



**To:** Members of Dublin City Council  
**From:** Marsha I. Grigsby, City Manager   
**Date:** December 5, 2013  
**Initiated By:** Tim Wagner, Director of Human Resources  
**Re:** Ordinance 99-13 Amending the Compensation Plan

## Summary

Attached for your consideration is Ordinance 99-13, which amends Ordinance 73-06 (Compensation Plan for non-union personnel). Periodically, updates and changes need to be made to the Compensation Plan (Non-Union Personnel) for operational reasons. In addition, changes are also needed to incorporate position titles as reflected in the 2014 Operating Budget. A summary of the proposed changes follows:

### Section 1:

Includes new positions/title changes approved for the 2014 Operating Budget. In addition, for operational reasons some position titles are no longer used by the City and have been deleted. Highlights are as follows: The title of Deputy City Manager is not being used based on the addition of the Director of Public Service and the reclassification of the Assistant City Manager position, as authorized by Ordinance 56-13. The Director of Accounting and Auditing is no longer needed based on the amended duties of the Chief Accountant, which better fits the needs of the Finance Department.

### Section 2:

The City has added domestic partner as a new member of the "immediate family" definition, as discussed in the attached Health Insurance update memo. Consequently, there are changes in the Sick leave and Bereavement sections of the Compensation Plan.

In addition, the Human Resource Department and the Finance Department are partnering to purchase a new HR/Payroll system. One of the major advantages of purchasing a robust electronic system is a reduction in the time necessary to manage and update the system. The current method requires manual monitoring of benefits, which in the future will be unnecessary. New systems would be programmed to establish accrual rates for all forms of leave and reduce the amount of time required for set up of new employees and monitoring of benefits. Therefore, the City will discontinue manual practices related to an employee's sick leave and vacation accrual.

### Section 3:

Insurance Benefit coverage and "Healthy by Choice" incentives are also affected by the change in covered entities with the inclusion of domestic partners. Consequently, changes and amendments are necessary to operationalize these benefits consistently for domestic partners.

Section 4:

Update the list of classifications in the Exempt and Non-Exempt categories in compliance with the federal Fair Labor Standards Act (FLSA). These lists identify those employees who are eligible for overtime for hours worked over 40 in a work week.

Section 5:

Covers operational efficiencies for the City. Based on actions taken with the Steel Workers regarding the amount of compensatory time an employee may accrue and bank for future use, the City is proposing to establish the same standards for non-bargaining unit staff. Compensatory time is overtime that is converted to time off to be used at a later date. This has operational staffing and service delivery implications if time off is not managed properly. The change reduces the amount of compensatory time that can be banked to 160 hours vs. the unlimited number of hours that is currently in place.

Section 6:

It is necessary to adopt this Ordinance by emergency due to the need to make Health Savings Accounts (HSA) payout for employees and domestic partners in the first pay period of January, 2014. Consequently, this Ordinance must be effective January 1, 2014.

**Recommendation**

Staff recommends that Council adopt Ordinance 99-13 amending the Compensation Plan by emergency at the December 9, 2013 Council meeting.

# RECORD OF ORDINANCES

Ordinance No. 99-13

Passed \_\_\_\_\_, 20\_\_\_\_

**AN ORDINANCE AMENDING SECTION 2 (WAGE & SALARY STRUCTURE/ADMINISTRATION), PARAGRAPH (A), OF ORDINANCE NO. 73-06 ("COMPENSATION PLAN FOR NON-UNION PERSONNEL") FOR THE PURPOSE OF INCORPORATING CERTAIN JOB CLASSIFICATIONS AND CORRESPONDING PAY GRADES AS ADDRESSED IN THE 2014 OPERATING BUDGET, AND DECLARING AN EMERGENCY.**

**WHEREAS**, Council has determined, upon the recommendation of the City Manager, that certain sections of the Compensation Plan for non-union personnel should be amended; and

**WHEREAS**, Council has determined that these amendments are necessary for the administrative and operational effectiveness of the City of Dublin.

