



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: April 24, 2024
SUBJECT: Open Enrollment 2024
Health Insurance Plans and Rates for FY2025

The City of Peabody's Open Enrollment period for health insurance and other benefits will begin on **May 1, 2024**, and end on **May 24, 2024**. **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 2, 2024, 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 FY2025. 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.

We will not be offering new enrollments in the Blue Cross Blue Shield High Deductible HMO plan, Access Blue New England Saver HMO for FY25. Deductibles for this plan are \$2,000 per individual and \$4,000 per family, and employees enrolled in this plan are eligible to enroll in a Healthcare Savings Account (HSA) through VOYA. **Employees currently enrolled in this plan are able to stay enrolled in this plan.**

In accordance with our agreement with MIIA, our health insurance rates for FY25 are limited by the maximum rate increase for all communities in the MIIA Trust. **Premium rates for the coming year include an increase of 9.95%.**

The rates for each of the offered plans in FY25 are as follows:

HEALTH PLAN	FY24 MONTHLY RATE	FY25 MONTHLY RATE	CITY MONTHLY SHARE 85%	EMPLOYEE MONTHLY SHARE 15%	EMPLOYEE Biweekly Deduction 24 pay periods
HMO Blue New England Individual	\$910.27	\$1,000.84	\$850.71	\$150.13	\$75.07
HMO Blue New England Family	\$2,199.09	\$2,417.90	\$2,055.22	\$362.68	\$181.34

HEALTH PLAN	FY24 MONTHLY RATE	FY25 MONTHLY RATE	CITY MONTHLY SHARE 80%	EMPLOYEE MONTHLY SHARE 20%	EMPLOYEE Biweekly Deduction 24 pay periods
Blue Care Elect (PPO) Individual	\$1055.08	\$1,160.06	\$928.05	\$232.01	\$116.01
Blue Care Elect (PPO) Family	\$2,548.96	\$2,802.58	\$2,242.06	\$560.52	\$280.26

HEALTH PLAN	FY24 MONTHLY RATE	FY25 MONTHLY RATE	CITY MONTHLY SHARE 85%	EMPLOYEE MONTHLY SHARE 15%	EMPLOYEE Biweekly Deduction 24 pay periods
Access Blue NE Saver Individual (High Deductible HMO) *	\$823.27	\$905.19	\$769.41	\$135.78	\$67.89
Access Blue NE Saver Family (High Deductible HMO) *	\$1,988.91	\$2,186.81	\$1,858.79	\$328.02	\$164.01

* No new enrollments for FY25. Rates are for employees currently enrolled.

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, 2024.

All plan changes must be made before May 24, 2024, and will become effective July 1, 2024. 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 on Thursday, May 2, 2024, from 3:00 PM - 6:00 PM at the Higgins Middle School 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.