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# News & Views

October 31, 2017

The City of New Hope's Employee Newsletter

## Open Enrollment for 2018 Benefits



### Good news:

- ◆ The city 'earned' a 15% increase from HealthPartners but since New Hope has a 9% rate cap for 2018, the increase will be only 9%.
- ◆ The city contribution will increase approximately half of the 9% increase.
- ◆ Delta Dental premiums and plans have not changed.
- ◆ Mutual of Omaha Voluntary Life premiums remain the same.
- ◆ PERA Life is available to any benefitted full-time employee and regular part-time employee who is not already participating; premiums remain the same.

### Plan Change:

- ◆ The \$2,600/\$5,200 high deductible health plan moves to **\$2,700/\$5,400** to meet the minimum coverage that IRS requires.



### HSA Annual Maximum Contributions:

- ◆ Single will be **\$3,450** (up from \$3,400)
- ◆ 1+1 and family will be **\$6,900** (up from \$6,750)

**The 2018 Premium Rates have been distributed to all benefit-earning employees.**

### Creditable coverage

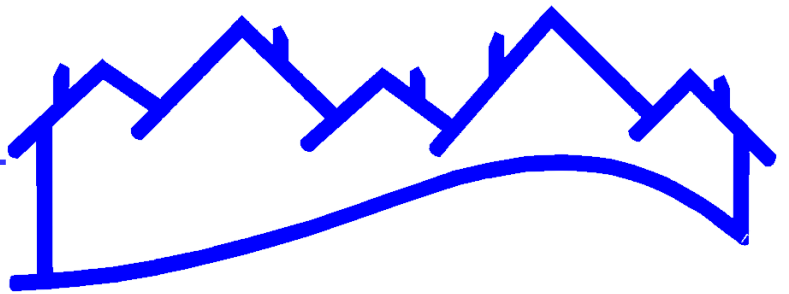
(Will affect those who reach age 65 in 2018):

- ◆ \$1,500/\$3,000 will be creditable in 2018
- ◆ \$2,700/\$5,400 will be creditable in 2018
- ◆ \$4,000/\$8,000 will **not** be creditable in 2018



See page 2 for instructions.

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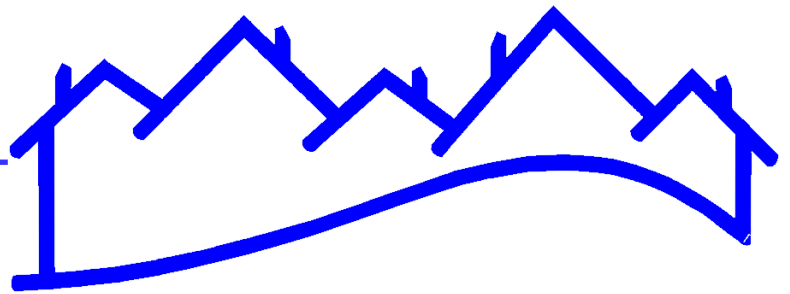
**Friday, November 3, 8:00 a.m.  
thru  
Friday, November 17, 4:30 p.m.**

From any computer that has internet access, go to:

[www.cityofnewhope.benefithub.com](http://www.cityofnewhope.benefithub.com)



1. If you have not already created an account at the new Benefit Hub (formerly connect2), you must do that first.
2. Once in the Benefit Hub website, click on the **OE ✓18** icon.
3. **READ THE INSTRUCTIONS.**
4. A link to JD Edwards Benefits Self Service (BSS) is in the instructions. BSS is where you enter your 2018 benefit choices.
5. If you need a password, please contact Shari Rains in payroll.



## More Helpful Information:

### 2018 City of New Hope Plans

\$1,500/\$3,000		\$2,700/\$5,400		\$4,000/\$8,000	
Embedded*	Creditable**	Embedded*	Creditable**	Embedded*	Creditable**
No	Yes	Yes	Yes	Yes	No

### Definitions

#### **\*Embedded Plans**

This definition applies to the city of New Hope plans, and may or may not be true in other entities offering medical plans to their employees.

If electing Employee +1 or Family coverage, any one individual who reaches the single deductible is then covered at 100% of usual and customary (U&C) expenses for the remainder of that plan year. The remaining individual or individuals, in any combination, are responsible for the remaining amount up to the Employee + 1 or Family deductible.