**NOW, THEREFORE, BE IT ORDAINED** by the Council of the City of Dublin, State of Ohio, \_\_\_\_\_ of the elected members concurring, that:

**Section 1.** Section 2 (Wage & Salary Structure/Administration), paragraph (A) of Ordinance No. 73-06 be amended to incorporate the following new job classification titles and corresponding pay grades and delete the following job classification titles and corresponding pay grades under the following functional category:

**Economic Development**

Classification	Pay Grade
Economic Development Administrator	4.2
Economic Development Manager	3.3
<del>Director of Development</del>	2
<del>Deputy City Manager/Director of Economic Development</del>	3.2

**Events Administration**

Classification	Pay Grade
Events Assistant	5.3
<del>Events Coordinator</del>	5.3
Events Administrator	4.2
Events Manager	3.3

**Finance/Accounting/Procurement**

Classification	Pay Grade
Procurement Assistant	6.1
Accounting Assistant	5.3
Accounting Specialist	5.2
Payroll Specialist	4.3
<del>Chief Accountant</del>	3.3
Accountant	4.3
Financial Analyst	4.2
Budget Manager	3.3
Director of Taxation	3.2
<del>Director of Accounting &amp; Auditing</del>	3.2
Deputy Director of Finance	3.2
<del>Deputy City Manager/Director of Finance</del>	2

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## Human Resources

Classification	Pay Grade
Human Resource Assistant	5.3
Risk Management Assistant	5.2
Human Resource Coordinator	5.1
Human Resource Specialist	4.3
Safety Administrator/Risk Manager	4.1
Benefits Administrator	4.1
Talent Development Manager	4.1
Human Resource Manager	3.3
Director of Human Resources	3.1

**Section 2.** Section 2 (Wage & Salary Structure/Administration), paragraph (A) of Ordinance No. 73-06 Chapter III Personal, Sick, Vacation, & Bereavement Leaves be amended by adding Domestic Partner as a part of the definition of "immediate family" for sick leave and bereavement leaves. In addition, modify the ability to use vacation for new employees based on prior public service.

### Sick Leave

All employees serving in Full-Time Permanent and Part-Time Permanent positions are entitled to sick leave with pay for those reasons listed in Section 33.47 of the Personnel Code (Dublin Codified Ordinances). ~~Family members for the purposes of this section also includes domestic partner.~~ Sick leave accrues without limitation at the rate of 2.77 hours per pay period. An employee earns the full sick leave accrual each pay period only if he/she is in full pay status for the entire pay period (i.e. on duty or on approved leave with pay). (An employee on an approved disability leave shall be regarded as being in full-pay status and would, therefore, receive the full Sick Leave accrual.) In the event an employee is not in full pay status for the entire pay period, he/she shall accrue sick leave at the rate of .034 hours for each one (1) hour in full pay status during the pay period. For employees serving in Part-Time Permanent positions, the 9 days (72 hours) per year Sick Leave accrual shall be prorated in relation to the number of hours the employee works per week.

### Vacation Accrual for New Employees (Less Than One Year of Prior Public Service)

A new employee with less than one year of prior public service may not ~~accrue or use~~ vacation leave within the first six months of employment with the City of Dublin. During the last six months of the first year of service with Dublin, the employee is entitled to ~~accrue and~~ use up to a maximum of 40 hours of vacation leave.

### Vacation Accrual for New Employees (More Than One Year of Prior Public Service)

An employee with more than one year of prior public service is entitled ~~to accrue vacation leave immediately upon appointment in accordance with the City's established vacation accrual schedule, provided that the City receives proper verification of this prior service. Under such conditions, the employee shall be~~ entitled to use vacation leave after the mid-point of the employee's probationary period.

### Bereavement Leave

All employees serving in Full-Time Permanent positions shall be entitled to three (3) days of Bereavement Leave per year for the death of one or more of the employee's following family members: spouse, ~~domestic partner~~, son, daughter, brother, sister, father, mother, legal guardian, person who stands in place of a mother or father,

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grandmother, grandfather, grandson, granddaughter, mother-in-law, father-in-law, daughter-in-law, son-in-law, brother-in-law, sister-in-law, grandmother-in-law, grandfather-in-law, stepmother, stepfather, stepbrother, stepsister, stepson, stepdaughter, half-brother, half-sister, or any other relative living in the employee's home.

**Section 3.** Section 2 (Wage & Salary Structure/Administration), paragraph (A) of Ordinance No. 73-06 Chapter IV Medical, Dental, & Vision Insurance Benefits be amended to add Domestic Partner to the definition of covered entities for all benefits including those benefits covered by Healthy By Choice incentives under the HSA.

