HR Liaisons & MLS Meeting with OHR & MCtime

Friday, September 16, 2022

Welcome to the Live Event. Please make sure your audio is turned on.

The meeting will begin shortly.

Office of *Human* Resources

Introduction

Darryl Gorman

Acting Director, Office of Human Resources

Agenda

- Meet OHR's New EEO Manager – Paris Lee

- Employee Benefits Open Enrollment – Jenna Shovlin

- LiveWell Wellness Champions – Lili Rojas

- Hiring Updates – Krista Simkins

- General Reminders – Darryl Gorman

- Question and Answer Session – Moderated by KD Kasunic

Paris Lee

Manager, Equal Employment Opportunity (EEO)

OHR

Office of *Human* **Resources**

Employee Benefits Open Enrollment

Jenna Shovlin

Manager, Administrative Services
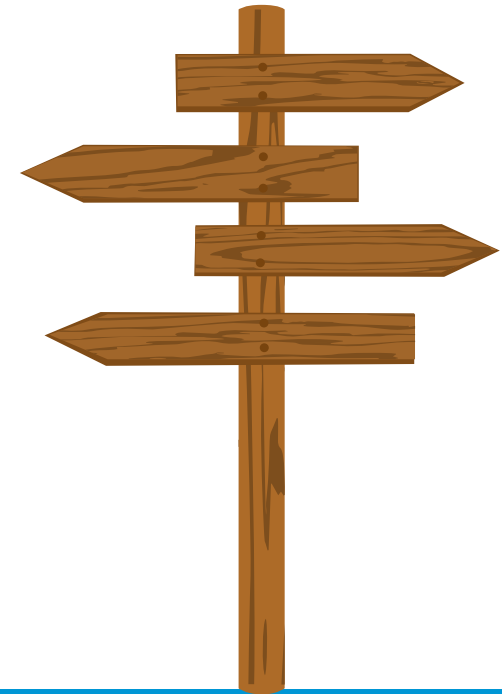
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What Is Open Enrollment?

September 19 to October 7, 2022

- Open Enrollment is the only time of year when employees can make changes to the following plans for next year's benefits plans without needing a qualifying life event:
  - Medical
  - Prescription
  - Dental
  - Vision
  - Optional Life
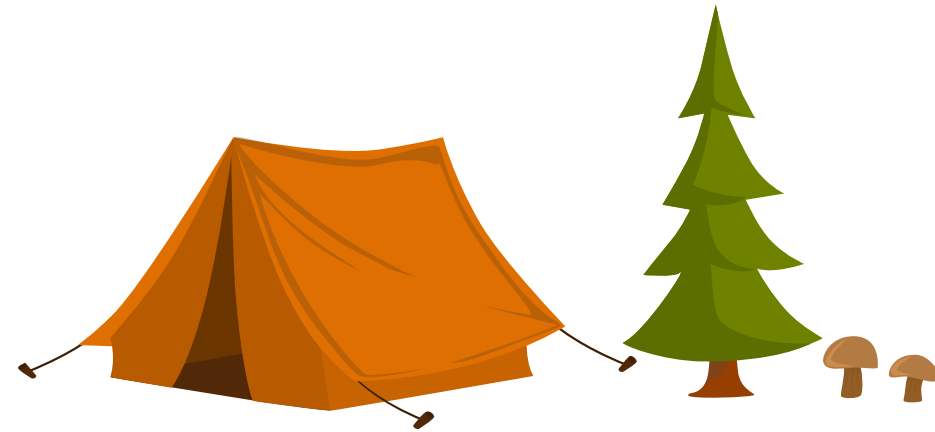 - Health Care & Child Care FSAs

What Changes Can Be Made?

September 19 to October 7, 2022

- Changes employees can make during Open Enrollment are:

    - Enroll in the benefit plan(s) for the first time
    - Add/delete dependent(s)
    - Change from one plan to another
    - Drop coverage
    - Enroll in or increase Optional Life insurance
    - (Re)enroll in a Flexible Spending Account

Open Enrollment Dates

2023 Open Enrollment runs from September 19 – October 7, 2022.

- All OE changes must be submitted during the OE window:
    - Begins – Monday, September 19 at 8 am.
    - Deadline – Friday, October 7 at 5 pm.

- OE changes are effective January 1, 2023.

