

2024 Open Enrollment Guide



Open Enrollment begins **Monday, October 9** and closes **Sunday, November 5, 2023** at midnight. Benefit changes are effective **January 1, 2024**. The first benefits deduction will appear on your **January 5, 2024** paycheck.

2024 Benefit Changes

Understanding your benefits and being informed helps lower health care costs for both employees and the City. If you **do not** wish to make benefit changes, you do not need to participate in Open Enrollment, your current benefits will automatically roll over to 2024.

Medical Plan—

- No rate increase or plan design changes.
- NEW—Specialty Flex Access Drugs—Employees could see a reduced copay for some drugs.

Dental Plan—

- NEW—Temporary employees who have completed one year of continuous employment, will be eligible to enroll in the Blue Care Dental PPO Plan.
- BlueCross BlueShield (BCBS) has updated their allowable amounts for out-of-network coverage.
- NEW—The COA Table of Allowances will match the BCBS out-of-network amounts for 2024.
- **Employee Only** and **Employee & Family/DP** tiers will increase for full-time and part-time employees.

Full-time (30+ hours)	2024 Rates
Employee Only	\$2.50
Employee & Spouse/DP	\$28.51
Employee & Children	\$28.51
Employee & Family/DP	\$32.01

Vision, Legal, Life, and Disability —No rate increases or plan design changes.

CDHP w/HSA Employee Contributions—The maximum you can contribute annually pre-tax, will increase:

- Employee Only coverage—\$3,650.
- Employee & Dependents coverage—\$7,300.

The City will continue to contribute money into the employee's CDHP Health Savings Account.

- Employee Only—\$500.
- Employee & Dependents—\$1,000.

Flexible Spending Accounts—The maximum you can contribute annually pre-tax, will increase:

- Health Care FSA—\$3,050.
- Dependent Care FSA—\$5,000.

Child Care Assistance Program—The gross income limits will increase allowing more employees to be eligible for this program.

Eligibility is based on family size and household income. See chart below. The City of Austin will initiate a study to identify the needs and options for providing additional childcare resources for City employees already receiving the full nontaxable amount of dependent care assistance.

Family Size	2024 Household Income Limit
2	\$107,635
3	\$121,556
4	\$134,530
5	\$145,310
6	\$156,035

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New Wellness Portal & Health Assessment

HealthyConnections launched a Wellness Portal that offers a new online health assessment, Healthy Rewards challenges, recipes, and much more.

Step 1: Create your Wellness Portal account.

- Visit www.coahealthyconnections.com.
- Select JOIN NOW and follow all onscreen prompts.

Step 2: Download the Navigate Wellbeing App.

- Use the QR code to download the Navigate Wellbeing Mobile App on your personal smartphone.
- Log in with the username and password you created at www.coahealthyconnections.com.



CoA Health & Wellness Clinic Now Seeing Dependents

The City's Health & Wellness Clinic offers a wide variety of services, including treatment of minor injury and illness, preventive screenings, immunizations, and chronic disease management exclusively to City employees. Services are now extended to dependents on a City medical plan. The clinic's care team can act as your primary care physician and provide the same services as other doctors' offices. All services are provided at **no cost** to employees on the City HMO and PPO medical plans. Employees on the CDHP w/HSA will have **no cost preventive visits** and \$45 non-preventive visits.

Get your Annual Physical and earn \$75 in Healthy Rewards and then complete the Navigate online Health Assessment to earn 8 hours of WADL.

To schedule an appointment at the clinic, please call 512-640-4997 or register on your member portal, My Premise Health. You can access the portal by downloading the My Premise Health app or online at <http://mypremisehealth.com>.

Virtual and In-Person Solutions for Your Joint and Muscle Pain

Virtual Physical Therapy

Hinge Health offers virtual physical therapy to help you conquer back and joint pain, recover from injuries, prepare for surgery, or stay healthy and pain free. Hinge programs are available to employees & dependents on a City medical plan at no cost. The programs provide all the tools you need to get moving again from the comfort of your home. Your treatment plan will be tailored to you, and includes one-on-one physical therapy sessions, and wearable sensors to give live feedback on how you are performing the movements. Visit www.Hingehealth.com/cityofaustin for more information and to get registered.