### Medical, Dental, & Vision Insurance Benefits

The City shall make available group medical, prescription drug, dental, and vision benefits to all employees serving in Full-Time Permanent positions and their dependents/**domestic partner** and to all Council Members and dependents/**domestic partner** in accordance with the City's Plan Documents. These benefits are described in full detail in the City's Summary Plan Documents and are made available subject to the plan design and required deductibles, co-payments, co-insurance, and annual out-of-pocket maximums, etc. identified in the Summary Plan Documents.

The City will provide health insurance coverage to Employees through a high deductible, health savings account (HSA). For employees and covered spouses/**domestic partner** (if applicable) enrolled in and meeting the requirements the City's health management program ("Healthy by Choice Plus"), the City will make annual contributions to each participating employee's health savings account based on the coverage level (single or family) and participation in the City's Healthy by Choice (HBC) Plus program. The benefit plan provides participation-based and results-based wellness incentives to help offset the employee deductible amounts under this plan design (\$2,500 – single coverage, \$5,000 – family coverage). Each employee has the opportunity to earn results-based wellness incentives in relation to four key health factors (blood pressure, cholesterol, body mass index/waist circumference, non-tobacco use) in the form of additional financial contributions to their Health Savings Accounts (HSA's).

The City's annual HSA contribution for each participating employee shall be:

#### Participation - Based

Single Coverage: \$1,125

Family Coverage: \$2,250

#### Results – Based

\$150 per health factor

\$300 per health factor for employee (family coverage no spouse)

Both the employee and covered spouse/**domestic partner** must enroll in and meet the requirements of the City's health management program ("Healthy by Choice Plus"), to qualify for the annual contribution based on family coverage. An employee who has a spouse/**domestic partner** also employed by the City has two options: (1) elect one family coverage plan through either the employee or spouse's/**domestic partner's** position, or (2) or both elect single coverage. If either employee or spouse/**domestic partner** has dependent children, they must elect the first option.

**Section 4.** Section 2 (Wage & Salary Structure/Administration), paragraph (A) of Ordinance No. 73-06 Chapter VI to amend and delete job classifications as indicted in both the Exempt and Non-Exempt Job Classifications in accordance with the Fair Labor Standards Act. (FLSA).

### Exempt And Non-Exempt Job Classifications

In accordance with the governing provisions of the Fair Labor Standards Act (F.L.S.A.), the following job classifications have been designated as Exempt under

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one of the following exemption categories, and the employees serving in these classifications do not receive overtime compensation or formal compensatory time:

<b>Executive</b>	<b>Administrative</b>
City Manager	Accreditation Manager
Assistant City Manager	Accountant
Chief of Police	Budget Manager
<del>Deputy City Manager</del> /Director of Econ. Dev.	City Forester
Director of Development	City Horticulturist
<del>Deputy City Manager</del> /Director of Finance	Civilian Bureau Commander
Deputy Director of Finance	Chief Accountant
<del>Director of Accounting &amp; Auditing</del>	Code Enforcement Supervisor
Director of Public Service	Community Justice Officer
Director of Administrative Services	Court Administrator
Director of Building Standards	Economic Development Administrator
Director of Community Relations	Economic Development Manager
Director of Engineering	Emergency Mgt. Coord./Law Enf. Planner
Director of Human Resources	Engineering Manager
Director of Information Technology	Event Administrator
Director of Land Use & Long Range Planning	Event Manager
Director of Parks and Open Space	Facilities Manager
Director of Recreation Services	Financial Analyst
Director of Streets & Utilities	Fleet Administrator
Director of Taxation	Fleet Manager
	GIS Administrator
	Human Resource Manager
	Human Resource Specialist
	Human Resource Coordinator
	Landscape Architect
	Management Assistant
	Membership Services Supervisor
	Nature Education Coordinator
	Network Operations Manager
	Network Administrator
	Operations Administrator
	Parks Administrator
	Parks Operations Specialist
	Payroll Specialist
	Planner I
	Planner II
	Planning Manager
	Police Lieutenant
	Public Information Officer
	Public Affairs Officer
	Recreation Operations Supervisor
	Recreation Program Coordinator
	Recreation Program Supervisor
	Recreation Services Administrator
	Safety Administrator/Risk Manager
	Senior Planner
	Senior Project Manager
	Senior Public Information Officer
	Support Services Administrator
	Theater Supervisor
	Volunteer Administrator
	Website Editor
	Website Specialist

