family	\$134.01	\$80.41	\$53.60	\$26.80
3/4 Time Employees	Total Monthly Premium	City Pays Monthly	Employee Pays Monthly	Employee (per 24 pay periods)
Employee Only	\$42.95	\$19.33	\$23.62	\$11.81
Employee + Spouse	\$75.46	\$33.96	\$41.50	\$20.75
Employee + Child(ren)	\$101.46	\$45.66	\$55.80	\$27.90
Employee + Family	\$134.01	\$60.30	\$73.71	\$36.86
1/2 Time Employees	Total Monthly Premium	City Pays Monthly	Employee Pays Monthly	Employee (per 24 pay periods)
Employee Only	\$42.95	\$12.89	\$30.06	\$15.03
Employee + Spouse	\$75.46	\$22.64	\$52.82	\$26.41
Employee + Child(ren)	\$101.46	\$30.44	\$71.02	\$35.51
Employee + Family	\$134.01	\$40.20	\$93.81	\$46.91

Voluntary Vision– All Employees

	Total Monthly Premium	Employee (per 24 pay periods)
Employee Only	\$7.94	\$3.97
Employee + Spouse	\$13.54	\$6.77
Employee + Child (ren)	\$13.82	\$6.91
Employee + Family	\$22.26	\$11.13

Calculations are estimated. Rounding differences may occur once premiums are uploaded to the payroll system.

DISCLAIMER: The material in this benefits brochure is for informational purposes only and is neither an offer of coverage or medical or legal advice. It contains only a partial description of plan or program benefits and does not constitute a contract. Please refer to the Summary Plan Description (SPD) for complete plan details. In case of a conflict between your plan documents and this information, the plan documents will always govern. **Annual Notices:** ERISA and various other state and federal laws require that employers provide disclosure and annual notices to their plan participants. The Company will distribute all required notices annually.

