

MEMO

DATE: September 25, 2023
TO: Employees of the City of Waterloo and the Waterloo Utilities
FROM: Lana Nelson, Treasurer/Deputy Clerk
RE: Health/Dental Insurance: 2024 "It's Your Choice" Open Enrollment Period
DEADLINE: October 20, 2023

IMPORTANT INFORMATION ABOUT YOUR HEALTH INSURANCE FOR 2023

-----DEADLINE FOR ALL HEALTH INSURANCE CHANGES: OCTOBER 21, 2023-----

The *It's Your Choice 2023 Decision Guide* is available at [2024 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). To see the 2024 health insurance rates, Waterloo is a Local Traditional P02-Dental or P12-Without Dental. Information regarding dental coverage is discussed below. I would suggest bookmarking this link to help answer future questions you may have regarding health/dental coverage.

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-12 Without Dental.

No action is necessary if you elect not to make any changes to your plan provider or coverage changes.

Important updates to the coverages offered by the City of Waterloo includes the following:

1. Health Insurance Opt-Out Program
 - You could receive an additional \$10,102 of compensation by Opting Out in 2024. (Based off Family Rate @ 45% of Health Cost)
 - If your spouse carries your insurance, you could be eligible for up to 45% of the cost of health insurance in your pocket. After Year 1, the percentage increases to 50%.
 - The Opt-out value is taxable and will appear on your W-2.
 - Contact the Clerk's office for more information.
2. Dental Coverage is available for 2023.
 - Costs for dental coverage will be the responsibility of the employee. The monthly cost of \$80.20/family or \$32.08/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.**
 - 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 [2024 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: MercyCare 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 - 2024
 - A summary of what vision procedures are covered by the vision coverage is available in [2024 Vision Coverage – Waterloo](#) (Ctrl-Click to follow this link.)
 - If you are already enrolled in the Vision Plan and you would like to stay on it. No changes are needed.
5. Accident Insurance - 2024
 - 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.
 - [2024 Accident Insurance Coverage Plan – Waterloo](#)
 - [2024 Accident Plan Costs](#)
6. Health Insurance Communication
 - Information regarding employee contributions, coverage, enrollment, etc. can be discussed at scheduled time at the clerk's office. You can schedule an appointment by emailing me at Inelson@waterloowi.us.
 - The Clerk/Treasurer's Office is available to help answer questions.
7. 2024 Important Summary Information (Attachments).
 - Rates: The 2024 Monthly Health/Dental Insurance Rates by Provider depicting the employee share and the employer share.
 - Rates Matrix: Comparison of the 2023 Rates vs. the 2024 Rates to help employees decide on their choice of provider in 2024.
 - **Health/Dental Application/Change Form: Required for all employees changing providers and/or coverage. This document is time-sensitive as described below.**
8. 2024 Well Wisconsin/Staywell Incentives
 - Completing a Health Screening and well-being activity and log it into your portal.
 - Register in early January 2024 – [Well Wisconsin for Members](#).
 - Receive a \$150 incentive for you and your spouse through Well Wisconsin 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 4:30 p.m. on Friday, October 20, 2023. Or you can submit your changes via the myETF Benefits Online Health Insurance Enrollment System.

No action is necessary if you elect not to make any changes to your plan provider or coverage changes.