



2017 UPDATES



****IMPORTANT****
OPEN ENROLLMENT TO BE DONE ONLINE—MUST BE COMPLETED BY NOVEMBER 14, 2016

www.cityoffortwayne.org/citybenefits

Benefits enrollment for 2017 must be completed online no later than November 14, 2016. **YOUR BENEFITS WILL TERMINATE DECEMBER 31, 2016 IF YOU DO NOT COMPLETE AN ELECTRONIC ELECTION FORM. COMPLETE INSTRUCTIONS ON COMPLETING ONLINE ENROLLMENT CAN BE FOUND AT THE WEBSITE LISTED ABOVE.**

You can access the forms through the internet so they can be completed at home. Most departments will have a computer available for use if you do not normally use a computer for your job.

USER NAME: EMPLOYEE #

PASSWORD: LAST FIVE DIGITS OF YOUR SSN



ENROLLMENT DEADLINE NOVEMBER 14

MATERNITY LEAVE CHANGES

As of January 1, 2017 all full-time, female employees who take time off following the birth of a baby will be provided six weeks of paid leave. The City will coordinate with the benefits available under the Short Term Disability plan to provide the employee 100% of their base salary without having to use their own sick, personal or vacation time. Any time taken after the 6 week period will be subject to the normal provisions currently in place. (Benefits for sworn police and fire personnel remain the same.)

BENEFITS FOR BARIATRIC SURGERY ADDED TO PLAN

Gastric bypass or other approved weight loss surgery will be added as a benefit effective January 1, 2017 with a \$25,000 lifetime maximum (including complications). Individuals may qualify if:

- Body Mass Index (BMI) is 40 or higher (extreme obesity)
- BMI is 35 or higher and you have a serious weight related health problem such as diabetes, high blood pressure or severe sleep apnea
- Efforts to lose weight with diet and exercise have been unsuccessful

Other provisions may apply

2017 PLAN OPTIONS

We will now be offering two health plan options. You can choose from the \$1200 deductible option which is a traditional plan OR the \$3400 deductible which is a high deductible plan with a Health Savings Account option. For more details including the rates for 2017, go to the Benefits website.



As a reminder, Flu Shots, Shingles Shots and Pneumonia Shots can be obtained through the pharmacy and paid at 100%

PLEASE NOTE:

The IRS is expected to announce an increase to the Flexible Spending Account annual limit for medical to \$2,600. If this change is not approved by the IRS the annual maximum will remain \$2,550.

2017 OPEN ENROLLMENT MEETING SCHEDULE

Date	Location	Time
10/21/16	Street Department	7:00 am
	Citizens Square	10:00 am
10/24/16	Filtration Plant	7:00 am
	Citizens Square	10:00 am
	Water Maintenance	2:30 pm
10/25/16	Franke Park Pavilion	8:00 am
	Public Safety Academy	10:00 am
10/26/16	Police Department	8:00 am
	Public Safety Academy	10:00 am
	Citizens Square	2:00 pm
10/27/16	WPC Plant	7:00 am
	Public Safety Academy	10:00 am
10/28/16	WPC Maintenance	7:30 am
	Citizens Square	10:00 am

For a more detailed listing of addresses and room locations, go to the Benefits website.