2023 Employee Rates

	Your New 2023 Cost Per Biweekly Paycheck			Difference Between 2022 and 2023 Rates Per Biweekly Paycheck		
	Self	Self + 1	Family	Self	Self + 1	Family
Medical						
CareFirst High Option POS (medical only)	$64.46	$111.51	$187.76	$1.08	$1.87	$3.13
CareFirst Standard Option POS (medical only)	$59.95	$103.70	$174.62	$1.00	$1.73	$2.92
UnitedHealthcare HMO (medical only)	$52.77	$101.44	$161.26	$0.89	$1.70	$2.70
Kaiser HMO (**Rx included**)	$64.44	$121.16	$190.76	$4.21	$7.93	$12.48
Prescription						
Caremark High Option $4/$8*	$121.60	$224.98	$348.63	$13.04	$24.12	$37.35
Caremark High Option $5/$10**	$118.91	$220.01	$340.94	$12.74	$23.58	$36.53
Caremark Standard Option $10/$20/$35	$21.61	$39.99	$61.97	$2.31	$4.29	$6.64
Dental						
Dental PPO (Traditional Dental Plan)	$3.96	$8.82	$12.70	$0.00	$0.00	$0.00
Dental HMO (DHMO)	$1.29	$2.44	$3.57	$0.00	$0.00	$0.00
Vision						
Vision Plan	$0.44	$0.69	$1.05	$0.00	$0.00	$0.00

* Only available to MCGEO employees.

** Only available to FOP employees.

Last 8 Years of Premium Increases

|	2014-2015 % Increase	2015-2016 % Increase	2016-2017 % Increase	2017-2018 % Increase	2018-2019 % Increase	2019-2020 % Increase	2020-2021 % Increase	2021-2022 % Increase	2022-2023 % Increase
Carefirst High Option POS	11.2%	0.4%	1.3%	5.8%	8.4%	0.0%	0.0%	9.0%	1.7%
CareFirst Standard Option POS	11.2%	0.4%	1.3%	5.8%	8.4%	0.0%	0.0%	9.0%	1.7%
Kaiser Permanente	1.1%	2.6%	4.4%	3.3%	7.8%	2.0%	-2.5%	5.6%	7.0%
UHC Select HMO	0.8%	7.3%	1.4%	3.2%	7.1%	0.0%	0.0%	5.8%	1.7%
Cigna Dental PPO	0.8%	0.0%	0.0%	0.0%	0.0%	6.6%	9.8%	5.7%	0.0%
Cigna Dental DMO	-4.3%	0.0%	0.0%	0.0%	-9.5%	0.0%	0.0%	0.0%	0.0%
EyeMed Vision	0.8%	0.0%	0.0%	0.0%	0.0%	9.6%	18.5%	-1.4%	0.0%
Caremark Standard Option	3.7%	30.8%	0.0%	10.8%	8.4%	0.0%	0.0%	0.0%	12.0%
Caremark High Option 4/8	23.3%	30.5%	0.0%	5.5%	5.9%	0.0%	0.0%	0.0%	12.0%
Caremark High Option 5/10	23.3%	30.5%	0.0%	5.5%	5.9%	0.0%	0.0%	0.0%	12.0%

2023 Open Enrollment Checklist

Encourage employees to follow these steps for a successful Open Enrollment:

1. Review available resources:
   - 2023 Open Enrollment Guide (mailed to homes ~September 15th)
   - Open Enrollment Website: www.montgomerycountymd.gov/oe
   - County email for important updates and follow-ups

2. Attend a virtual Open Enrollment Q&A
   - Carrier-specific
   - OHR Office Hours or 1:1 sessions

3. Watch pre-recorded carrier-specific videos

4. Make changes online & (re)enroll in Flexible Spending Accounts (FSAs)

5. Download Confirmation Statement

Stress the importance of taking action early!
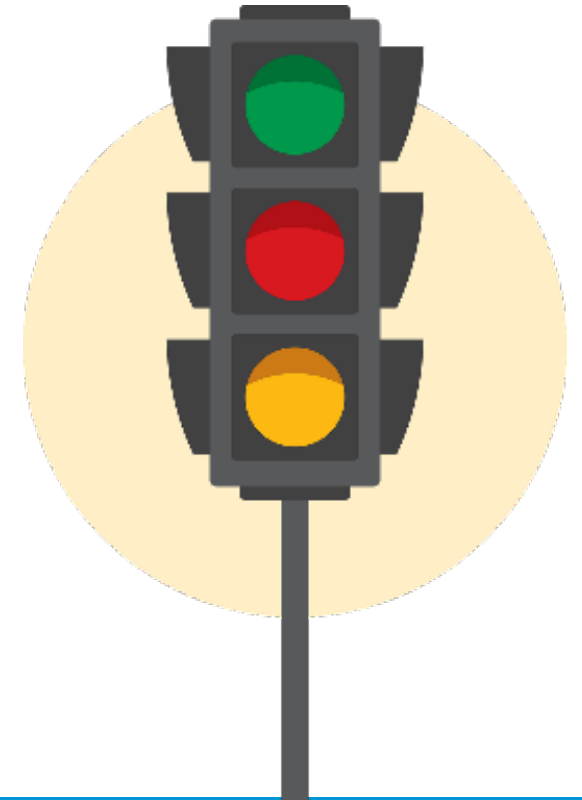
Making Changes
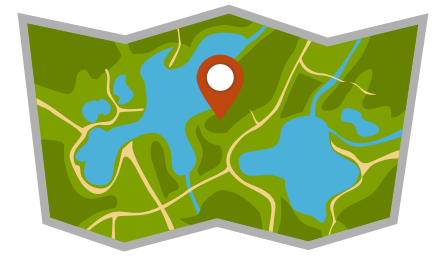
All Open Enrollment changes should be completed online via Employee Self-Service (ESS).

