

For Your Benefit



Huguley Mobile Health Unit
will be on-site for
employee flu shots on
10/24/17; 10am-2pm
Free; compliments of Huguley/THR
City Hall; west parking lot

How Can You Save \$445 in 2018?

Employees who have submitted their annual physical completion form by 12/11/17 will start the 2018 year with the best possible health insurance premium pricing for their coverage. If you still need to schedule your physical, please consider calling your doctor right-away for an annual age-appropriate physical appointment. This late in the year you may have a challenge with some physicians' offices in getting a physical appointment, so call soon.

Employees who submit their forms later into 2018 will pay full premium rates until the first of the month following receipt of the form. A total savings in premium for the year with the annual physical completed is about **\$445**.

To pull the form for submission simply go to the employee forms page;

www.burlesontx.com/employeeforms. Look for physical and bloodwork confirmation form. Forms are faxed or emailed directly to Baylor Scott and White.

Decorate a Mini-Pumpkin:

If you would like to decorate a mini pumpkin for display at City Hall on 10/30 and 10/31, we would love to see your talent. Here's how it works.

- 10/24/17; come for a flu shot and pick-up a mini pumpkin.
- Decorate
- Return to Human Resources, Monday, 10/30/17, and we will put them on display Monday and Tuesday at City Hall.



Annual Open Enrollment Meeting Schedule

Please plan to attend one of these meetings to learn about changes in the 2018 health plan. This year attendance at one meeting by each person in the plan is **required**.

<u>Date</u>	<u>Time</u>	<u>Location</u>
November 2, 2017	6:00 a.m.	Burleson Police Department-Community Room
November 2, 2017	9:30 a.m.	Burleson University
November 3, 2017	10:00 a.m..	BRiCK—Meeting Rooms A & B
November 3, 2017	2:00 p.m.	City Hall
November 6, 2017	10:00 a.m.	Burleson University
November 6, 2017	3:00 p.m.	City Hall

On-site Enrollment Help To Be Offered

Staff will be available to answer questions and assist employees with the on-line enrollment process (come-and-go format) on the following dates;

- ◆ November 9, 2017; 9:30—11:30 a.m. ~ Burleson University
- ◆ November 14, 2017; 1:00—3:00 p.m. ~ Burleson University*

*Representatives from Baylor Scott and White, United Way, AFLAC and Legal Shield (formerly Prepaid Legal) will be available on the NOVEMBER 14 come and go enrollment help day at Burleson University.

Open Enrollment is
November 2—November 16, 2017
Coverages effective: 1/1/18



2018 Employee Health Plan Premiums

**Note: The City is moving to an Exclusive Provider Organization (EPO)
health plan effective 1/1/2018.**

Coverage is provided for in-network medical services only.

High Deductible Health Plan / Health Savings Account (HDHP/HSA):

\$3000/\$6000 deductible. \$6,000/\$12,000=maximum out of pocket (in network only). No first-dollar coverage for Rx coverage (until after deductible is met, unless drug is on pre-approved preventive care medication list). 90%/10% In-network after deductible, City to fund \$1000 to the H.S.A. for employee only coverage and \$2000 for family coverage.

Plan	Employee Pays (monthly)	Employee Pays (monthly)
Employee Only	\$37.08*	\$ 37.08*
Employee + Spouse Only	\$37.08 + \$92.40	\$129.48*
Employee + Child(ren) Only	\$37.08 + \$33.66	\$ 70.74*
Employee + Basic Family	\$37.08 + \$161.68	\$198.76*

*Discount of \$37.08 monthly (or wellness rate) requires completion of age appropriate physical and blood work.

Preferred Provider Organization (PPO):

\$5000/\$10,000 deductible. GAP card will be provided again for 2018 (value \$2000) to offset deductible. \$6,850/\$13,700 = maximum out of pocket (in network only). 80%/20% in-network after deductible.