Here is an example using the \$2,700/\$5,400 Plan:

One individual reaches \$2,700 in U&C expenses. That person is then covered at 100% of U&C expenses for the rest of the plan year. The remaining individual(s), in any combination, would be responsible for the additional \$2,700 before the plan would cover all individuals at 100%.

#### **\*\*Creditable Coverage**

A person who reaches age 65 becomes eligible for Medicare, including Part D prescription drug coverage. Part D is a voluntary benefit but there may be a penalty for late enrollment (enrolling past the 65<sup>th</sup> birthday). However, there is no penalty if the person had "creditable coverage" under their employer's plan at the time of their 65<sup>th</sup> birthday.

### Open Enrollment Packet

Each employee was sent a hard copy of the city's 2018 Benefit Summary booklet from AJG, Plans for a Healthier You booklet from HealthPartners, and the premium rates sheet.

Summaries for each HealthPartners plan have been distributed to all benefit-earning employees (via email or hard copy to those without email) and are included on the Benefit Hub site, and are available during the open enrollment process.

The Delta Dental plans, as well as their premiums, have not changed.

- ❖ Staff requested and received city council approval of an update to the compensation plan that was adopted in 2011 after an extensive study of comparable cities and a review of all city employee job descriptions.

## More Staff Stuff

### Deferred Compensation Presentations

Whether you are enrolled in deferred comp or not, here is your opportunity to learn more about it.

On Thursday, November 9, representatives from both the Minnesota Deferred Comp Plan and ICMA-RC will make presentations to staff.

Anyone who would like to have a private conversation with either representative should call Rich for an appointment.

### PLAN AHEAD

Holidays are fun but city business continues. Staff is asked to plan ahead as much as possible during the fall holidays.

In December, there is only one day for finance to complete the December 29 payroll. Therefore, please make sure your time-sheet is submitted by the end of the day Friday, December 22, or no later than Sunday, December 24, if you are working over the weekend.

Your cooperation is appreciated and will help payroll complete their process on time.

## Fun Stuff

### Trivia for Today

In what year did M&M candy debut?

- A. 1921
- B. 1931
- C. 1941
- D. 1951

Answer elsewhere in this issue.

For extra credit, where, in city hall, can you almost always find a supply of M&Ms?



### Who Am I?

Born in New York City in 1901, this man began his career as a newspaper reporter. He later had a syndicated column titled "Little Old New York" which ran for 16 years.

In 1947, he started hosting a weekly TV variety show at 8 p.m. on Sunday evenings, called Toast of the Town, which ran for 1,086 shows and was renamed after him in 1955.

He was known to have the latest in entertainment, some well known and many brand new acts, and could make or break a career in one evening. He was far ahead of public trends in hiring African-American performers.

Who is this entertainment legend?

## Seasonal Stuff



Thanks to whomever removed Spring stuff and planted the brisk, colorful fall stuff!

Looks like fall  
At City Hall!





## 6 Staff Stuff & Thanks



### Citizens Police Academy 2017

After more than six weeks of training, the above group recently graduated from the Citizens Police Academy.

The academy, designed with the average citizen in mind, gives a behind-the-scenes look at patrol tactics, investigations, narcotics, crime scene processing, juvenile crime, dispatching, court procedures, use of force, canine demonstrations, and crime prevention strategies.

Kudos to each of the completers and to Sergeant **Doug Brunner** who planned and coordinated the academy!

### Donations to the Food Drive

The October 18 Wacky Wednesday brought in \$95 cash and 70 pounds of food and supplies for the ongoing food drive, bringing the city total to \$917 in cash and 343 pounds of food and supplies for 2017.

The next Wacky Wednesday is planned for November 15. For a \$5.00 donation you may wear jeans that day.

The Thanksgiving food bins are out in the city hall lobby through November 17. Then the holiday food drive will go through December 15.

### Prayer Breakfast Thanks

City Manager Kirk McDonald, Mayor Kathi Hemken, and the City Council send thanks to those who helped make the 2017 Mayor's Prayer Breakfast another successful event.

Thanks go to the following:

- ❖ **Valerie Leone** for keeping it all together and helping to organize the entire event,
- ❖ **Steve Ellingson** for coordinating with the Cooper gyms,
- ❖ **Jerry Beck** for taking photos and coordinating with CCX,
- ❖ **Jeff Alger** for setting up the Green Steps table, and
- ❖ **West Metro Fire-District Honor Guard** for presenting the colors.

Thanks again for all the time and effort each of you contributed!

