



CITY OF MANITOWOC

WISCONSIN, USA

www.manitowoc.org

DATE: September 9, 2021
TO: Personnel Committee
FROM: Jessie Lillibridge, HR Director
RE: 2022 Benefits Recommendations

The purpose of this memo is to specify the recommendations for the 2022 employee benefits and to request that a resolution be referred to Council approving these recommendations and authorizing the Finance Director and HR Director to enter into the necessary agreements for the recommended plans.

The Finance Director and I have worked with USI to determine that the following benefits be offered to employees in 2022:

- Continue to offer health coverage under self-funded plan with Robin Health Partners as the third-party administrator.
 - Keep the current high-deductible, health savings account eligible plan design.
- Continue to offer dental coverage under a self-funded plan with Delta Dental as the third-party administrator.
- Continue to offer Go365 as the wellness platform to encourage employees and spouses to make healthy lifestyle choices.
- Continue to offer cafeteria plan services (HSA, FSA, etc.) through WEX (formerly Discovery Benefits).
- Maintain the current premium contributions for employees.
- Provide employer contributions of \$400 single/\$800 family as incentives for meeting specific wellness parameters.
 - Jan 2022 ½ deposit: Covered employees/spouses must reach gold metal status in Go365
 - July 2022 ½ deposit: Covered employees/spouses participate in the HRA/biometric events scheduled for Q4 2021.
- Continue to offer no/low-cost services through the Manty Clinic.
 - Recommendation is to move to Froedtert beginning January 2022.
- Continue to offer EAP services to employees and their families.
 - Exploring different vendors for these services beginning in 2022.
 - Recommendation is to move to new vendor.
- Continue to offer 100% employee-funded vision plan through NVA.
- Continue to offer 100% employee-funded disability plans through Mutual of Omaha.
- Recommendation is to offer 100% employee-funded critical illness and accident insurance coverage through Mutual of Omaha.

Thank you.

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