Plan	Employee Pays (monthly)	Employee Pays (monthly)
Employee Only	\$82.78*	\$ 82.78*
Employee + Spouse Only	\$82.78+ \$396.20	\$478.98*
Employee + Child(ren) Only	\$82.78+ \$168.08	\$250.86*
Employee + Basic Family	\$82.78+ \$621.48	\$704.26*

*Discount of \$37.08 monthly (or wellness rate) requires completion of age appropriate physical and blood work.

Dental Plan:

No change to the schedule of benefits for dental items covered for 2018.

Plan	Employee Pays (monthly)	City Contributes
Employee Only	\$00	\$32
Family dental	\$56	\$00

Any Employee, Any Time...It's that Easy

Do you have an outstanding co-worker who you think should be recognized as Employee of the Quarter? Remember - any employee may be nominated at any time by any other employee. Have you nominated someone before, but they weren't selected? The Committee wants you to know—Nominate Again! The committee wants to hear from you.

Nominations are open through September 30, 2017 for the third quarter of 2017. You can find a nomination form at www.burlesontx.com/employeeforms

Simply submit your form to the



drop box in the City Hall mail-room, or email the completed form to any member of the review committee.

Committee members currently serving are:

- Paula Benjamin
- Amanda Cadenhead
- Paula Skundberg
- Kelly Mearns
- David Butler

- Lisa Kay Edwards
- Lisa Duello
- Dave White

How do I know who to nominate? Nominate those employees who work to reflect the City employee ethics statement. That means they excel in the areas of (ETHIC):

- Efficiency
- Transparency
- Honesty
- Innovation or
- Customer Service.

Any employee, any time...it's that easy.

Planning for Health Coverage Upon Retirement?

Are you considering retirement? Someday? Down the road? Most employees are thinking about that option at some point. One important area of planning is the Retiree Health plan offered by the City of Burleson. The 2018 rates are included here for your reference. In addition, if you would like to have an opportunity to sit down with a third party health benefits consultant to look at the best options for health coverage for you and your family upon re-

irement, please let us know. We have a resource within the health plan consulting group who may be able to come on-site and have confidential discussions with you about future health care options and planning in retirement, private insurance options, the Market Exchange option, etc.

No interested person will be assumed to be retiring on any certain date. If this could help you, just let us know, and we will see if we can make arrangements for an

on-site meeting.

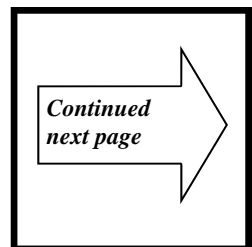
Other things to consider when retiring...will I need additional life insurance? The city-provided life insurance stops upon retirement. The City's TMRS plan provides \$7500 of life coverage to persons drawing their TMRS annuity.

Could I benefit from starting or increasing deferred compensation through ICMA-RC? If yes, contact Deidre Hall in Human Re-

2018 Retiree Health Insurance Premiums

Persons retiring with less than 20 years Burleson service or before 01/01/2012; monthly rates.

Plan-HDHP (EPO)	Retiree Rate	Dependent	Retiree Pays
HDHP Retiree Only	\$577.37	n/a	\$ 577.37
HDHP Spouse Only	\$577.37	\$ 692.85	\$1,270.22
HDHP Child(ren) Only	\$577.37	\$ 404.17	\$ 981.54
HDHP Family	\$577.37	\$ 1,212.51	\$1,789.88



2018 Retiree Health Insurance Premiums (continued):

Plan-PPO (EPO)	Retiree Rate (monthly)	Dependent	Retiree Pays
Retiree Only	\$720.35	n/a	\$ 720.35
Spouse Only	\$720.35	\$ 864.41	\$ 1,584.76
Child(ren) Only	\$720.35	\$ 504.25	\$ 1,224.60
Family	\$720.35	\$ 1,512.72	\$ 2,233.07

Persons retiring with 20-24 years of service (and retired on or after 1/1/2012) pay 50% of rate above*.

Persons retiring with 25-29 years of service (and retired on or after 1/1/2012) pay 40% of rate above*.

Person retiring with 30+ years of service (and retired on or after 1/1/2012) pay 25% of rate above*.

