



CITY OF PEABODY

HUMAN RESOURCES DEPARTMENT

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TO: All City and School Department Employees/Non-Medicare Retirees

FROM: Beth Brennan O'Donnell, Director of Human Resources

DATE: May 2, 2023

SUBJECT: Open Enrollment 2023
Health Insurance Plans and Rates for FY2024

The City of Peabody's Open Enrollment period for health insurance and other benefits will begin on **May 1, 2023**, and end on **May 19, 2023**. **This is the only time of year that you can make changes to your coverage absent a qualifying event.** Representatives from MIIA and Blue Cross Blue Shield will provide plan information at our in-person Benefits Fair on May 4, 2023, 3:00 – 6:00 at Higgins Middle School. Information will also be provided online for all employees.

Health insurance plan designs and percentage contributions will remain the same. The City will continue to offer the *Benchmark 3* HMO Blue New England Plan and the Blue Care Elect PPO Plan in FY2024. Deductibles for these *Benchmark 3* HMO and PPO plans will remain the same at \$500 per individual and \$1,000 per family. The *Benchmark 3* plans also have a prescription drug deductible of \$100 per individual and \$200 per family.

In addition to the HMO and PPO plans, we will continue offering the Blue Cross Blue Shield High Deductible HMO plan, Access Blue New England Saver HMO. Deductibles for this plan will be \$2,000 per individual and \$4,000 per family, and employees that enroll in this plan will be eligible to enroll in a Healthcare Savings Account (HSA) through VOYA. We will continue to provide employees with updated webinars and information on how this plan with an HSA works.

In accordance with our agreement with MIIA, our health insurance rates for FY24 are limited by the maximum rate increase for all communities in the MIIA Trust. **Premium rates for the coming year include an increase of 7.9%.**

The rates for each of the offered plans in FY24 are as follows:

HEALTH PLAN	FY23 MONTHLY RATE	FY24 MONTHLY RATE	CITY MONTHLY SHARE 85%	EMPLOYEE MONTHLY SHARE 15%	EMPLOYEE Biweekly Deduction 24 pay periods
HMO Blue New England Individual	\$843.62	\$910.27	\$773.73	\$136.54	\$68.27
HMO Blue New England Family	\$2,038.08	\$2,199.09	\$1,869.23	\$329.86	\$164.93

HEALTH PLAN	FY23 MONTHLY RATE	FY24 MONTHLY RATE	CITY MONTHLY SHARE 80%	EMPLOYEE MONTHLY SHARE 20%	EMPLOYEE Biweekly Deduction 24 pay periods
Blue Care Elect (PPO) Individual	\$977.83	\$1,055.08	\$844.06	\$211.02	\$105.51
Blue Care Elect (PPO) Family	\$2,362.34	\$2,548.96	\$2,039.17	\$509.79	\$254.89

HEALTH PLAN	FY23 MONTHLY RATE	FY24 MONTHLY RATE	CITY MONTHLY SHARE 85%	EMPLOYEE MONTHLY SHARE 15%	EMPLOYEE Biweekly Deduction 24 pay periods
Access Blue NE Saver Individual (High Deductible HMO)	\$762.99	\$823.27	\$699.78	\$123.49	\$61.75
Access Blue NE Saver Family (High Deductible HMO)	\$1,843.29	\$1,988.91	\$1,690.57	\$298.34	\$149.17

All BCBS plan information will be available online over the next week.

If you want your current HMO, PPO, or High Deductible/Access Blue NE Saver HMO coverage to continue, you do not need to make any changes. The new rates will be effective on the first payroll date in June with an effective date of July 1, 2023.

All plan changes must be made before May 19, 2023, and will become effective July 1, 2023. Enrollment and enrollment change forms will be available online at www.peabody-ma.gov/hr.html and clicking the Open Enrollment tab.

If you have benefit specific questions or questions regarding open enrollment, please join us at the Benefits Fair! You should also watch for our Human Resources emails over the next few weeks, check our website, or email Cathy Trombley, Benefits Manager in the HR Department at ctrombley@peabody-ma.gov. School department employees and non-Medicare school department retirees may email payroll@peabody.k12.ma.us with benefit and enrollment questions. Non-Medicare city retirees may email James Freeman at james.freeman@peabody-ma.gov with retiree benefit and enrollment questions.

Thank you.