



Human Resources
Unified Government of Wyandotte County/Kansas City, Kansas
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M E M O R A N D U M

TO: All Unified Government Employees

FROM: J. Renee Ramirez
Director of Human Resources

DATE: September 30, 2022

SUBJECT: **OPEN ENROLLMENT INFORMATION FOR HEALTH CARE AND STANDARD LIFE INSURANCE
EFFECTIVE JANUARY 1, 2023**

The Unified Government continues its commitment to maintaining the highest level of health insurance benefits while at the same time making positive efforts towards overall health for our employees and controlling health insurance costs over the long term. With an organization of our size, it hasn't always been easy and over the years governmental mandates have required most employers to make significant plan design changes and impose premium increases that affect both the employee and employer contributions. The Unified Government has worked hard to introduce ways to help control its costs considering these other challenges.

The Employee Health Benefits Committee is committed to discussing and focusing on issues related to healthcare initiatives, wellness, and employee engagement to strike the best balance in plan options that provide the highest level of benefit at a reasonable cost.

New this year, open enrollment will be on-line using Workday. **All** employees of the Unified Government who are eligible for health insurance will be required to complete the open enrollment process on Workday for medical, dental, vision, H.S.A. contributions, F.S.A. contributions, life insurance, and Opt-out waivers even if you don't wish to make any changes. A job aide to assist with how to access open enrollment requirements for 2023 will be posted and sent out closer to the start of open enrollment. Please visit www.wycokck.org/workday to access information about the Workday project, training opportunities and job aids that will assist you with navigating in Workday. We will host open labs for any employee needing assistance in completing their benefits. The calendar will be posted on the workday home page.

OPEN ENROLLMENT FOR 2023

For 2023, Open Enrollment will begin October 20, 2022, and end November 18, 2022. We must have your healthcare elections and any changes by 5:00 p.m. (CST) on November 18, 2022, using the workday electronic portal. No hard forms will be accepted.

All employees are required to submit their open enrollment elections (medical, dental and vision) even if you are not making any changes. **However, the flexible spending accounts, the \$150.00 opt out waiver and the H.S.A. payroll deduction election does require employees to complete annually on Workday. You'll review all your benefits and submit when you've made your elections for 2023.**

We are excited to announce that we will once again host the annual Road to Wellness Health Fair at Memorial Hall on October 20, 2022, from 10:30 a.m. to 1:30 p.m. Open enrollment meetings will be held in person and virtually through TEAMS meetings. Attached for your convenience is a list of all in person and virtual open enrollment meetings.

We strongly encourage all employees (**and spouses**) to participate in one of the open enrollment meetings to get information

about our plans and what benefits are best for you and your dependents health care needs. Presentations will be given by representatives from United Health Care, Delta Dental of Kansas, EyeMed, Surency, Standard Life and Cerner. For the 2023 plan year, both medical plans will experience premium increases for both employer and employees. However, unlike the past couple of years, we are not having to change existing benefits under either medical plan options. Changes made during open enrollment will be effective January 1, 2023.

As a reminder, if you experience a qualifying event outside of the open enrollment period, employees are required to make those changes within **31 days** of the qualifying event by making the change to your benefits on Workday. Some examples are marriage, divorce, birth of a child, custody change, adoption or placement for Adoption.

ROAD TO WELLNESS EMPLOYEE HEALTH CENTER

With respect to the Road to Wellness Health Center and Pharmacy, we continue to receive very positive comments from the employees who have utilized the facility. Employees and family members of employees on our health plan who are at least two years of age or older can access services through the health center. Wait times at the health center are minimal and as an eligible member, employees will develop a mindful clinician-patient partnership built around trust, respect, and shared decision making. Your Cerner/KU Care Team will coordinate care for both wellness and illness, a whole person care approach. The costs for using the health center are significantly cheaper than what you would otherwise pay at any other primary care physician facility as well.

The pharmacy is open to employees who can fill prescriptions from community physicians as well as scripts from our care team at the wellness center, and typically at a much lower price than what you pay at another pharmacy as well.

The Road to Wellness Employee Health Center & Pharmacy is located at 800 Ann Avenue, Kansas City, KS 66101. You can contact the health center by calling 913-573-WELL (9355) or the pharmacy at 913-573-5290. **The hours of operation for both the Health Center AND Pharmacy are listed below:**

	Health Center Hours AND Pharmacy	
Monday-Thursday	7:30 a.m. to 6:00 p.m.	(last appointment @ 5:30 p.m.)
Friday	7:30 a.m. to 5:30 p.m.	(last appointment @ 5:00 p.m.)

