



CITY OF MANITOWOC

WISCONSIN, USA

www.manitowoc.org

DATE: October 16, 2023
TO: Common Council
FROM: Jessie Lillibridge, HR Director
RE: 2024 Benefits Recommendations

The purpose of this memo is to specify the recommendations for the 2024 employee benefits and to request approval of the attached resolution, which recommends and authorizes 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 2024:

- 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 7.1%.
- Offer dental coverage under a self-funded plan with Delta Dental as the third-party administrator.
 - No premium contribution rate increase
- Since Go365 has been discontinued, implement new platform, Vitality, effective January 1, 2024 to continue encouraging employees and spouses to make healthy lifestyle choices.
- Continue to offer cafeteria plan services (HSA, FSA, etc.) through WEX.
- Employer HSA contributions will be made in March 2024 per employee and per spouse as incentives for meeting specific wellness parameters.
 - \$800 for each covered employee and spouse who engaged with a primary care provider between 08/01/2022 and 08/01/2023.
- 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.

Thank you.

HUMAN RESOURCES

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