### Staff Changes

- ❖ Benjamin "Ben" Frank has been hired to fill the Office Specialist vacancy in Community Development. He will start on November 6.
- ❖ An internal recruitment was held to fill the now vacant police clerk position resulting in no applicants.
- ❖ The clerk position has been advertised externally with a closing date of October 30 at noon.

### Coming Up...

- |                    |   |
|--------------------|---|
| November 3 thru 17 | Open Enrollment for 2018 benefits         |
| November 8         | City Offices Clean-Up Day                 |
| November 9         | Deferred Comp Presentations               |
| November 10        | City Holiday                              |
| November 23 & 24   | Thanksgiving Holiday                      |
| November 29        | Last Wellness Event for 2017 (see page 7) |
| December 7         | Annual Recognition Event                  |



### BTW

- M&M candy debuted in 1941 when the "colorful button-shaped chocolates" were packaged in cardboard tubes (so they would not melt) and sold only to the military. They became a popular treat amongst soldiers who later clamored for more after the war ended. The original 'plain' flavor has since been joined with a peanut variety and some other flavors which have come and (mostly) gone over the years. M&Ms are now sold in over 100 countries. More than 400 million individual M&Ms are produced every day in the US, in different colors. The effective and accurate slogan remains to this day, "Melts in your mouth, not in your hand." Thanks, Wikipedia!
- If you guessed Ed Sullivan as the entertainment legend, you are correct!

# 7 City Day

City Day, an outdoor event held on Saturday, October 14, provided information and opportunities for conversation with residents. It was a chance for residents to have informal chats with members of the New Hope City Council and staff.

Visitors to the event enjoyed a variety of activities geared for the entire family such as:

- Heavy Equipment (and lots of it!)
- New Hope Squad Car
- SWAT Van
- Three Rivers Parks “Go Van” and Puppet Show
- West Metro Fire-Rescue Trucks
- West Metro Tower Rescue Demo
- TV Production Truck
- Technical Rescue Demo by West Metro
- Police Department Tours
- K-9 Demo
- Police Department Tour
- Live Burn Demo
- Police K-9 Demo
- Auto Extrication Demo

A number of booths provided information and discussions about important city topics such as concepts for the proposed new police station and city hall. There was also information about helping to protect local water quality, available home loans, the New Hope Comprehensive Plan, and more!

City Day coincided with the West Metro Fire Rescue Open House which featured a Waffle Breakfast for just \$8. The waffles were huge and there were about a dozen different syrups. It was well attended and delicious!

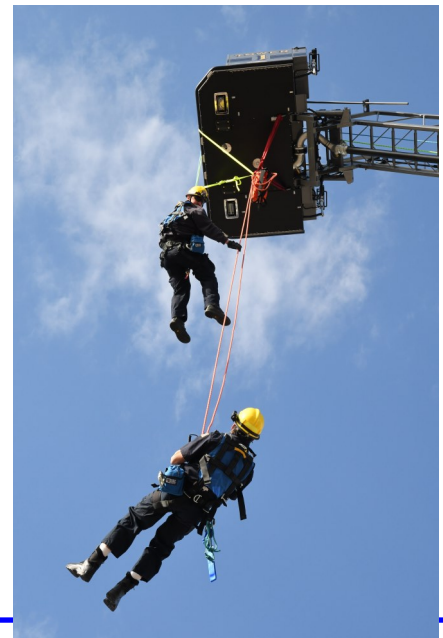
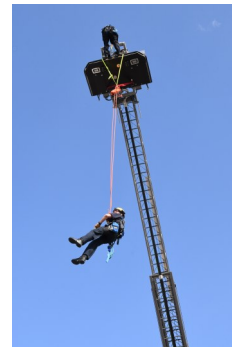
Many thanks to **Jerry Beck** for coordinating the event.



More photos on next page.









### **Last Wellness event for 2017:**

- ❖ **Combatting Stress and the Importance of Sleep**
- ❖ **Wednesday, November 29, 11:30 a.m.**
- ❖ **Parks & Rec Conference Room**

#### **Things to Consider about Stress and Sleep**

- Stress and Sleep are not separate entities.
- The detriments of piling on the stress day after day, week after week and the effects it can have on job performance, focus, and overall mood.
- Sleep: why we need it, what happens in the body if we don't get it, and how to regain it.
- Start thinking about stress and sleep as they pertain to your health and the long term affects these issues can have on your body.
- Take action sooner rather than later to keep your health at its most optimal level.

**Watch for a flier and  
your Hy-Vee lunch order form  
in early November.**