



BENEFIT NEWSLETTER OPEN ENROLLMENT MAY 5-23, 2025

Open enrollment is coming in May. Open enrollment is your time to choose your health insurance plan for the upcoming year. The City & Borough of Juneau offers 3 health plans to choose from. Now is a good time to evaluate your current plan coverage & consider what might work best for your budget and your healthcare needs.

From year to year, your coverage needs may change. Maybe you have different medication needs or a procedure planned for the upcoming year. Before you enroll in a plan, think about the care you or your family may need in the year ahead. Here are some factors to consider as you're making your decision.

- * **What do you see the doctor for?**
- * **Do you have a major procedure planned?**
- * **Do you take medications?**
- * **Who else needs coverage through your plan?**

In addition to the questions above, you want to think about how you prefer to manage your healthcare costs. Do you prefer to keep your monthly premium payments low or would you rather pay higher monthly premiums so your copay is less when you need care.

Lower premium plans (HDHP + HSA Option)

If you don't have any major care needs, you can save money by finding a plan that charges a lower premium each month. This means the plan will take less money out of your paychecks to pay for insurance. But, you will have to pay more out of pocket for medical bills before the plan will start to pay. Compare your plan options to see which plan's premium amount requires you to pay the least.

Lower copay plans (Standard & Economy Plans)

Some plans may give you the option to spend less money when you pay for care services, like when you visit the doctor. You can compare the deductible, coinsurance and out-of-pocket limit for each plan. That way, you can see which plans may help you save more. Researching these costs and understanding how you and your plan share costs together also helps you avoid cost surprises later. These plans may have a lower deductible & out-of-pocket limit, but the premium paid each pay period will be higher.

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Are you currently enrolled in the Health Savings Account?

Effective July 1, 2025, the HSA administration is moving from Optum Health to HSABank. If you would like to continue contributing to the HSA, just re-enroll in the plan as usual during open enrollment. Your new elections will start with the new HSABank account.

What will happen with your Optum Bank funds? Watch for communication from Natasha Peterson & HSABank on the steps needed to move your Optum account funds to HSABank. We will be working to make the process as smooth as possible.

New benefit elections will be effective July 1, 2025. When can you expect to see new deductions on your paycheck?

City & Borough of Juneau

FSA/DCA deduction:

July 11 paycheck

All other benefit deductions:

July 25 paycheck

Bartlett Hospital

FSA/DCA deduction:

July 3 paycheck

All other benefit deductions:

July 18 paycheck

Juneau School District

Health/Dental/Vision benefit deductions:

July 11 paycheck

Benefit Lingo—What does it all mean?

Health plans can be confusing. But they make a lot more sense when you know a few basic terms.

Premium

The amount that must be paid each month for a health insurance plan. Both the employer & employee contribute to the monthly premium. The CBJ contribution is \$1722.00 per full time employee per month. The amount the employee pays is dependent on the plan you enroll in.

Deductible

A deductible is the amount you pay each year for covered healthcare services before your health plan starts to pay. For example, if your plan has a \$2,000 deductible: You pay the first \$2,000 of covered services. After you meet the deductible, you and the plan each pay part of the cost of healthcare services. Your part of the cost is called either coinsurance or copayment.

Coinsurance

A coinsurance is the percentage of covered expenses you pay after you have paid your deductible. For example, if your health plan has a 20% coinsurance and the cost for an office visit is \$100: You pay \$20 and your health plan covers the rest.

Out-of-pocket maximum

The out-of-pocket maximum is the most you would have to pay for covered services in a plan year. Your out-of-pocket maximum includes the amounts you spend on deductibles, coinsurance, and copayments. When you reach your out-of-pocket maximum, the plan pays 100% for the rest of the plan year.

Tip!

You will generally pay less when you receive healthcare services from an in-network provider.

Join us at the Benefit & Financial Wellness Fair and learn more about your employee benefit options and retirement plans.

May 12th—BRH Admin Classroom & presentations in the Board Room

May 13th—CBJ Assembly Chambers

Schedule of events:

Presentations: 8:30AM - 12:00 NOON

Short presentations with time for Q&A

8:30-9:30-Personal Finance: Budgeting, Goal Setting, Debt, Saving and Emergency Funds

Presented by Scott Seidel, MissionSquare Retirement

9:45-10:45-Your 457 Deferred Comp Plan: While the sooner you start saving the better, sometimes you need a boost. Your 457 deferred compensation plan provides you with a convenient way to save and obtain tax benefits. You control how much you save and your investments

Presented by Jeff Spindle, MissionSquare

11:00-12:00-Empower Website Demo with Q&A: Join for a demo of the Empower website for PERS Tier IV employees with a Q&A session afterwards to address general Empower retirement questions

Presented by Adan Romo Gonzalez, MissionSquare

Information Tables: 12PM - 4PM

Gather information and on a wide range of financial & benefits related topics such as: Health Insurance; Life Insurance; Pet Insurance; PERS Tier IV; Mission Square Retirement; JPD; Health Yourself Information; and more!

HOW TO EARN A DISCOUNT ON YOUR HEALTH INSURANCE

By participating in our wellness program you can earn a \$1300 discount on next year's health insurance premium. Here's how:

Earn **100** Health Yourself points by **May 31** through any combination of points from...

