

SPECIAL
POINTS OF
INTEREST:

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- Accident & Critical Illness
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CABQ Insurance & Benefits

BRINGING BENEFITS TO YOU

What's New in Employee Benefits

The City of Albuquerque, through a competitive bid process, seeks to provide the City's employees and their families with the most comprehensive and cost effective benefits package. The City recently concluded eight Requests for Proposals for benefits and insurance programs offered to City employees. Here is what is new:

Medical:

The City has moved to self-insuring medical benefits to help control rising healthcare costs. This means our premium dollars go directly toward the payment of our medical claims. Presbyterian Health Plan provides administrative services only; the money to pay claims comes from the premium contributions from the City, Participating Entities and employees. The City of Albuquerque will have more direct control and flexibility with plan design and benefits. In July, our medical premiums increase by 3.5 percent. Before considering the transition to self-funding, the City explored options at remaining fully insured, which would have resulted in a premium increase of over 8 percent.

The City will retain Presbyterian as the administrator of the medical plan, which allows City employees access to our current network of providers, including the Mobile Health Center.

The City of Albuquerque is excited to announce that Express Scripts has been chosen as the Pharmacy Benefit Manager. Even better news – **existing copayments will not change in July**. This means effective July 1, all prescriptions will need to be filled using Express Scripts. With Express Scripts, you'll have access to a large network of retail pharmacies, convenient home delivery services, and helpful resources on the Express Scripts mobile app. The City of Albuquerque's prescription drug plan will use a formulary (list of medications). The formulary encourages you to use generics when appropriate. It's one way the City of Albuquerque is working to make prescription drugs more affordable. Please see the Express Scripts pages in the benefits booklet about medications requiring a prior authorization.

⇒ There are no changes to deductibles, copayments, or gym membership.

Vision:

The City has selected Davis Vision as our vision insurance carrier. The selection of Davis Vision provides the City and employees with a slight premium decrease of 1 percent and enhanced benefits. With Davis Vision, our members will enjoy an increase in retail providers, reduced premium, and enhanced frame allowance of \$160 (vs. \$140) at all participating provider locations.

Life & Disability:

The City has selected Mutual of Omaha to provide life and disability insurance for employees. Mutual of Omaha will save the City approximately \$500,000 per year over the course of the next three years. With Mutual of Omaha, our employees have an increased guaranteed issue amount of \$350,000 for Voluntary Life, and new for this year, all employees can enroll in up to \$350,000 guaranteed issue. You do not need to be currently enrolled in Voluntary Life in order to enroll this year.

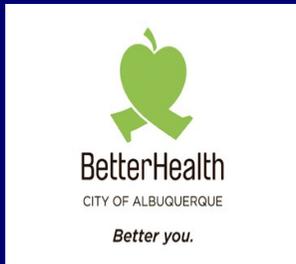
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Check eweb for
instructions to access
Wellness at Work
(<http://eweb.cabq.gov>).

Annual Open Enrollment 2019

The City of Albuquerque annual Open Enrollment period begins on May 13th, 2019 and ends on May 31st, 2019. This is your opportunity to enroll in benefits, change your enrollment, and add or drop dependents to your enrollment.

Open Enrollment packets, including a meeting schedule, will be mailed to your mailing address the week of May 6th, 2019. The full benefits booklet is available on the City's website. Please review the information in the packet and at www.cabq.gov/benefits for more information. You will make all changes to enrollment using Employee Self Service in PeopleSoft. The Insurance & Benefits Team will be available at the enrollment meetings to assist you. You can also call us at 505-768-3758 or email us at EmployeeBenefits@cabq.gov.

BetterHealth Wellness Activities

During Open Enrollment the BetterHealth team will be coordinating programs to promote wellness at the workplace. The events will include:

- ◆ Check Change Control
 - ◆ A self-monitoring blood pressure tracking program
 - ◆ Employees and family members 18 years or older may participate
 - ◆ Register at Open Enrollment meetings
 - ◆ Participate in on-site lunch and learn activities
- ◆ Biometric screenings will be available at Open Enrollment meetings
- ◆ The mobile mammography van will be at City Hall on May 9th and 16th

Delta Dental

Remember your routine cleanings, potential x-rays and office visit allowances start over as of January 1, 2019.

