



Town of Kernersville

PO Drawer 728
134 East Mountain Street
Kernersville, NC 27285-0728

Office of Crystal D. Tanner
Human Resources Director
Telephone (336) 992-0319
Fax (336) 996-0780

Memo

TO: All Town of Kernersville Employees

FROM: Crystal D. Tanner, Human Resources Director *CT*

DATE: April 25, 2024

SUBJECT: Employee Benefits for FY 2024-2025

This year our benefits open enrollment will begin on April 29, 2024 and conclude on May 29, 2024. Due to our favorable renewals received from our insurance carriers, we will only schedule two open enrollment meetings. These will be held in the Courtroom at Town Hall on Monday, April 29, 2024 at 2:00pm and April 30, 2024 at 9:00am. For your convenience, a link to the pre-recorded open enrollment video will be provided in the email with this memo.

Over the past several months, we worked diligently with our benefits consultant, Arthur J. Gallagher, to market our plans to ensure we are bringing you the best plans for the best price. This process resulted in no premium increase, and even a decrease on some plans.

The past several years, we have processed open enrollment changes via paper. It's time for us to improve efficiencies with technology. We will use the BenefitSolver platform for all benefit elections. All employees will be required to initiate their platform access to make their benefit elections. Please note, this will be the only time during the plan year benefit changes are allowed unless you experience a qualifying event outlined by the IRS (marriage, divorce, birth of a child, etc.). Should you experience one of the qualifying events throughout the year, you will use the same BenefitSolver platform to enter that request.

To ensure timely payroll deductions, please complete your benefit elections in BenefitSolver by 5:00pm on May 10, 2024.

The following is a breakdown of changes you can expect in your 2024/2025 benefit plans:

HEALTH INSURANCE

- The Town will remain self-funded with the North Carolina Health Insurance Pool (NCHIP) with BlueCross BlueShield of North Carolina as our current provider.
- Employee premium deduction and plan design will remain the same.
- \$60/mon Wellness Discount: Employees who were interested in obtaining this discount must have completed the Health Management Program. The BenefitSolver system is updated with this discount based on the completion report from the Wellness Center. We are revising this

discount criteria for the 2025-2026 benefit year. The Health Management Program will continue to be administered through our on-site Wellness Center. This program will consist of a biometric screening (to be held in January-February 2025) and a one return visit to obtain your biometric results. You must return to receive your result, which will provide you with a completion certificate to submit to HR for that discount.

- \$60/mon Nicotine Free Discount: Employees who were interested in obtaining the Nicotine Free Discount during this open enrollment must have received a negative result during their previous biometric screening, or completed the Nicotine Free Cessation program. The BenefitSolver system is updated with this discount based the completion report from the Wellness Center. We will continue with the same discount criteria for the 2025-2026 benefit year. To be eligible for the discount, you will need the nicotine test with a negative result. This test will be offered in January-February, 2025. Results will be provided to you on your completion certification that you'll receive from the Wellness Center.

DENTAL & VISION INSURANCE

- Our dental and vision plans will transition to UNUM. New cards will be provided prior to July 1, 2024.
- Dental: You'll notice one slight change in your plan design. The rollover maximum will increase to \$1,250. All other coverage limits will remain the same. Employee premium deductions will remain the same for our Base Plan. Due to the premium reduction provided by UNUM, employees electing the Select Plan will notice a slight premium decrease.
 - We will continue with our current premiums discount structure. The discount has been updated in the BenefitSolver system for employees who submitted their preventative dental visit verification form to HR. If you are interested in obtaining this discount in the 2025-2026 benefit year, you will need to submit the same verification prior to April 1, 2025.
- Vision: You will notice no plan design changes and premiums will remain unchanged.

SHORT & LONG-TERM DISABILITY INSURANCE

- UNUM will remain as our provider with no plan design changes.
- You will confirm your current coverage during this enrollment process. If you elect Long-Term Disability, without previously having the coverage, you will be required to complete an Evidence of Insurability to seek approval.

LIFE INSURANCE

- Unum will remain as our provider with no plan design or rate change.
- You will confirm your current coverage and update your beneficiaries during this enrollment process. If you elect/increase Voluntary Life Insurance, without previously having the coverage, you will be required to complete an Evidence of Insurability to seek approval.
- If you currently have voluntary life insurance and you, or your spouse, reached a higher age bracket during the past year, you may see an increase in your premium.
- Dependent children will be removed from voluntary life coverage upon their 19th birthday.

FLEXIBLE SPENDING ACCOUNTS

- Flores will remain as our provider.
- Annual maximum for the medical reimbursement plan will increase to \$3,200 and the annual maximum for the dependent care plan will remain at \$5,000.
- We will allow employees to rollover up to \$640 from their medical reimbursement plan into the new year. This transition will occur after the claims run out period has ended.

Lastly, the Town's insurance programs are offered for you and your family to ensure you have coverage for continued preventative care and for when unforeseen situations occur. We all share in the responsibility of keeping them effective and affordable. Ways to accomplish this include:

- Participating in the Town's Wellness Committee initiatives;
- Becoming aware of, and take steps to improve your health risk factors by completing the Town Health Management Program;
- Utilizing our onsite Wellness Center for routine or urgent care visits.
- Continuing proper visits with a healthcare provider to mitigate catastrophic incidents; and
- Consulting with your healthcare provider and pharmacist about substituting generic prescription drugs, whenever medically appropriate.

Let's continue to work together to improve our overall health and have positive impacts on our insurance program!