

# MEMO

**DATE:** October 3, 2025

**TO:** Employees of the City of Waterloo and the Waterloo Utilities

**FROM:** Lana Nelson, Treasurer

**RE:** Health/Dental Insurance: 2026 "It's Your Choice" Open Enrollment Period

**DEADLINE:** October 31, 2025

## IMPORTANT INFORMATION ABOUT YOUR HEALTH INSURANCE FOR 2026

**-----DEADLINE FOR ALL HEALTH INSURANCE CHANGES: OCTOBER 31, 2025-----**

The *It's Your Choice 2026 Decision Guide* is available at [2026 It's Your Choice](#). This link will take you directly to the plan currently being offered by the City of Waterloo (Ctrl-Click to follow this link). You'll be able to see the 2026 health insurance rates, under the High Deductible Health Plan P07-with Dental or P17-without Dental including the information regarding the dental coverage. I would suggest bookmarking this link to help answer future questions you may have regarding health/dental coverage. The HDHP has a \$3400 standard deductible for the family plan and \$1700 for the single plan. The City of Waterloo and the Waterloo Utilities will provide their employees with a HRA plan to cover the standard deductible. The out-of-pocket maximum is \$2500 single and \$5000 family for a calendar year and the max out-of-pocket includes the standard deductible in those amounts.

The City of Waterloo and the Waterloo Utilities employer's share of the health insurance is currently 88% of the Tier 1 Qualified Plans' Average Premium within Jefferson County using P-17 Without Dental.

**No action is necessary if you elect not to make any changes to your plan.**

Important updates to the coverage offered by the City of Waterloo include the following:

1. Health Insurance Opt-Out Program
  - You could receive an additional \$14,269 yearly if qualified for the family plan or \$5797 yearly for the single plan in compensation by Opting Out in 2026. The opt-out benefit is paid through your payroll on a bi-weekly basis.
  - If your spouse or parent carries your insurance, you could be eligible.
  - The Opt-Out value is taxable and will appear on your W-2.
  - Contact the Treasurer's office for more information.
2. Dental Coverage is available for 2026.
  - Costs for dental coverage will be the responsibility of the employee. The monthly cost of \$84.70/family or \$33.88/single will be added to the employee's share of the health insurance for employees enrolling in the dental coverage.
  - **Employees wanting dental coverage MUST be enrolled in the health plan. We do have upgrade plans available.**
  - Employees wanting to add or remove dental coverage MUST complete a new application for health coverage form. [ET-2301 Form](#)

- A summary of what dental procedures that are covered by the dental coverage is available at [2026 Dental Coverage -Waterloo](#) (Ctrl-Click to follow this link).
3. Healthcare Providers - Tier 1 to Tier 3.
    - The State of Wisconsin sets the criteria for establishing a Tier for the providers
    - The State of Wisconsin has reclassified some Healthcare Providers from Tier 1 to Tier 3. For Waterloo: State Maintenance Plan (SMP)-Dean is Tier 1.
    - The coverages for using a Tier 2 or 3 provider are the same as using a Tier 1 provider.
  4. Supplemental Vision - 2026
    - A summary of what vision procedures are covered by the vision coverage is available at [2026 Vision Coverage – Waterloo](#) (Ctrl-Click to follow this link.)-New PPO through ETF is MetLife Vision
    - If you are already enrolled in the Vision Plan and you would like to stay on it. No changes are needed. Your current plan will automatically transfer to MetLife.
  5. Accident Insurance - 2026
    - Accident insurance provides a cash payment directly to employees to help pay for out-of-pocket and uncovered expenses in the event of an accident. It's a smart, cost-effective way for employees to protect their wallets when the unexpected happens.
    - [2026 Accident Insurance Coverage Plan – Waterloo](#)
    - [2026 Accident Plan Costs](#)
  6. Health Insurance Communication
    - Information regarding employee contributions, coverage, enrollment, etc. can be discussed at a scheduled time at the clerk's office. You can schedule an appointment by emailing me at [Inelson@waterloowi.us](mailto:Inelson@waterloowi.us).
    - The Clerk/Treasurer's Office is available to help answer questions.
  7. 2026 Important Summary Information (Attachments).
    - Rates: The 2026 Monthly Health/Dental Insurance Rates by Provider depicting the employee share and the employer share.
    - Rates Matrix: Comparison of the 2025 Rates vs. the 2026 Rates to help employees decide on their choice of provider in 2026. Please note: the comparison isn't a true comparison due to the plan change from Traditional to a HDHP.
    - **Health/Dental Application/Change Form: Required for all employees changing plans. This document is time sensitive as described below.**
  8. 2026 Well Wisconsin/Staywell Incentives
    - Complete a Health Screening and well-being activity and log it into your portal.
    - Register in early January 2026 @ [wellwisconsin.staywell.com](http://wellwisconsin.staywell.com)
    - Receive a \$150 incentive for you and your spouse through StayWell once your activities have been completed.

If you want to make any changes to your health insurance plan for next year, contact the City Clerk/Treasurer's Office no later than 12:00 p.m. on Friday, October 31, 2025.

**No action is necessary if you elect not to make any changes to your plan.**