Get your visits scheduled with your dental office and be sure your year starts off healthy!

One hundred million Americans fail to see a dentist each year, but regular dental visits can prevent many oral health problems or help identify them earlier when treatment is simpler and more affordable. A preventive care visit is usually at no cost. Enjoy a clean, bright and hopefully pain free smile for 2019!

TrueConnect Employee Loan Program

The City of Albuquerque and TrueConnect offer a voluntary financial benefit.

TruConnect is a small dollar loan designed to help you when you need it.

- ◆ Apply online—five minutes or less
- ◆ No credit report required
- ◆ Fast decision—know right away.
- ◆ 24.99% APR
- ◆ Payroll deduction
- ◆ Probation period must be completed.

To apply go to:

www.truconnectloan.com/apply



We are on the Web
cabq.gov/benefits

Flexible Spending Accounts

Flexible Spending Accounts (FSA) are a great way to save money for certain out-of-pocket expenses. During Open Enrollment employees can enroll or re-enroll in the Medical Spending Account on a pre-tax payroll deduction basis. This allows you, the employee, to set aside money to cover your qualified medical, dental or vision expenses while reducing your taxable income. The minimum contribution for the Medical Spending Account is \$260 per year (\$10 per pay period). The maximum contribution is \$2,700 per year (\$103.85 per pay period).

The Internal Revenue Service (IRS) permits employees to carry over contributions up to \$500 from one plan year to the next plan year. The City requires a minimum balance of \$10 in order to receive the rollover.

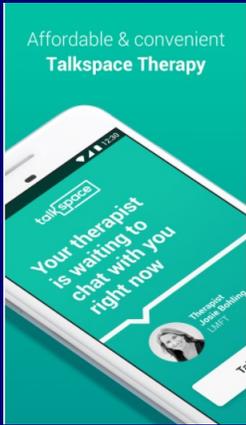
During Open Enrollment, employees can enroll or re-enroll in the Dependent Care Account. The Dependent Care Account allows you to set aside tax-free dollars for eligible day care expenses for your dependents. The Dependent Care Account is a pay-as-you-go account. You may only be reimbursed up to the amount you have contributed to the account.

The maximum annual contribution for a single parent or a couple filing taxes jointly is \$5,000. The maximum for a married person filing taxes separately is \$2,500. The minimum you can elect annually is \$260.



Financial Wellness Seminars

Rio Grande Credit Union recently conducted a financial management seminar for City of Albuquerque employees at City Hall. Employees learned about budgeting, credit, and the advantages of utilizing a credit union. Watch for information on eweb with dates for our next lunch and learn seminar.



Log on to talkspace.com/PHP and enter your member ID.

Talkspace for Behavioral Health

Talkspace is available to City of Albuquerque employees and dependents enrolled in the Presbyterian Health Plan.

- ◆ Talkspace delivers behavioral health coaching with licensed behavioral therapists via text message, video, and audio messaging.
- ◆ There are no session limitations.
- ◆ Members select their own therapist.
- ◆ 2 hour responses.
- ◆ Over 25 licensed and credentialed therapists in NM.
- ◆ NOT intended for crisis calls.
- ◆ For additional information about the program visit: <http://www.talkspace.com/php>.



New Accident & Critical Illness Plan

The City is offering a new voluntary benefit through The Hartford. The accident plan will provide employees and their dependents with a range of benefit reimbursements, dependent on the type of injury incurred. The critical illness plan will similarly do the same, dependent on the type of illness an employee or dependent may experience. Please see the Group Benefit handbook on the City's website for more information.

Deferred Compensation Limit Increases

- ◆ The contribution limit for elective deferrals to a 457 (b) deferred compensation plan is increased from \$18,500 to \$19,000 in 2019.
- ◆ Employees age 50 or older may contribute up to an additional \$6,000 for a total of \$25,000.
- ◆ Employees taking advantage of the special pre-retirement catch-up may be eligible to contribute up to double the standard limit, for a total of \$38,000.