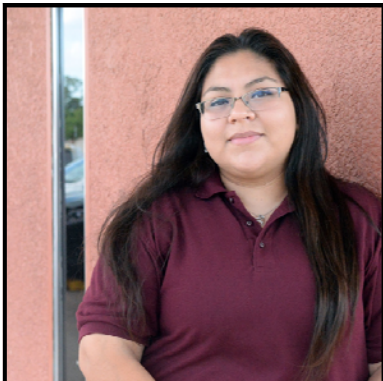
*This benefit applies for first five years immediately following retirement only.

Dental Plan:

Plan	Retiree Pays (monthly)
Retiree Only	\$32
Family dental	\$56 + \$32 = \$88

Planning for Your Retirement Can Start Now!

All the best retirement advisors tell us not to put all our eggs in one basket. Also, we know that there will be unexpected things happen as we get older that our basic TMRS annuity won't cover. With as little as \$5 per paycheck you can start setting aside funds to supplement your TMRS annuity. The City provides employees with investment options that allow for both pre-tax deductions (deferred compensation) and post-tax savings (Roth IRA). To learn more, contact the ICMA-RC representative for the City of Burlington; Eunice Brogdon 1-877-313-8316; email ebrogdon@icmarc.org. You are welcome to meet in Human Resources, if you need a private meeting place. Just call us in advance. Eunice can answer questions by phone as well. Remember, a small amount each pay period can be a large amount in your later years.

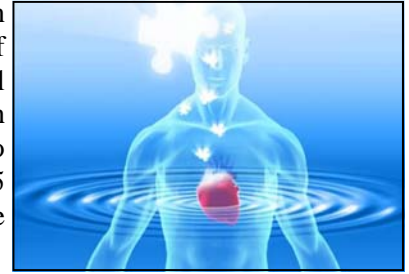


Congratulations Mayra Tijerina!
Employee of the Quarter
July—September 2017
Human Resources Generalist II

Q&A About Annual Physicals...

Q: Does the annual physical this year have to be 365 days after the annual physical from last year?

A: No. Many doctors prefer to schedule this way so there is no question when they submit the claim for payment to the insurance company. However, if you schedule a physical any day in 2017, you can request the next physical any day in 2018. Your physician's office may have to call United Health Care's provider number and confirm the plan is set-up this way. Be sure to ask them to do this if you are trying to schedule your physical in less than 365 from the last physical. Remember—one per calendar year—any day in the year is fine.



Q: Will I still earn a Wellness Day if I turn in proof of the annual physical, and how is that processed?

A: Yes. The 2018 Wellness Day off is credited to all employees who completed a physical during 2017. The City will receive a list of employees who completed the annual physical in late December. We will credit persons from this list in early January. You will likely see the Wellness Day credit on your paystub in mid January. If you have your annual physical the first two weeks of January and need your Wellness Day on January 1, please get with your Director and we will work with you. The current Wellness Day does not carry into next year.

Q: If I don't get my physical by 12/11/17, can I get the Wellness discount on my health premiums at any point for 2018?

A: Yes. If you turn in your annual physical form after the 12/11/17 cutoff, you can receive the discount in future months remaining in the year. You will see the discount on your pay stub starting the first of the month following the month you turn in the annual physical form. Example: You get busy and don't get your physical for 2017. You call the doctor, and their first appointment is February 10. You complete the form and turn it in in February; you receive your premium discount beginning in March.

Q: Do all doctors charge to have the annual physical form completed?

A: It has been our experience when employees take the form with them on physical day, the physician's office completes it without a charge. We have heard of some employees being charged if they send the form in after the physical is complete. This is an individual decision by your physician.

Q: Can those who opt out of the health plan earn a Wellness Day?

A: Yes. Simply use the same form provided to those on the health plan, and have your doctor complete it.

Q: Where's that magic form?

A: www.burlesontx.com/employeeforms. Left column—Physical & Bloodwork Confirmation Form

Link = <https://www.burlesontx.com/DocumentCenter/View/8153>