



2019 City of Tampa Open Enrollment

The 2019 Open Enrollment period begins on Monday October 15 and ends on Tuesday November 13. As in the past, employees will enroll using Oracle EDP from Oracle Employee Self Service. For 2019, your options for medical coverage have changed, as have the ways your family can earn wellness incentives to maintain or improve your health and lower your costs.

Regardless of which plan you enroll in, the City's two wellness centers operated by CareATC are available to employees and dependents covered under the health plan, and offer physician visits, laboratory service and prescriptions on the CareATC formulary at no cost.

The Humana Dental Plans, Advantica Vision Plan, Voya Life Insurance Plan, Cigna Long Term Disability Plan, and EFP voluntary insurance plans are unchanged for 2019.

In July, Human Resources announced changes for 2019 including two new medical plan options and, for the first time, the opportunity for a covered spouse or domestic partner to earn incentives for completing the PHA, being tobacco free and completing other wellness activities.

During the final City Council 2019 budget hearing, it was decided the **2019 City Plan with HRA**, one of the original plans announced in July, will be offered as well as the current **2018 Simple Wellness Plan**. The City will continue to pay 100% of the premium for individual coverage and 50% for the cost of coverage for dependents on the **City Plan with HRA**. The **Simple Wellness Plan** will be available for an additional premium. The options available in 2019 are very similar in value and both provide excellent coverage. The calendar year deductibles and maximum out of pocket expense limits that must be met are identical in each plan, and equal to those in the current plan; however, the way you share in out-of-pocket costs differs.

In both plans employees can earn up to \$1,000 in wellness incentives. In the **City Plan with HRA** a covered spouse or domestic partner can also earn up to \$1,000 in wellness incentives. In this plan, all incentive earnings will be placed in a health reimbursement account administered by United HealthCare and available to assist any covered family members in meeting their deductibles. In the **Simple Wellness Plan**, as is the case in 2018, employees can earn up to \$1,000 in wellness incentives. The incentive earnings will be applied to fund the dollar first benefit allowance and applied to each covered family member. Because each family member in the Simple Wellness Plan has available the full amount of employee wellness incentive earnings, a covered spouse or domestic partner will not be permitted to use incentive earnings for activities they complete.

Details on your benefit options and costs can be found in the 2019 City of [Tampa Benefits Guide](#) on this website.

Making Open Enrollment Selections through Oracle EDP

Completing the electronic online Open Enrollment process in Oracle EBS Self-Service ensures that you have the benefits that are best for you and your family. When employees log into Oracle to complete their enrollment they will see that their medical plan will reflect participation in the City Plan with HRA. This is the default plan. Oracle will also list your currently covered dependents, if any. Employees who desire the Simple Wellness Plan, or desire to add or remove dependents, should make those changes in Oracle during open enrollment.

Just like last year, employees must click the Confirmation Statement button in Oracle EBS Self-Service to obtain a printed copy as proof of your elected benefits for 2019. Don't forget to print your confirmation statement as it reflects both the plan you desire and shows the dependents you wish to cover.

[Enrolling through Oracle EDP Employee Self Service](#)

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Should you have any questions regarding open enrollment, visit the open enrollment website at www.tampagov.net/benefits, send an email to benefitsquestions@tampagov.net or leave a message at 813-274-5757.