- If an employee does not have their ESS single sign-on, they should contact the IT Help Desk at 240-777-2828 (option 1) for login assistance.

- Employees must re-enroll in a Flexible Spending Account. FSA elections do not carry-over.

- Employees adding new dependents will need to upload dependent documentation in ESS. **Ordering marriage/birth certificates can take time – don't wait until the last minute!**

- Employees should download their 2023 confirmation statement before exiting ESS.

- Employees should make **every effort** to complete their Open Enrollment changes online via ESS. ESS is accessible via computer, smartphone or tablet.

Open Enrollment Questions?

To address OE questions, follow the steps below (in order):

1. Search the interactive Open Enrollment FAQs: montgomerycountymd.gov/OE.
2. Attend a Question & Answer Session. (Registration required at montgomerycountymd.gov/OE).
   - OHR Virtual Office Hours
   - Ten-minute 1:1 sessions with an OHR HITS team member
   - Vendor Q&As
3. Watch pre-recorded plan-specific presentation videos providing detailed plan overviews.
4. Search MC311's website for knowledge-based articles: montgomerycountymd.gov/mc311/
5. Call the MC311 Customer Service Center at 240-777-0311 (Mon – Fri, 8 am – 5 pm) and place a service request.
   - **TIP: Provide an email address when placing the service request for the most timely response.**
   - Note: Open Enrollment is the Health Insurance Team's busiest time of year. Employees may experience delayed responses. Health Insurance Team members will respond in the order service requests are received.

Office of *Human* Resources

Why Workplace Wellbeing is Important

Workplace health/wellness programs contribute to the success of the organization by:

- Improving the health and well-being of employees and their family members.
- Improving productivity.
- Improving morale and job satisfaction.
- Reducing injuries and illnesses.
- Reducing absenteeism.
- Improving recruitment and retention.
- Creating a culture of well-being.

Champion Responsibilities

- **Get Informed:** have a clear understanding of LiveWell programs.
- **Advocate:** be a visible supporter of the LiveWell program.
- **Communicate:** share announcements and messages regarding LiveWell activities and events.
- **Coordinate:** organize wellness activities within your department.
- **Lead:** set an example for your colleagues.
- **Participate:** attend Wellness Champion meetings.
- **Support:** help MCG employees who have LiveWell questions.
- **Volunteer:** sign up to participate in LiveWell events and activities.

Office of

LiveWell
Wellness Champions
Needed!

Are you passionate about health and wellbeing? Are you willing to help get the word out about wellness programs and events?
Become a LiveWell Wellness Champion and help connect employees to the right resources for their wellbeing needs

LiveWell

Interested in becoming a Wellness Champion?
Email LiveWell@montgomerycountymd.gov

Office of *Human* **Resources**

LiveWell Contacts
Lili Rojas: Wellness Program Manager
Amanda Cohill: Wellness Coordinator

Questions? Contact

LiveWell@Montgomerycountymd.gov

Hiring Updates

Krista Simkins

Chief Talent Acquisition Officer

OHR

OHR Hiring Updates

- Hiring Prioritization
- Hiring Playbook: **tinyurl.com/MCGHiringPlaybook**
- Public Safety Job Fair
- What's on the horizon?
    - Orientation Reboot

Office of *Human* Resources

General Reminders

Darryl Gorman

Acting Director

OHR

General Reminders

- Let everyone in your department know how important it is that they complete monthly **Information Security Awareness Training**. Cybersecurity threats to MCG are real!

- It is important that you pass on the **information to your department** that you get from the monthly HR Live Events.

- A **Wellness Champion** is needed in every department! We will follow up with those departments where there is not a Wellness Champion.

- **New topics** are welcome for HR Liaison Live Events. Please email ohr@montgomerycountymd.gov with any topic requests.

Q & A

Moderated by KD Kasunic

Thank You for Attending

This presentation will be posted on the Weekly HR Liaisons & MLS Meeting Dashboard:
www.montgomerycountymd.gov/HR/Misc/WeeklyHRLiaisonsMLSOHRMCTime.html

For more information on Timekeeping, visit the MCtime Resources webpage:
www.montgomerycountymd.gov/mctime/resources.html#Events

OHR Website: **www.montgomerycountymd.gov/HR**

Follow OHR on Twitter! **twitter.com/WORK4MCG**

Check out our Hiring Process Playbook: **tinyurl.com/MCGHiringPlaybook**

Office of *Human* **Resources**