- Biometrics (No tobacco, LDL, A1c, Blood Pressure)
- Preventive visits to your doctor and dentist
- Health Yourself activities

To get started earning points:

- Book a blood draw appointment (if you did a lab draw in the fall, you do not have to do this again)
- Keep track of your physical activity in a fitness journal
- Book your annual physical or dental cleaning and get the Screening Form signed off

Watch for information in Jess's emails or visit the wellness site: <https://juneau.org/human-resources/>



EMPLOYEE PARKS & REC PASSES

All benefit-eligible CBJ employees get to enjoy **FREE** access to all Parks & Recreation facilities! During Open Enrollment, you will be able to sign up for a CBJ Employee Parks & Rec pass, granting unlimited access to:

- Augustus Brown Pool
- Dimond Park Aquatics Center
- Dimond Park Fieldhouse
- Mount Jumbo Gym
- Treadwell Ice Arena

These passes will be available at **no cost** to all benefit-eligible employees and their immediate families, including dependents through age 18. The CBJ Employee Parks & Rec Pass does not include registrations such as swim lessons, adult volleyball, youth sports, etc.

During Open Enrollment, be sure to elect the CBJ Employee Parks & Recreation Pass by selecting either 'Employee Only' or 'Employee + Family.' Passes will only be issued to those who complete the enrollment process by the deadline. It is the employee's responsibility to make their selection before Open Enrollment closes—passes will not be added after the deadline under any circumstances.

All FY26 CBJ Employee Park & Rec Passes will be active from July 1, 2025, through June 30, 2026. If an employee separates during the fiscal year, the pass(es) will become inactive on the last day of employment.

IF YOU HAVE ANY QUESTIONS,
CALL (907) 586-5226 OR
EMAIL:

PARKS.REC@JUNEAU.GOV

WHAT'S CHANGING THIS YEAR WITH YOUR BENEFIT PLANS:

You will not see any major changes to our benefit offerings this year. But, open enrollment is still a great time to evaluate your current elections and decide if you would like to make changes to or add the following benefits:

- **Health insurance**—health rates & coverage are not changing
- **Vision coverage**—no change
- **Dental option**—no change
- **457 Deferred Comp**—annual contribution limit increasing to \$23,500 (with \$7,500 catch for employees over 50 years & \$11,250 for employees ages 60-63)
- **Life Insurance**—no change
- **Voluntary Supplemental Benefits**—Short-term Disability rates will be decreasing
- **Flex Spending Plan**—Plan Administration is moving to HSABank
- **Health Savings Account**—Plan Administration is moving to HSABank
- **Pet Insurance**—plan options are more customizable to meet each pet's needs

EMPLOYEE HEALTH RATES

	HDHP	ECONOMY	STANDARD
EMPLOYEE ONLY	\$0.00	\$53.40	\$104.40
EMPLOYEE PLUS FAMILY	\$79.00	\$158.00	\$230.40

EMPLOYEE DENTAL/VISION RATES

DENTAL BUY-UP EMPLOYEE	\$21.00
DENTAL BUY-UP FAMILY	\$34.50
VISION EMPLOYEE	\$3.50
VISION FAMILY	\$6.80

**“Don't simply retire from something;
have something to retire to.” ~ Harry
Emerson Fosdick**



Grow your retirement plan one nugget at a time with CBJ's 457
deferred comp plan

Get to Know Your 457(b) Plan



It's Easy to Contribute

- Contributions are made through a payroll deduction.



Get Tax Benefits Along the Way

- Pre-tax contributions lower your tax bill while earnings grow tax deferred.
- Delay all taxes, until you take the money out.



A Range of Investments Are Available

- Create your own mix of investments choosing from available options or consider a target date fund.
- You can also get help with Guided Pathways® – www.missionsq.org/guidedpathways.*



Flexible Withdrawal Options

- Only 457(b) plans have no early withdrawal penalty regardless of your age.**

*Guided Pathways Advisory Service is a fee-based service and is not suitable for all investors. Please contact our Guided Pathways team or your MissionSquare Retirement Plan Specialist and fully read the Guided Pathways Fund Advice and Managed Accounts Investment Advisor Agreement prior to enrolling in Managed Accounts to determine if this services is right for you. Underlying fund expenses and plan administration fees still apply.

**The penalty may apply to non-457(b) plan assets rolled into 457(b) plan and subsequently withdrawn prior to age 59 ½. MissionSquare does not provide tax advice. Please consult a tax advisor in your state regarding your specific situation

Start Saving Today

The sooner you save, the more time your money can grow – see how at www.missionsq.org/costofdelay.

Already enrolled? Aim to save more – see how at www.missionsq.org/savingsboost.

All investing is subject to risk, including the possible loss of principal

Questions? Contact your MissionSquare Plans Specialist for more information.



Jeff Spindle

Retirement Plans Specialist

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Scan the QR code to
schedule a meeting

MissionSquare
RETIREMENT

**CITY & BROUGH OF
JUNEAU**

**Employee Benefits
Include:**

- ⇒ Health
- ⇒ Dental
- ⇒ Vision
- ⇒ 457 Deferred Comp
- ⇒ Life Insurance
- ⇒ Critical Illness
- ⇒ Disability
- ⇒ Hospital Indemnity
- ⇒ Accident
- ⇒ Pet

**EMPLOYEE BENEFIT OPEN ENROLLMENT
MAY 5-23, 2025**

Open Enrollment is your opportunity to enroll, cancel enrollment, or make changes to your coverage in the health care plan, enroll in a flexible spending account, enroll in life insurance, and/or enroll or cancel coverage in other supplemental benefit plans.

Changes made during Open Enrollment will be effective on July 1, 2025 for the plan year that ends June 30, 2026.

To participate in FSA & HSA, you must re-enroll each year, even if you want to keep the same election amount.

Don't wait until the last minute! Log on to the TBX platform now to review your current benefit elections.



City & Brough of Juneau
155 Heritage Way
Juneau, AK 99801