



CITY OF MANITOWOC

WISCONSIN, USA

www.manitowoc.org

DATE: October 3, 2022
TO: Personnel Committee and Common Council
FROM: Jessie Lillibridge, HR Director
RE: 2023 Benefits Recommendations

The purpose of this memo is to specify the recommendations for the 2023 employee benefits and to request approval of the attached resolution, which recommends and authorizes the acting Finance Director and HR Director to enter into the necessary agreements for the recommended plans.

The Mayor, interim Finance Director, and I have worked with USI to determine that the following benefits be offered to employees in 2023:

- Offer health coverage under self-funded plan with Robin Health Partners as the third-party administrator.
 - No plan design changes to the current high-deductible, health savings account eligible plan.
 - Premium contribution rate increases of approximately 10.8%.
 - Authorize plan funding of approximately \$390,000 from general fund (\$200,000) and health fund reserves (\$190,000).
- Offer dental coverage under a self-funded plan with Delta Dental as the third-party administrator.
 - Premium contribution rate increases of approximately 6.07%
- 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).
- Increase employer HSA contributions per employee and per spouse as incentives for meeting specific wellness parameters in March 2023.
 - \$800 to covered employees/spouses who reach gold status in Go365
 - \$400 to covered employees/spouses who reach silver status in Go365
- Offer no/low-cost services through the Manty Health & Wellness Clinic, in partnership with MPSD and Froedtert.
- EAP services to employees and their families through CuraLinc (SupportLinc).
- Offer 100% employee-funded vision plan through NVA.
- Offer 100% employee-funded disability plans through Mutual of Omaha.
- Offer 100% employee-funded critical illness and accident insurance coverage through Mutual of Omaha.
- Move away from a biometrics/HRA events to a primary care provider engagement program.

Thank you.

HUMAN RESOURCES

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