



*Human Resources Department/Insurance & Benefits Division*

*Richard J. Berry, Mayor*

**TO: To All City Employees and Family Members**

**FROM: Mark A. Saiz, Human Resources Manager**

**SUBJECT: Open Enrollment 2016**

The City of Albuquerque is pleased to provide our employees and family members with a comprehensive benefit program at a reasonable cost to all, including wellness benefits through our BetterHealth Wellness Program. Your continued awareness and participation in the programs offered to you as a City employee have a direct impact on the premiums we all pay, but also provide you with tools to help enhance your personal quality of life, health and wellbeing.

**NEW BENEFIT - This year, we are pleased to announce that gym memberships are included for all employees and covered dependents (over 18) enrolled with Presbyterian Health Plan. This benefit is being added at no additional premium cost to you and includes membership to over 50 gyms in the Albuquerque, Los Lunas, Belen, Rio Rancho and Santa Fe area.** Please note, if you choose a Presbyterian medical plan that includes the gym membership, you will be charged the tax on the value of the gym membership as the IRS considers employer-sponsored gym memberships as a taxable benefit. For more information and to learn how to enroll please read the enclosed FAQ's. For a complete list of the participating gyms, see page 7 in the online Group Benefits Book.

**LIFE AND DISABILITY -** The Hartford is offering an opportunity to sign up for Short and/or Long-Term Disability without completing a health statement and providing proof of insurability. If you did not enroll when you were hired now is the time to do so. Additionally, The Hartford is also offering you the opportunity to increase your supplemental life insurance by \$10,000 up to a maximum of \$250,000 without evidence of insurability if you are already enrolled. Log in to Employee Self Service (ESS) to sign up for any or all of these great benefits.

**PREMIUM RATES -** For the second year there are no premium rate increases on our medical, vision, life & disability insurance benefits and there are no additional out of pocket costs for any of our benefit plans. All of our (employee & family) participation in programs such as BetterHealth have helped to keep our healthcare expenses in check. To help maintain these expenses and keep rates as low as possible, we encourage all of our members to receive their recommended preventive care and screenings. Participating in programs such as our BetterHealth Wellness Program, learning more about our health and the healthcare we receive are other ways we can increase the value of healthcare and, more importantly, provide you resources to lead a healthier life.

**BENEFITS YOU HAVE RIGHT NOW -** Proper nutrition, regular physical activity and living tobacco free are the goals of our BetterHealth Wellness Program. In the past year, thousands of City of

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Albuquerque employees and their family members took advantage of smoking cessation programs, personal fitness programs, celebrity cooking demonstrations and nutrition challenges all at **NO COST** to them! The BetterHealth Wellness program is designed for you and your family to pursue a healthy lifestyle not just now, but for a lifetime. Visit our website to learn how the BetterHealth Wellness Program can help you and your family lead a healthier life. This year when you complete the Personal Health Assessment, you will receive a \$25.00 gift card from Big 5 Sporting Goods. You can find more information about this and the BetterHealth Wellness Program in the online Group Benefits book or visit us on the web.

**EXCLUSIVE BENEFITS FOR YOU AND FAMILY** - The Mobile Health Center is available five days a week exclusively to all covered City of Albuquerque employees and family members. All services through the Mobile Health Center are provided at **NO CO-PAY**. Services are available for annual physical exams, lab tests, ongoing screenings for A1C, cholesterol, blood glucose, blood pressure and many more services **INCLUDING** Urgent Care. Please call (505) 220-6562 to make an appointment or visit our website for Mobile Health Center locations.

**ON-LINE RESOURCES** - The City of Albuquerque along with local employers are participating in the Choosing Wisely® campaign. The goal of Choosing Wisely is to help patients, physicians, and other healthcare stakeholders talk about the overuse of healthcare resources in the U.S. More than 30 national organizations representing medical specialties, as well as Consumer Reports and a number of consumer-focused organizations, are working to create a set of recommendations for physicians and patients to talk about together. You can find information such as Choosing Wisely Articles and Consumer Report Health Tip Sheets and much more by visiting our website and click on **Healthcare Information You Can Use**.

**HOW TO ENROLL FOR JULY 2016 - Please note - If you are satisfied with your current coverage AND do not need to make changes, then no action is necessary on your part.** However, if you want to enroll in the gym membership benefit, Short or Long Term Disability or make any other changes to your benefits you will need to visit us on the web and log into ESS to complete the enrollment/change. **For those of you participating in Medical or Dependent Care Flexible Spending Accounts, please remember you must re-enroll every year. There will be 27 payroll deductions for the Flex Medical and Dependent Care Accounts for plan year July 1, 2016 to June 30' 2017.**

**NEED MORE INFORMATION?** - Plan to attend one of the Benefit Open Enrollment meetings. During open enrollment, computers will be available to you at worksites and in Human Resources and the Benefits Office in City Hall (7<sup>th</sup> Floor Room 702). Visit our website at <https://www.cabq.gov/humanresources/news/city-employees-2016-open-enrollment> to find the Group Benefits Book, instructions for how to enroll and learn more about the tools and resources dedicated to help make you a smarter consumer of healthcare.

Thank you for your participation in the City of Albuquerque group benefit program.

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