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Recreational	Professional & Computer-Related
Seasonal Recreation Staff	Civil Engineer I Civil Engineer II Commercial Plans Examiner Information Technology Project Leader Network Administrator Network Operations Manager Senior Civil Engineer Software Application Specialist Support Services Administrator

In accordance with the governing provisions of the Fair Labor Standards Act (F.L.S.A.), the following job classifications have been designated as Non-Exempt and the employees serving in these classifications are entitled to overtime compensation or formal compensatory time:

Accounting Assistant	Engineering Project Inspector
Accounting Specialist	Events Assistant
Administrative Assistant	Events Coordinator
Administrative Specialist	Executive Assistant
Assistant Forester	GIS Analyst
Assistant Horticulturist	Human Resource Assistant
Building Inspector	IT Analyst
Code Enforcement Officer	Landscape Inspector
Communications Supervisor	Office Assistant I
Contract Specialist	Office Assistant II
Public Art Conservation/Contract Specialist	Property Room Technician
Court Clerk	Procurement Assistant
Crew Supervisor	Recreation Operations Specialist
Deputy Clerk of Council	Residential Plans Examiner
Development Review Specialist I	Review Services Analyst
Development Specialist II	Risk Management Assistant
Electrical Inspector	Senior Building Inspector
Electrical Worker	Senior IT Analyst
Engineering Assistant	Senior GIS Analyst
Engineering Project Coordinator	Staff Assistant
	Theater Technician

**Section 5.** Section 2 (Wage & Salary Structure/Administration), paragraph (A) of Ordinance No. 73-06 Chapter VII reduce the number of hours of compensatory time that a non-bargaining unit employee may accrue in their bank from 240 hours to 160 hours.

### Non-Exempt Employees' Accrual of Compensatory Time

An employee may accrue up to ~~240~~ 160 hours of compensatory time in a calendar year. Once the employee has accrued ~~240~~-160 hours in his/her compensatory time bank, all additional overtime shall be compensated for in the form of pay at the rate of time-and-one-half.

### Compensatory Time Conversion at End of Payroll Year

An employee who has ~~160~~ 120 hours of compensatory time in his/her bank at the end of each payroll year may choose to cash in up to 50 of those hours or deposit the amount in their Health Savings Account if applicable. The calculation for converting Compensatory Time to cash will be the employee's established hourly rate of pay multiplied by the number of hours the employee desires to convert. If the employee wishes to exercise this option, it shall be his/her responsibility to elect that option during the open enrollment period, specifying the number of hours he/she wishes to





City of Dublin

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# Memo

**To:** Members of Dublin City Council  
**From:** Marsha I. Grigsby, City Manager *MG*  
**Date:** August 22, 2013  
**Initiated By:** Tim D. Wagner, Director of Human Resources  
Mary Kay Ruwette, Human Resources Manager  
**Re:** **Health Insurance Plan Update – Employee Benefits Plan Design for 2014**

## Summary

In preparation for the 2014 Operating Budget process, staff would like to update Council on the financial performance of the benefit plan for the first six months of the year, which includes the performance of the Consumer Driven Health Plans (CDHP) that include both a Health Savings Account and Health Reimbursement Account (HSA/HRA). Staff is also providing an update on a few enhancements to the medical plan and requirements for 2014, based on the Patient Protection and Affordable Care Act (Affordable Care Act).

## Financial Performance

The CDHP plan continues to show a reduction in the cost of claims for the first six months of 2013 as compared to the same time period in 2012, which now includes all bargaining units as well as the non-union group. Overall, the total City plan costs for the 2013 benefit plan, which includes medical claims, prescription drug claims, and administrative fees for the first six months (\$1,300,894) are down 17%, when compared to the first six months of 2012 (\$1,574,232). There has been a reduction in total cost for the Fraternal Order of Police (FOP) groups beginning in 2013 as projected, which is similar to the reduction in cost that the non-union and the United SteelWorkers (USW) group experienced once they were covered under the CDHP plan design. Another successful financial finding is that there has been a significant reduction in spending on prescription drugs for the third year in a row. The total cost of paid drug claims for the first six months of 2013 (\$84,619) is down 28% when compared to the first six months of 2012 (\$117,797).

When reviewing the projected budgeted amount for total plan cost that includes medical, pharmacy claims and administrative fees for the first six months of 2014, the City as a whole is at 64% of the projected cost. When looking at individual groups, both the non-union group and the FOP total plan costs are below the projected budgeted amount while the USW is actually above the projected budget. The non-union group costs are at 61% of projected budget, while the FOP's costs are at 41% of the projected budget. However, the USW costs are at 108% of the projected budgeted amount for the first six months.