Another exciting benefit coming soon is the employee work out facility on the lower level of the Road to Wellness Employee Health Center. The facility is approximately 5,000 square feet and will be open to employees from 5:00 a.m. to 8:00 p.m. The work out facility is only for Unified Government employees at no charge. Employees wanting access to the facility will be required to complete a waiver of liability form. Employees are prohibited from allowing non-UG staff to enter the facility. Employees found to have given access to others that are not UG employees will have their UGID cards deactivated. Once the waiver is completed and submitted to Human Resources, the employee badge will be programmed for entry. Entry to the work out facility is on the bottom level, south side of the wellness center. We will announce the opening date on October 20, 2022, at the health fair.

WELLNESS INCENTIVE PROGRAM

Employees on our health plan are eligible to participate in the Wellness Incentive Program that gives employees up to \$600 at the end of the program year on their paycheck or into their H.S.A. account. This program is available to Full-time and Part-Time A employees on our medical health plan. There is still time to earn an incentive for completing step 1 and maxing out 4th quarter points by December 15, 2022. We encourage employees to access the health and wellness resource through the “Road to Wellness” program as this is where the points for participation will be logged. Eligible employees can complete an online personal health assessment (PHA) and schedule a biometrics wellness screening at the health center at no cost. If you choose to have incentive dollars added to your paycheck, it is considered taxable income.

Employees can choose to have their 2023 wellness incentive dollars earned in 2023, deposited to their Health Savings Account. Employees choosing this option will be required to select the Wellness Incentive option on Workday when they complete their 2023 open enrollment elections. This is due no later than November 18, 2022, for the 2023 plan year per IRS rules and regulations.

Cerner Health Navigators are available to assist with incentive program questions or portal navigation. For further assistance, please contact Evan Daniels, Health Navigator at 1-800-642-2275 or Support@PrimaryHealthNetwork.com.

Biometrics screenings can be completed by either utilizing our Wellness Coach and scheduling a time through the portal or by visiting your personal physician and submitting a Wellness Exam Verification Form available on Employee Self Service (ESS). If submitting a verification form, physicals must have been completed and recorded on the Road to Wellness website between January 1st and no later than December 15, 2023, for the Wellness Incentive Program for 2023. There is no cost for eligible employees to get their biometrics completed at the health center. Look for more information to come on the Wellness Incentive Program for 2023 which will be posted on Employee Self Service (ESS) closer to the beginning of 2023 open enrollment.

2023 HEALTH PLAN INFORMATION

Lastly, as mentioned earlier in the memo, we will experience a modest increase of 7% to our premiums for both individual and family coverage for the 2023 Plan year for both employer and employee. Otherwise, there are no other plan design changes to the Traditional Plan or the High Deductible Health Plan with Health Savings Account except the IRS mandatory deductible increase on qualified high deductible plan. The deductible for single will go from our current \$1,400/yr. to \$1,500/yr. and for family from our current \$2,800 to \$3,000 for 2023. Rate sheets and summary of benefits for each plan will be located on the Human Resources webpage or Employee Self Service (ESS) closer to the beginning of open enrollment. In addition, there are no changes to the rates or benefits for our dental and vision plans.

High Deductible Health Plan with Health Savings Account:

As a reminder, the Unified Government implemented a five-year phase plan, a couple years ago, for contributions into employee H.S.A. accounts. Good news is that the employer H.S.A. contribution for 2023 will not be reduced and the employer will contribute \$525 for single and \$1,050 for family. See below chart:

	2019	2020	2021	2,022	2023**
Single	\$750	\$675	\$600	\$525	\$525*
Family	\$1,500	\$1,350	\$1,200	\$1,050	\$1,050*

Again, all employees are required to complete benefit elections for medical, dental, vision, flexible spending accounts, health savings account payroll deductions, and life insurance through workday. Any employee needing assistance to complete benefit elections for 2023 on workday can stop by Human Resources Monday thru Friday, 9am to 4pm, contact a workday change ambassador, or stop by the open enrollment room at the health fair on October 20, 2022.

We hope to see you at the health fair on October 20th at Memorial Hall.

/jrr
 attachments