In-Person Physical Therapy

Airrosti Rehab offers in-person solutions to resolve pain and injuries at the source. Patient-focused care allows you to quickly return to pain-free activity, usually in three visits or less. As an effective alternative to surgery and traditional pain management, Airrosti has convenient treatment options available nationwide. These services are covered by City of Austin medical plans for a low copay (CDHP requires deductible and coinsurance). Visit www.Airrosti.com for more information and to schedule an appointment.



How to Participate in Open Enrollment



NEW Benefits Enrollment System!
Scan the QR code to enroll at
www.benselect.com/coa



Review

Log in at www.benselect.com/coa to view your current benefits coverage. Follow the login credentials below for your Username & PIN.

Employee ID: Your Employee Identification Number (EIN).

PIN: Last four digits of your Social Security Number followed by the last two digits of your year of birth.

Attend

Open Enrollment Meetings:

Are available to all City of Austin employees. To attend a Microsoft Teams meeting, follow the steps below:

1. Go to: <https://cityofaustin.sharepoint.com/sites/HRDLMS365> or scan the QR code to the right to register for a meeting of your choice.
2. To register, you will need your work email and your City of Austin network password.
3. After you register, check your work email for the Microsoft Teams meeting invite.



Enroll

Log in at www.benselect.com/coa or scan the QR code located on the top of this page to make benefit changes and/or to add/drop dependents.

- Available 24/7, beginning Monday, October 9 through Sunday, November 5, 2023.



Have these items on hand:

- The **2024 Employee Benefits Guide** for benefit plan information, rates, and eligibility guidelines. The **2024 Employee Benefits Guide** can be found at www.austintexas.gov/benefits.
- Your dependent's **social security numbers, dates of birth, and dependent documentation**, i.e. marriage license, birth certificate, Domestic Partnership Affidavit Agreement & Tax Form if you are adding dependents.

Required Dependent Documentation

If you are adding a dependent to your benefits, you **must** upload your dependent documentation online by November 5, 2023. If you fail to add the dependent documentation, your dependent will not be added to your benefits. Refer to the **2024 Benefits Guide** for acceptable dependent documentation.

Reminders

2024 Tobacco Premium

- If you or your spouse/domestic partner (DP) completed Tobacco Cessation 101 between October 1, 2022 and September 30, 2023, and no longer use tobacco, you must participate in Open Enrollment and mark the non-tobacco status option to avoid paying the Tobacco Premium beginning January 2024.
- If you use tobacco, you and/or your spouse/DP must complete the Tobacco Cessation 101 program by December 15, 2023, to avoid paying the Tobacco Premium beginning January 2024.
- View the Tobacco Cessation 101 program details on the HealthyConnections page on Cityspace under Live Healthy.

NOTE: The Tobacco Premium only applies to employees and spouses/domestic partners enrolled in a City medical plan and are tobacco users. The City encourages all employees to verify their Tobacco Status during Open Enrollment.

After you Participate in Open Enrollment

Your 2024 Confirmation Statement can be printed or saved.

- Check your statement to make sure your changes are correct by November 5, 2023.
- Keep a copy of your statement for your records.
 - ◇ Your first benefits deductions in 2024 will begin January 5, 2024.
 - ◇ Payroll deduction errors must be reported to the Employee Benefits Division at **512-974-3284** no later than January 10, 2024.

Required Dependent Documentation

If you are adding a dependent to your benefits, you **must** upload your dependent documentation online by November 5, 2023. If you fail to add the dependent documentation, your dependent will not be added to your benefits. Refer to the **2024 Employee Benefits Guide** for acceptable dependent documentation.

Who will receive ID cards?

New participants enrolled in the below plans will receive their ID cards by December 31, 2023:

- BlueCross BlueShield PPO, HMO, and CDHP.
- BlueCare Dental PPO
- Avesis Vision Plan
- ARAG Legal Plan
- Dependent Care FSA and/or Health Care FSA—new participants or expired debit cards.

New Benefits Enrollment System—www.benselect.com/coa

The new enrollment system can be accessed at any time during the year to view your benefits. If you have a qualifying life event during the year and need to make benefit changes, you can access the enrollment system to request your changes and upload the supporting documents.