We expect to see a slight increase in medical spending for the CDHP plan during the second half of the year once employees begin to reach their deductible levels. However, we anticipate that the data trend of lower spending overall for the CDHP plan will continue throughout 2013. The premium equivalent rates used to project benefit funding levels are expected to be slightly lower for the 2014 plan year based on the decrease in total benefit plan costs for the 2013 plan year.

The CDHP statistical measures do not include the funding that the City has contributed to employees' health savings accounts or health reimbursement accounts. From an overall annual funding level for employee benefits for 2013 that includes the contribution amounts, the City had reduced the funding level by 7.5% due to the healthy balance existing in the Employee Benefit Self-Insurance Fund and the anticipated expenditures for 2013. The total overall costs for the first six months of 2013 are consistent with the projected funding.

### **2014 Plan Design Modifications**

Based on the Affordable Care Act ("ACA"), there will be additional requirements and alternative standards for wellness programs that the City is obligated to meet for 2014, as well as communicating the availability of the state health exchanges. The City will also offer the opportunity for an increased contribution to an employee's health savings account or health reimbursement account by increasing the reward for meeting the weight health factor. In addition, the City will unbundle the dental/vision coverage from the medical coverage, and offer it as a separate option with an opportunity to waive a monthly premium through participation in the wellness program. Vision care will be offered through a new vendor, VSP, beginning in 2014. The City will also be updating their eligibility guidelines by adding domestic partners as eligible dependents to the City's benefit plans. The additional requirements and expanded program options that will be introduced in 2014 are outlined below.

### **Health Care Reform – the Affordable Care Act**

- The City of Dublin is required under the Affordable Care Act to provide employees with a notice about the Health Insurance Marketplaces (sometimes called Exchanges) by October 1, 2013. The City has recently sent out a communication piece to employees explaining the notice and how it may affect their benefits. Human Resources will continue to communicate information about the notice and how it affects both employees and the City's benefit plans throughout the open enrollment period.
- In compliance with the Affordable Care Act, the Departments of Labor, Health and Human Services, and the Treasury published final regulations on incentives for Nondiscriminatory Wellness Programs in Group Health Plans. The regulations state that outcome-based wellness programs, such as biometric screenings, must offer a reasonable alternative standard for qualifying for the reward if a participant does not meet the biometric standard. If an individual's personal physician determines a plan's standard is not medically appropriate for that individual, the plan must provide an alternative standard that accommodates the physician's recommendations. The full amount of the award must be available to individuals who qualify for the alternative standard.
- The Healthy by Choice Plus (HBC) program will be modified to meet the new standards by offering an alternative standard to any participant who does not meet a health factor and requests an alternative standard during the open enrollment period. Based on the new regulations, employees do not need to request an exemption to a health factor based solely on medical reasons. If an alternative is requested, the City may offer either a progress goal or an education program, based on the type of request. For example, if an employee does not meet the tobacco-free standard, they may request an alternative standard, which can be a smoking cessation program. If the employee completes the program, they would receive the full amount of the incentive for that plan year. In light of the new regulations, the City will modify the re-test screenings and their standards in order to be compliant with the new regulations.

### **Annual Maximum Contributions to a Health Savings Account (HSA)**

Each year, the IRS establishes maximum amounts or caps that can be contributed to an HSA in a tax year. The IRS has raised the annual HSA contribution limits for 2014. **The contribution limit for individual coverage will be \$3,330 and \$6,550 for those with family coverage.** Individuals 55 years or older may contribute an additional \$1,000. The 2013 limits are \$3,250 for individual and \$6,450 for family coverage. The contribution amount includes both the City's contribution and any funds the employee deposits in his or her HSA.

### **Review of 2014 New Plan Design Changes**

With our continuing focus on wellness and reducing the number of health risks in our employee population, the proposed enhancements to the Healthy by Choice program for 2014 are centered on providing cost-effective resources to support employees and their families in making lifestyle changes to support their health. Based on aggregate data from the health risk assessments and biometric screenings, the top health risk factor we face every year is weight. As an example, 72% of our population is at a body weight above the health industry standard, and of those 34% are considered at an obese level. To address that risk, an area of focus in 2014 will be on addressing body weight. A new area of focus for 2014 will also be on dental health. There continues to be a growing body of evidence that having a healthy mouth may be associated with a lower risk of certain diseases. The proposed modifications for the 2014 benefit plan year are outlined below. It is our belief that any increased cost impact would be offset by future cost reduction trends in our overall health insurance costs.

### **Healthy by Choice Plus Program**

- **Increasing the contribution amount for meeting the weight health factor.** Under the existing established target measurement, an individual qualifies for an incentive contribution of \$150 if he/she meets a Body Mass Index (BMI) of 25 or less, or if he/she meets the waist circumference standard of 35" for women and 40" for men. The new 2014 contribution for meeting the weight health factor would be increased to \$300 in order to incent a higher percentage of our population to strive to meet and maintain a healthy weight. The three other health factors -- including cholesterol, blood pressure and non-tobacco use -- will remain at the same contribution level of \$150. Staff anticipates an additional cost of \$45,000 for the design change.
  
- **Preventive Care Exam.** One of the requirements of the HBC program is to have an annual preventive care exam and discuss the appropriate age/gender preventive guidelines with a physician. As part of the 2014 program, the preventive care form will allow a physician to verify that the employee and enrolled spouse has actually met the recommended guidelines. Under the current requirement, the physician signed a form verifying that they had a discussion on preventive guidelines, but did not have to verify whether the preventive screenings had actually been performed. Going forward, the form will ask the physician to verify the appropriate screenings have been performed. If the physician cannot verify the appropriate screenings were completed, the individual will not receive credit toward meeting this requirement. As part of the HBC program, an individual must meet all four participation requirements to earn a contribution into their health savings account or health reimbursement account. The requirements to earn the participation contribution of either \$1,125 for single coverage or \$2,250 for family coverage include annual screenings, completion of a health assessment, two education credits and an annual preventive care exam.

In order to determine the most appropriate screenings, the City has been working with the UHC Medical Director to establish the most relevant guidelines that must be met, based on age and gender, and that are considered preventive care and will be paid at 100%. The City's health care plan has always emphasized the importance of preventive care and we believe this change is a step in continuing to make it a priority as part of the HBC program.

### **Dental/Vision Coverage**

- **Adding a new design element for Dental Coverage.** Beginning in 2014, dental and vision coverage will be offered as a separate option from the medical plan. Unbundling dental and vision from the medical plan relieves many of the administrative regulations associated with the ACA and offers us the opportunity to create a wellness incentive focusing on preventive dental care. Coverage for dental/vision care will continue to be free of charge in 2014 if an employee is covered under the medical plan. Beginning in 2015, there will be a monthly premium associated with dental/vision coverage. However, the premium will be waived on an annual basis if the employee and enrolled spouse have one preventive dental screening completed during the benefit plan year (October 1 – September 30). Good oral health may lower the risk of certain diseases such as heart disease, stroke and diabetes. A dental preventive screening can also identify oral cancer and other diseases such as diabetes.
- **Vision Care.** The City of Dublin will change vision care vendors beginning in January 2014 to VSP. VSP offers a wide network of providers that offer discounts for services such as annual screenings, frames and lenses. In addition, claims can be electronically submitted to VSP for processing by the doctor. Under our current program, claims must be mailed in manually by the employee for reimbursement. The coverage levels for vision will remain the same.
- **The City's eligibility requirements** for dependent care will be updated to include domestic partners beginning in calendar year 2014.

### **Open Enrollment Update**

- The 2014 Open Enrollment period will be held October 1 – November 15, 2013. Participation in Healthy by Choice Plus for the 2013-2014 plan years includes scheduling your on-site screenings and completing your online Health Risk Appraisal. Screening appointments are now available on-line and may be scheduled for both employees and spouses by going to [hbc.dublinohiousa.gov](http://hbc.dublinohiousa.gov). This year will once again include a voluntary diabetes screening offered in coordination with the Diabetes Prevention and/or Control Program. Eighty-five (85) employees were screened as pre-diabetic last year with eight (8) employees completing a 16-week on-site diabetes prevention course offered by the Y in conjunction with the screenings.
- Completion of the 2012-2013 HBC Plus program requirements includes a preventive care exam that must be completed by September 30, 2013.

If you have questions about the Healthy by Choice program, please contact Human Resources at 614-410-4466.

### **Recommendation**

Informational purposes only.